

**IN THE UNITED STATES DISTRICT COURT
FOR THE SOUTHERN DISTRICT OF IOWA
EASTERN DIVISION**

BUSINESS LEADERS IN CHRIST, <i>Plaintiff,</i> v. THE UNIVERSITY OF IOWA, <i>et al.</i> <i>Defendants.</i>	Civ. Action No. 3:17-cv-00080-SMR-SBJ DECLARATION OF ERIC BAXTER
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I, Eric Baxter, declare as follows:

1. I am Senior Counsel at the Becket Fund for Religious Liberty. I represent Business Leaders in Christ (BLinC), a student group at the University of Iowa, in the above-captioned matter.
2. On December 11, 2017, I accessed the website of the Dean of Students of the University of Iowa. On that site, I accessed the University's policy with regard to the Registration of Student Organizations. A true and accurate version of that policy is attached as **Exhibit A**. I also accessed the Statement of Religious Diversity. A true and accurate version of that Policy is attached as **Exhibit B**.
3. On December 11, 2017, I accessed the Operations Manual at the website of the University of Iowa. Chapter 3 of that manual contains the University's Human Rights Policy. A true and accurate version of that Policy is attached as **Exhibit C**.
4. On December 11, 2017, I accessed the Center for Student Involvement & Leadership's OrgSync website, www.uiowa.orgsync.com, went to the pages of the following student clubs, and downloaded a copy of their constitutions. A true and accurate copy of the constitution of the Feminist Union is attached as **Exhibit D**. The constitution of the Korean American Student

Association is attached as **Exhibit E**. The constitution of Students for Life is attached as **Exhibit F**. The constitution of the Association of Women Dentists is attached as **Exhibit G**. The constitution of Imam Mahadi is attached as **Exhibit H**. The constitution of the Christian Legal Society is attached as **Exhibit I**. The constitution of Love Works is attached as **Exhibit J**. The constitution of Cru is attached as **Exhibit K**. The constitution of Campus Bible Fellowship is attached as **Exhibit L**.

5. On December 11, 2017, I accessed The Daily Iowan website, <http://daily-iowan.com/2017/03/02/finding-a-home-in-faith/>, to obtain a copy the news article by Naomi Hofferber, Finding a Home in Faith (The Daily Iowan, Mar. 2, 2017). A true and accurate version of the article is attached as **Exhibit M**.

6. On December 11, 2017, I accessed BLinC's OrgSync page, <https://orgsync.com/93906/chapter>. A true and accurate version of the page is attached as **Exhibit N**.

I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge.

Executed on this 11th day of December, 2017.

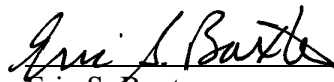

Eric S. Baxter

EXHIBIT A

DEAN OF STUDENTS

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Registration of Student Organizations

A student organization is a voluntary special interest group organized for educational, social, recreational, and service purposes and comprised of its members. Student organizations are separate legal entities from the University of Iowa and legally are not treated the same as University departments or units. Student organizations can exist whether or not the University endorses them pursuant to this policy. Unless otherwise denoted hereafter, the use of the term “student organization” shall include sports clubs registered by Recreational Services.

Student organizations are an important link in the co-curricular activities of the University of Iowa. They play an important role in developing student leadership and providing a quality campus environment. As such, the University encourages the formation of student organizations around the areas of interests of its students, within the limits necessary to accommodate academic needs and ensure public safety.

I. Registration of Student Organizations

The University of Iowa, through the Vice President for Student Life (hereinafter, "vice president"), has delegated the responsibilities and obligations of registering student organizations to the Student Organization Review Committee (i.e., on behalf of the Center for Student Involvement & Leadership and Recreational Services) (SORC) and to deans of academic colleges. The SORC is a team of students and staff that determines the approval or denial of the application for registration. Registration of a student organization by the University does not constitute an endorsement of its program or its purposes, but is merely a charter to exist. The reasons for denying or withdrawing registration of a student organization shall not violate the University Policy on Human Rights.

It is the responsibility of each registered student organization to adhere to the mission of this University, its supporting [strategic plan](#), [policies](#), and [procedures](#). Organizations must abide by all local, state, and federal laws. An organization's goals, objectives, and activities must not deviate from established University policies and procedures. Because participation in student organizations may enhance a student's educational experience and the University deems this important to our students' success, registered organizations are entitled to certain privileges and benefits.

A. Benefits of Registration:

1. Registration as a University organization;
2. Establishment of an account in the Student Organization Business Office (SOBO), Fraternity Business Service, or Recreational Services and appropriate purchasing privileges in accordance with University policies;
3. Eligibility to apply for funds from mandatory Student Activity fees (i.e., for student organizations) or Recreational Services fees (i.e., for sports clubs);
4. Inclusion in appropriate University publications;
5. Utilization of the Center for Student Involvement & Leadership's (CSIL) OrgSync software (funded by UISG & GPSG);
6. Utilization of the University's trademarks in accordance with the [UI Trademark Licensing Department's program and policies](#);
7. Eligibility for use of campus meeting facilities and outdoor spaces;
8. Eligibility, but not the right, to utilize UI Fleet Services vehicles in accordance with state and University policies, procedures, guidelines, and insurance requirements;
9. Eligibility, but not the right, to utilize University staff and programming resources;
10. Eligibility, but not the right, to utilize Information Technology Services Mass Mail once each semester;
11. Eligibility to apply for awards and honors presented to University registered organizations and members; and
12. Eligibility to apply for Student Organization Office Suite (SOOS) or Student Activity Center (SAC) office space and/or storage space.

1. In order to exercise the privileges accorded to registered student organizations, students interested in starting a new registered student organization must first write a constitution for the potential student organization and hold a Pre-registration meeting with the appropriate CSIL staff, BEFORE filing the New Organization Registration Form online through OrgSync. This form includes organizational information and the organization's Constitution and Bylaws. Upon receiving this information, the CSIL staff will review it and submit it to the Student Organization Review Committee (SORC) for consideration. If approved for registration, the SORC will assign the appropriate registration tier (see below).
2. Eligibility/Registration Requirements
 - a. Any group or organization which consists of and maintains at least 80 percent University students, whose purposes are consistent with the educational objectives of the University, and do not violate local, state or federal law, is eligible for registration by the University. To start a new registered student organization, the organization must consist of and maintain at least five (5) individuals as members, of which four (4) must be currently enrolled UI students.
 - b. Membership. It is the policy of the University that all registered student organizations be able to exercise free choice of members on the basis of their merits as individuals without restriction in accordance with the University Policy on Human Rights. The University acknowledges the interests of students to organize and associate with like-minded students, therefore any individual who subscribes to the goals and beliefs of a student organization may participate in and become a member of the organization.

Membership and participation in the organization must be open to all students without regard to race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons.

Membership in a student organization must be composed primarily of UI students (minimum 80% student membership) and be controlled and directed by UI students. Members are individuals who self-select to join an organization; "membership" is different from the audience a student organization targets, serves, or represents. The "audience" is not automatically considered a part of the organization's membership. Only UI student members shall have voting rights in a student organization. Membership is not open to persons under the age of 18 who are not enrolled UI students. Non-university community members who are at least 18 years of age may participate in the activities of student organizations but may not be voting members. If the student organization desires to allow persons under the age of 18 who are not UI students to participate in the activities of the student organization, the student organization must follow the requirements contained in the Youth Programs Policy Manual for RSOs, including that the youth participant must have permission to participate from a parent or guardian.

As some University services and benefits require knowledge of a student's membership in the student organization requesting the service or benefit, all organizations are encouraged to have a full membership roster on file with the Center for Student Involvement & Leadership via OrgSync. For example, if a member of a student organization wants to request approval to drive or ride in a university vehicle for an organization event or activity, that member must be listed on the organization's full membership roster located on OrgSync.

The student organization must be nonprofit in nature; student organizations affiliated with for-profit businesses are not eligible for registration. Student Representatives and student organization members must not profit or benefit financially from student organization membership.

- A. Primary and Secondary Student Representatives. Student Representatives are individuals who are authorized by the organization to speak for or represent the organization in its relations with the University and who are authorized to receive for the organization official notices, directives, or information from the University. Every student organization or potential student organization, registered with the Center for Student Involvement & Leadership/Recreational Services/academic deans via OrgSync must include the names of two student representatives in its Org Profile. Both Representatives must be currently enrolled UI students, and in academic and non-academic good-standing. One name will be designated as the Primary Representative and the other as the Secondary Representative. It is the responsibility of each student organization to update the Org Profile with the current names of Student Representatives. A student organization no longer under the direction of currently enrolled students may lose its registration.
- B. Access to University Resources. Registered student organizations are guaranteed an equal opportunity to apply for funds from mandatory Student Activity fees (i.e., for student organizations) or Recreational Services fees (i.e., for sports clubs) or for any other benefit conferred by the University of Iowa Student Government (UISG) or Graduate and Professional Student Government (GPSG) or their constituent bodies, without differentiation for reasons that violate the University Policy on Human Rights or inhibit the group's exercise of First Amendment rights of free expression and association. Nothing in this

section shall be constituted to coordinate and manage the financial operation of the University or other benefit from UISG and/or GPSG and/or Recreational Services by any student organization or to prohibit the individual consideration of the program merits of funding or other proposals submitted by such student organizations.

- C. **Registration Procedure.** Throughout the year on an ongoing basis, the University will consider applications from student organizations that request to be registered. Registration of student organizations is granted by the Student Organization Review Committee (i.e., on behalf of the Center for Student Involvement & Leadership and Recreational Services) or an academic dean. Registration granted for sports clubs, and fraternities and sororities are subject to additional policies administered by their respective department or student governance organization(s). In order to receive funds from mandatory Student Activity fees (i.e., for student organizations) or Recreational Services fees (i.e., for sports clubs), a student organization must be confirmed by the UISG and/or GPSG or Recreational Services. Greek-letter social organizations are registered by the University of Iowa Interfraternity Council, Panhellenic Council, Multicultural Greek Council, or the National Pan-Hellenic Council.

1. To start an organization one must follow the step-by-step process listed on the "Starting an Organization" website.

Registration of student organizations that are residential living units (i.e., residence hall organizations, fraternities, and sororities) is granted by their respective student governance organization (i.e., Associated Residence Halls [ARH], Interfraternity Council [IFC], Multicultural Greek Council [MGC], National Pan-Hellenic Council [NPHC], and Panhellenic Council [PHC]) with the concurrence of the vice president.

The Student Organization Review Committee (SORC) shall review all student organization registration applications. Upon its evaluation, the Committee will register the student organization and forward the organization's application to the appropriate student governance organization or college/department/unit for confirmation; 2) register the organization subject to specific conditions on activities the organization is permitted to sponsor; or 3) reject the application. If an application is rejected the organization may appeal the decision of the SORC within 30 calendar days upon the receipt of their denial of registration letter. Appeals must be submitted in writing to either the Director of the Center for Student Involvement & Leadership (i.e., for student organizations) or the Director of Recreational Services (i.e., for sport clubs). If an organization appeals and is not satisfied with the decision rendered by the Director of the Center for Student Involvement & Leadership or the Director of Recreational Services they may then submit a final appeal in writing to the Dean of Students. There is no further appeal after the Dean of Students.

- D. **Constitution and Bylaws.** In order to complete the registration process, all student organizations must have an approved constitution and bylaws. Sponsored and affiliated student organizations (see Section 8, Registration Tiers) must also provide a copy of the charter, constitution, and/or bylaws of any organization external to the University with which such organization may be affiliated. Student organizations are required to include mandatory clauses within their organization constitutions.
- E. **Registration of Inter/National Chartered Organizations.** In addition to observing all University rules, an organization that is chartered by an inter/national organization, such as a Greek-letter social fraternity or sorority, must maintain its affiliation with the inter/national organization in order to retain its University registration. University registration will cease when the inter/national organization no longer recognizes or sponsors the student organization as an active organization. In this situation, the organization is no longer eligible to affiliate with their respective student governance organization, to participate in activities sponsored by the governance organization or its member organizations, or to access the privileges granted to registered student organizations. Once the inter/national organization has officially returned the student organization to affiliation status, the student organization representatives may apply to the University and the respective student governance organization for registration, although re-registration is not guaranteed. When the University removes registration of a student organization for violating University rules but the organization remains affiliated with the inter/national organization, the student organization will not regain their University registration by virtue of their relationship with the inter/national organization.
- F. **Housing Organizations.** Student organizations that provide off-campus housing to their student members are considered Housing Organizations. These include Professional Residence Groups, fraternal organizations with a professional focus that are recognized by an academic college, and Undergraduate Residence Groups, which includes Greek-letter organizations that are affiliated with their respective student governance organization.

1. In addition to all other student organization policies, Housing Organizations must fulfill the following expectations due to the level of responsibility and complexity involved in the service they provide:
 - a. Manage their housing unit;
 - b. Enforce internal organization rules;
 - c. Ensure that relevant national, state, and local laws and regulations are observed;
 - d. Provide safe and healthful lodging and cooperate with city or state agencies responsible for enforcing applicable health and safety laws; and

2. Organizations are eligible for the same privileges granted to registered student organizations which do not provide housing.
3. The responsibility for the regulation and governance of professional fraternities that maintain chapter structures shall be with the Dean of the respective college, including professional fraternities registered by the College of Medicine, the College of Dentistry, College of Liberal Arts and Sciences, and the Graduate College.
4. The possession or consumption of alcohol is prohibited in recognized undergraduate residence group housing except where explicitly authorized in writing by the vice president.

G. Governance Organizations.

1. Registered student organizations are governed by the University of Iowa Student Government (UISG), Graduate and Professional Student Government (GPSG), or Associated Residence Halls (ARH).
2. Undergraduate men's and women's social fraternities are governed by the University of Iowa Interfraternity Council, Panhellenic Council, National Pan-Hellenic Council, or the Multicultural Greek Council, which may establish, consistent with the University Policy on Human Rights, additional rules and regulations for recognition of new fraternities, membership selection standards, and standards of conduct.
3. Reviews. In order to determine whether a student organization is in compliance with a student governance organization regulation or policy, University officials may from time to time review the organization's record. Information gathered as part of the review may include, but is not limited to, the following: aggregate grade point averages, membership figures, financial reports, internal rules and policies, insurance coverage schedules, educational programs for members, safety and security precautions, compliance with relevant municipal ordinances and state laws, and complaints to the Iowa City police.

II. Registration Tiers

Each student organization granted registration with the University of Iowa is classified as general, affiliated, or sponsored. The registration tier is determined by assessing the student organization's relationship to the University, the purpose and scope of its activities, the University population served, and the perceived potential risk to participants and the University.

The relationship of student organizations to the University is determined by evaluating the student organization's mission, goals, and activities as they relate to the mission, vision, goals and culture identified by the University in its Strategic Plan.

The privileges and responsibilities associated with each type of registered student organization are outlined below.

- A. General Student Organizations: The privileges of becoming a registered student organization at the University are not extended without careful consideration. General student organizations are those that are consistent with the mission and culture of the University and engage primarily in activities that benefit their membership. These organizations are primarily interest groups capable of functioning with minimal support. The University registers but does not support or endorse the purposes of these general organizations and may not accept responsibility or liability for the activities undertaken by the student organization.

In addition to the University resources available to all registered student organizations, general student organizations may receive third priority consideration for:

- Student Organization Office Suite (SOOS) or Student Activity Center (SAC) office or storage space; and
- Reservable space for University-wide annual events at the Iowa Memorial Union, other University facilities, and outdoor venues through the IMU Event Services process and other University scheduling processes.

- B. Affiliated Student Organizations: Affiliated student organizations are those that serve a specific University interest and may provide support to University programs and initiatives. They contribute to the mission, vision, goals, and culture of the University by routinely presenting events for their members, the campus, or their related department's or unit's members and invited guests. A University department or unit must provide oversight and direct responsibility for the organization and its activities. Affiliated student organizations also may be directly associated with an academic course and its requirements.

In addition to the University resources available to all registered student organizations, affiliated student organizations shall comply with any rules, procedures, and expectations established by the responsible University department or unit.

Because of their broad impact, affiliated student organizations may receive second priority consideration for:

- Student Organization Office Suite (SOOS) or Student Activity Center (SAC) office or storage space; and
- Reservable space for University-wide annual events at the Iowa Memorial Union, other University facilities, and outdoor venues through the IMU event services process and other University scheduling processes.

Affiliated student organizations will need to follow appropriate criteria and guidelines from each University department or unit to receive these services and benefits.

- C. **Sponsored Student Organizations:** Sponsored student organizations are those considered critical to the mission and culture of the University and work in partnership with a University department or unit. These organizations are linked to the University because of their role representing the University or in presenting events of broad appeal that are considered an integral part of the institution and its activities. Sponsored students organizations routinely present events for the campus and broader community, and typically work in a collaborative relationship with a University department or unit. The student organization's purpose and effect are to serve a broad segment of the campus community, not just its membership.

Once registered, the events and activities presented by the student organization should accurately and positively reflect the mission, vision, goals and culture of the University, as well as the rules and standards of the institution and its activities. The registration process requires action by both student leaders and University officials. As such, this process creates a mutually beneficial relationship between sponsored student organizations and the University.

In addition to the University resources available to all registered student organizations, sponsored student organizations shall have:

- A full-time professional staff or faculty member whose job description designates them as the primary adviser to the sponsored student organization in accordance with student organization registration requirements. These advisers are considered experts within the respective student organization's area of interest;
- A University department or unit that provides oversight and direct responsibility for the student organization and its activities; and
- Routinely presented events of broad appeal for the campus and community. Student organization operations and event planning are complex, and the majority of the events/programs are University-wide. Sponsored student organizations routinely present events for the campus and broader community, and are expected to work closely with the appropriate University department or unit in the planning of these events.

Because of high complexity, sponsored student organizations may receive first priority consideration for:

- Student Organization Office Suite (SOOS) or Student Activity Center (SAC) office or storage space; and
- Reservable space for University-wide annual events at the Iowa Memorial Union, other University facilities, and outdoor venues through the IMU event services process and other University scheduling processes.

Sponsored student organizations must follow appropriate criteria and guidelines from each respective University department or unit to receive these services and benefits.

III. Tier Appeals

An appeals process exists for those organizations desiring a registration tier different than that into which they were initially placed. Based on additional information, an organization's registration tier or may be modified also by the Student Organization Review Committee (SORC).

1. **Appeals – Recognition Tier Decision.** A student organization has the right to appeal a tier designation decision of the SORC or the determination by the Center for Student Involvement & Leadership to change or modify a student organization's recognition tier. An appeal provides a limited review of the original decision. It is not an opportunity to present the evidence again or to re-evaluate credibility. If an error has been made, in most cases the matter will be returned to the SORC so that the error may be corrected.

One of the following two conditions must be used as a basis for appeal:

- Discovery of new information that was not available at the time of the decision; and/or
- The appropriate processes for registering student organizations were not followed.

The Director of the Center for Student Involvement & Leadership or Recreation Services will act as the appeal administrator. The Associate Director of the Center for Student Involvement & Leadership or Recreational Services will act as the appeal administrator if the Director is unable to serve due to conflict of interest or absence.

Written documentation stating the grounds for appeal must be filed with the appeal administrator within ten (10) business days of receipt of the original SORC decision.

The appeal administrator will decide one of the following:

- Uphold the original decision;
- Remand the case back to the SORC for reconsideration consistent with the findings of the appeal administrator;
- Remand for a new registration process review of the student organization; or
- Modify the registration tier assigned by the SORC.

The appeal administrator will provide a written decision to the SORC Chair within ten (10) business days of the appeal review. An appeal may be taken within ten (10) business days to the Dean of Students.

IV. Registration Renewal

- A. Each student organization must renew its Profile on OrgSync at or near the beginning of the fall (between Aug. 1-Sept. 15) and spring (Jan. 1-Feb. 15) semesters, even if there are no changes from the previous semester in primary and/or secondary representative and contact information. A student organization that does not update and renew its profile will lose its registration automatically for one semester. Any changes in primary or secondary representative or changes in contact information must be reflected in the profile. Registered student organizations must provide complete and accurate information as requested in the profile. If additional information is needed, student organization representatives must provide information upon request to the Center for Student Involvement & Leadership or Recreational Services. For those student organizations that are registered by an academic college as well as by a student government, student leaders are advised to check with the college/departments/unit regarding registration deadlines.
- B. From time to time, the Student Organization Review Committee reviews the status of student organizations to ensure the safety and welfare of students who participate in activities sponsored by the organization. Depending upon the results of its evaluation, the Committee will 1) register the student organization; 2) register the student organization subject to specific conditions on activities the organization is permitted to sponsor; or 3) recommend to the Director of the Center for Student Involvement & Leadership or Director of Recreational Services that registration be denied.

V. Organizational Registration Changes

- A. During the year, registered student organizations must report to the Center for Student Involvement & Leadership or Recreational Services any amendments to or changes in its student organization name, constitution, by-laws, student representatives, and/or advisers within two weeks of the changes becoming effective. Registered student organizations also must submit any additional information requested from time to time by their respective registering body.

VI. Advisers

- A. Student organization advisers are strongly encouraged for all registered student organizations. Advisers shall be faculty members whenever possible in order to promote student-faculty interaction beyond the classroom. Professional & Scientific staff with advising experience and/or relevant expertise also may serve as student organization advisers. Merit staff, with advising experience and/or relevant expertise also may serve as student organization advisers upon approval from the Center for Student Involvement & Leadership, Recreational Services, or academic dean. A non-University affiliated individual may serve as an adviser to a student organization only if they serve as a liaison to a local/regional/national organization with which the registered student organization has an official affiliation.
- B. Student organization advisers must be employed at the University on at least a .5 FTE basis. The Division of Student Life shall have the right not to approve advisers of student organizations who are on disciplinary status as determined by the

- C. All student organization advisers are strongly encouraged to participate in the adviser training programs sponsored by the Center for Student Involvement & Leadership. The Center for Student Involvement & Leadership and Recreational Services will provide specific information to student organizations about these requirements.
- D. Graduate assistants, with at least 50% appointments, may serve as additional advisers in conjunction with student organization advisers who meet the requirements stated above; however, they will not have signatory authority (e.g., financial transactions, contracts, vouchers).

VII. Space Allocation for Registered Student Organizations

- A. Limited office or storage space is available to registered student organizations in the Student Organization Office Suite (SOOS) or Student Activity Center (SAC) in the Iowa Memorial Union. Student organizations allocated space in the SOOS or SAC must abide by the policies in regard to use of office or storage space. Application forms for the office and storage space are available online through the Center for Student Involvement & Leadership website (<http://csil.uiowa.edu/>). Office and storage space requests are reviewed annually by the CSIL Space Allocation Committee and recommendations for assignment of space are made to the Director of the Iowa Memorial Union and Center for Student Involvement & Leadership. Sport Clubs are required to follow all policies in regard to storage space established by Recreational Services.

Engaging students, supporting positive community behavior, and enriching the college experience through educationally-purposeful activities, service, and community building.

Office of the Dean of Students

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EXHIBIT B

Statement of Religious Diversity and the University Calendar

Religious history, religious diversity, and spiritual values have formed a part of The University of Iowa's curricular and extracurricular programs since the founding of the University. In order to advance religious diversity on campus, the University makes reasonable accommodations for students, staff, and faculty whose religious holy days coincide with their work schedules and classroom assignments. As a public institution, the University neither promotes any particular form of religion nor discriminates against students, staff, or faculty on the basis of their religious viewpoints.

University holidays are not religious holy days, although a religious holy day may coincide with a University holiday. The University is prepared to make reasonable accommodations in its work assignments, test schedules, and classroom attendance expectations in a manner which is consistent with the University Policy on Human Rights and does not unfairly burden employees and students.

Students

With regard to classroom attendance, students who notify the faculty (including teaching assistants) of a religious holy day conflict in a timely manner shall be excused from class or other scheduled academic activity to observe a religious holy day of their faith. Where attendance is mandatory, students compelled by their religious convictions to refrain from attending class on specific days must notify their instructors during the first few days of the semester or session, and no later than the third week or one week before the absence if a conflict occurs before that time.

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Students who notify their instructors of a religious holy day conflict in a timely manner shall be permitted a reasonable amount of time to make up the material or activities covered in their absence, including tests. Students who receive an exemption on religious grounds cannot be penalized for failing to attend class on the days exempted. The instructor may, however, appropriately respond if the student fails to satisfactorily complete any alternative assignment or examination.

In those cases where a request for an excused absence based upon a religious holy day conflict is denied by the instructor, a student may pursue a grievance under “Student Complaints Concerning Faculty Actions” (posted in *Policies & Regulations Affecting Students*, sub-section D (</policies/student-complaints-concerning-faculty-action/>)). Where a timely request is made but denied by the instructor, the grievance process shall be expedited as much as reasonably possible to ensure that a student pursuing a religious holy day accommodation is not unduly disadvantaged by the passage of time.

Students with attendance conflicts may be required to notify an instructor in writing. An instructor who requires written notice must inform the class of this expectation in the class syllabus. An instructor may deny a student’s request for an excused absence on the ground that the request was not made within a reasonable time period, that is, no later than the third week of class or one week before the absence if a conflict occurs before that time.

Faculty

Faculty members have “the responsibility to meet classes as scheduled and, when circumstances prevent this, to arrange equivalent alternate instruction” (University of Iowa Operations Manual (<http://opsmanual.uiowa.edu/human-resources/professional-ethics-and-academic-responsibility/responsibilities-students>), Section III, Chapter 15.2.b). Faculty members who wish to observe religious holy days must fulfill the above-mentioned policy and satisfy any other responsibilities regarding off-campus time, including proper notice, in accordance with their standard departmental procedures.

When scheduling tests, instructors are encouraged to take cognizance of religious holy days which fall on University class days. In addition, faculty should include in their syllabi information regarding the policies for handling conflicts between classroom activities

Staff

Staff members may request accommodation for religious observances through their immediate supervisor. Accommodation may be in the form of scheduled leave or an alternate work schedule. Approved absences will be recorded as vacation. In cases when vacation is not available or an alternative work schedule is not possible, a leave of absence without pay may be permitted. Departments will attempt to accommodate such requests, balancing the request to accommodate with the particular needs of the work unit.

In order to best meet staff needs in an area, appropriate advance notice is required.

EXHIBIT C

[Home](#) > [II. Community Policies](#)

Chapter 3 – Human Rights

(Amended 9/14; 7/1/17)

For related policies, see [II-14](#) Anti-Harassment, [II-4](#) Sexual Harassment, and [II-11](#) Anti-Retaliation.

[3.1 Policy and Rationale](#)

[3.2 Definition of Terms Used in This Policy](#)

[3.3 Bringing a Complaint](#)

[3.4 Process for Sanctions](#)

[3.5 Applicable Procedures](#)

[3.6 Appeal Procedures](#)

[3.7 Protection Against Retaliation](#)

[3.8 Protection of the Respondent](#)

[3.9 Confidentiality](#)

3.1 Policy and Rationale

The University of Iowa brings together in common pursuit of its educational goals persons of many nations, races, and creeds. The University is guided by the precepts that in no aspect of its programs shall there be differences in the treatment of persons because of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideration as an individual, and that equal opportunity and access to facilities shall be available to all. These principles are expected to be observed in the internal policies and practices of the University; specifically in the admission, housing, and education of students; in policies governing programs of extracurricular life and activities; and in the employment of faculty and staff personnel. Consistent with state and federal law, reasonable accommodations will be provided to persons with disabilities and to accommodate religious practices. The University shall work cooperatively with the community in furthering these principles.

3.2 Definition of Terms Used in This Policy

- a. Alleged victim: a person against whom discrimination has allegedly occurred.
- b. Complainant: the person who brings a complaint of violation of this policy, who could be an alleged victim or a third party.
- c. Graduate assistant: a graduate student employed by the University as a research assistant or teaching assistant.
- d. Instructor: a person engaged in teaching students or in evaluation or supervision, direct or indirect, of a student's academic work.

- e. Member of the University community: any University student, or faculty or staff member.
- f. Protected interests: University employment, education, on-campus living, or participation in a University activity.
- g. Respondent: a person or unit that has been accused of discriminating against one or more individuals.
- h. Specific and credible allegations: allegations that provide factual details such as, but not limited to, time, place, actions, participants, and witnesses. Allegations do not necessarily have to be based on firsthand observation of events to be "specific and credible," but direct observation normally results in greater specificity and credibility than indirect knowledge.
- i. Supervisor: a person who has authority either: 1) to undertake or recommend tangible employment decisions (those that significantly change an employee's employment status, such as, but not limited to, hiring, firing, promoting, demoting, reviewing performance, reassigning, and compensation decisions) affecting an employee, or 2) to direct the employee's daily work activities.
- j. Third-party complainant: a person who brings a complaint alleging an act of discrimination against someone else.

3.3 Bringing a Complaint

- a. Persons who believe they have been subjected to discrimination in violation of the policy are encouraged to report it, even if they are not certain whether a violation of this policy has occurred. A complaint that this policy has been violated may be brought to the Office of Equal Opportunity and Diversity (EOD), 202 Jessup Hall, through informal or formal channels by any member of the University community, including a third party, or by the University itself. A complaint must state specific and credible allegations of discrimination to warrant an investigation. There is no time limit for bringing a complaint; however, it may be difficult to substantiate the allegations if they are made after significant time has passed. Therefore, prompt reporting of complaints is strongly encouraged.

Anyone (victims or others) who wishes to consult with someone about a specific situation without making a complaint, or who wishes simply to learn more about enforcement of this Human Rights Policy may contact any of the following offices or organizations:

- (1) Office of the Ombudsperson (for faculty, staff, students, and persons not affiliated with the University), C108 Seashore Hall;
- (2) Employee Assistance Program (for faculty or staff), 121-50 University Services Building;
- (3) University Counseling Service (for students), 3223 Westlawn;
- (4) Women's Resource and Action Center (for faculty, staff, or students), Bowman House.

- b. Informal complaints. An informal complaint is a request that the Office of Equal Opportunity and Diversity seek to reach an informal resolution of the complainant's concerns. The procedures for such complaints are designed to be flexible so as to enable the Office of Equal Opportunity and Diversity to address an individual's situation in the most effective and expeditious manner possible. Resolutions of informal complaints are accomplished with the assistance of other offices or administrators on campus in the area relevant to the complaint.

In the case of an informal complaint, the accused party normally will not be informed of the complainant's action or identity without the consent of the complainant unless circumstances require. When allegations are addressed through an informal resolution process, no disciplinary action may be taken against the respondent, and there will be no record of the allegations in the respondent's personnel file or student disciplinary file, unless the person is notified of the allegations and given an opportunity to respond.

- c. Formal complaints. A formal complaint of discrimination involves an impartial investigation of the complainant's allegations by the Office of Equal Opportunity and Diversity. The investigation begins when the Office provides written notice to the respondent of the filing of the complaint, the identity of the complainant, and the general allegations of the complaint. The respondent is then interviewed regarding the specifics of the allegations and given an opportunity to respond fully to the allegations. The Office of Equal Opportunity and Diversity may also interview other persons believed to have factual knowledge relevant to the allegations. The purpose of the investigation is to establish whether the Office of Equal Opportunity and Diversity finds a reasonable basis to conclude, by the preponderance of the evidence, that the respondent violated the Policy on Human Rights.

The Office of Equal Opportunity and Diversity will issue written findings outlining the basis for its conclusions. The written finding normally will be issued within 60 days of when the complaint was filed. When it is not reasonably possible to issue the finding within that time, the Office of Equal Opportunity and Diversity will notify the alleged victim and the respondent that the finding will be delayed and indicate the reasons for the delay. This report is provided to the administrative officials responsible for the area in which the respondent is involved, the alleged victim, the respondent, and the chief administrative officer in the unit (e.g., the Provost in a complaint filed against a faculty member; the vice president or dean for the unit in the case of a staff member; or the Vice President for Student Life in the case of a student) or his or her designee. Third-party complainants will be notified only that the proceedings are concluded.

3.4 Process for Sanctions

- a. In the case of formal complaints, the following administrators will review the findings of the Office of Equal Opportunity and Diversity investigation:
- (1) the Office of the Provost, if the respondent is a faculty member or other instructional personnel (except graduate assistants);
 - (2) the office of the vice president or dean responsible for the unit employing the person charged, if the respondent is a staff member (including a graduate assistant, in which case the Dean of the Graduate College also must be notified in order to determine whether ramifications apply for the student's academic progress);
 - (3) the Dean of Students, if the respondent is a student (including a graduate student, in which case the Dean of the Graduate College also must be notified in order to determine whether ramifications apply for the student's academic progress).
 - (4) the appropriate administrator above, if the respondent is a unit.
- b. The administrator who receives the report shall:

(1) discuss it with EOD in order to determine, based on EOD's findings and input, appropriate corrective measures and/or sanctions. If the respondent is a staff member, the administrator will also consult with the Senior Human Resources Leadership Representative in the unit. If the respondent is a faculty member, graduate assistant, or unit, the administrator will also consult with the appropriate dean and departmental executive officer. When a respondent staff member, faculty member, or graduate assistant is also a student, the administrator and the Dean of Students will also consult with one another in determining what corrective measures or sanctions should be pursued.

(2) implement appropriate corrective measures and/or sanctions consistent with University procedures. The administrator must inform EOD in writing of the actions that are taken in response to EOD's findings.

(3) insure that the alleged victim is informed when action is taken.

c. Violations of the Human Rights Policy may lead to sanctions up to and including termination or separation from the University. If the respondent is a unit, sanctions may include changes to unit policies or processes, or other appropriate actions. Sanctions for violations of this policy should be commensurate with the nature of the violation and the respondent's disciplinary history. It is the responsibility of the appropriate administrator to follow-up with the parties at a reasonable interval(s) to assess their compliance with the sanctions imposed. More serious sanctions up to and including termination of employment or separation from the University may be imposed in the event that the individual fails to comply with the sanctions initially imposed.

3.5 Applicable Procedures

(Amended 7/1/17)

Formal sanctions imposed in response to alleged violations of this policy will be governed for:

- a. faculty members by III-29 Faculty Dispute Procedures and that portion of those procedures dealing with faculty ethics (III-29.7).
- b. staff members by applicable Regent Merit System Rules and University policies, including III-16 Ethics and Responsibility Statement for Staff, and the applicable grievance procedures, including III-28 Conflict Management Resources for University Staff;
- c. graduate assistants, when dismissal is sought, by the procedure for dismissal of graduate assistants (III-12.4). When sanctions other than dismissal are imposed by the dean of the employing college, a graduate assistant may appeal through those procedures established for graduate assistant employees;
- d. students by the Student Judicial Procedure.

3.6 Appeal Procedures

If the Office of Equal Opportunity and Diversity concludes that the complaint is unfounded, the complainant may appeal the finding on the grounds that the decision was arbitrary and capricious or that the investigating office did not follow procedures resulting in prejudice to the complainant. Appeals must be made electronically or in writing and submitted together with all supporting documentation to the Office of Equal Opportunity and Diversity within 10 University business days of the receipt of the finding. Generally within two University business days, the Office of Equal Opportunity and Diversity will transmit the notice of appeal and the case record to the appropriate appeal officer, as described on the EOD website. The appeal officer, or the appeal officer's designee, will issue a written

decision on the appeal to the complainant and the Office of Equal Opportunity and Diversity within 20 University business days of the receipt of the appeal, although this time frame may be extended due to the complexity of the case or the severity of the allegations.

In cases where the appeal is denied, such action constitutes final University action on the matter, subject to appeal to the Board of Regents. In cases where the appeal is successful, in whole or in part, the appeal officer/designee will advise the Office of Equal Opportunity and Diversity regarding appropriate measures to address the issues of concern raised in the appeal.

For complaints that conclude in a finding that there is a reasonable basis to believe that a policy violation has occurred and sanctions have been imposed, respondents may appeal such findings through the grievance procedures applicable to them. The respondent may challenge any sanctions imposed as a result of a finding through available grievance procedures.

3.7 Protection Against Retaliation

- a. Retaliation against alleged victims, complainants, and/or witnesses who provide information during an investigation pursuant to this policy is prohibited by II-11 Anti-Retaliation. Reasonable action will be taken to assure that alleged victims, complainants, and/or witnesses suffer no retaliation as a result of their activities with regard to the process.
- b. Any retaliation against alleged victims, complainants or witnesses should be reported pursuant to II-11 Anti-Retaliation. Retaliation may result in sanctions against the person committing the retaliatory act(s).

3.8 Protection of the Respondent

- a. This policy shall not be used to bring knowingly false or malicious allegations. Making such allegations may subject the complaining party to sanctions up to and including termination or separation from the University. Any such action will be initiated by the appropriate administrator overseeing the complainant(s).
- b. In the event the allegations are not substantiated, reasonable steps will be taken to restore the reputation of the respondent if it was damaged by the proceeding. The respondent may consult with the investigating office regarding reasonable steps to address such concerns.

3.9 Confidentiality

- a. In order to empower community members to voice concerns and bring complaints, the confidentiality of all parties will be protected to the greatest extent possible. However, confidentiality cannot be guaranteed.
- b. Alleged victims, third-party complainants, and respondents are expected to maintain confidentiality as well. They are not prohibited from discussing the situation outside of the work or educational environment. However, the matter should not be discussed with individuals who are members of their University work or educational environment.
- c. Dissemination of documents relating to complaints of Human Rights Policy violations and/or to the investigation of such complaints, other than as necessary to pursue an appeal, grievance, or other legal or administrative proceeding, is prohibited.
- d. Failure to maintain confidentiality by a respondent may be considered to be a form of retaliation in violation of II-3.7 of this policy. Failure to maintain confidentiality by any party (alleged victim, third-party complainant, or

EXHIBIT D

Constitution (Bylaws) of
The University of Iowa Feminist Majority Leadership Alliance

Preamble

We, the members of The University of Iowa Feminist Majority Leadership Alliance, establish this Constitution on April 12, 2001.

ARTICLE I. Name

1. The name of this organization will be The University of Iowa Feminist Majority Leadership Alliance, henceforth referred to as the local campus unit.
2. This organization will be a non-profit, non-sectarian, non-partisan, voluntary organization associated with the Feminist Majority Foundation.
3. The name Feminist Majority Leadership Alliance may be used only with the approval of the Feminist Majority Foundation. The Feminist Majority Foundation shall have the power to withdraw permission for use of the name Feminist Majority Leadership Alliance at any time that the local campus unit or its officers or members fail to conduct themselves within the purpose and principles of the Feminist Majority Foundation or fail to adhere to the standards set by the Feminist Majority Foundation for local campus units.

ARTICLE II. Purpose

The purposes of the Feminist Majority Leadership Alliance of The University of Iowa will be:

1. To establish a broad constituency to work in pursuit of feminist ideals00social, political, and economic equality for all.
2. To study and take action on national, campus, and local feminist issues and concerns.
3. To provide leadership and career building opportunities for feminist students.
4. To educate the college/university community about feminist issues.
5. To enhance feminist community on campus.

ARTICLE III. Principles

1. The Feminist majority Foundation promotes equality between women and men and boys and girls, and supports constitutional and statutory measures to gain full equality locally, statewide, nationally, and globally.
2. The Feminist Majority Foundation supports safe, legal and accessible abortion, contraception, and family planning, including Medicaid funding and access for minors.

3. The Feminist Majority Foundation is dedicated to achieving civil rights for all people, including affirmative action programs for women and people of color.
4. The Feminist Majority Foundation supports lesbian and gay rights.
5. The Feminist Majority Foundation does not permit discrimination on the basis of sex, race, sexual orientation, socioeconomic status, religion, ethnicity, age, marital status, national origin, or disability.
6. The Feminist Majority Foundation promotes non-violence and works to eliminate violence against women.
7. The Feminist Majority Foundation encourages programs directed at the preservation of the environment, clean air and water, the elimination of smog, toxic and hazardous wastes, chemical and nuclear weaponry.
8. The Feminist Majority Foundation supports the Feminist Agenda as enunciated in Unit 1 of the Study and Action Manual.

ARTICLE IV. Local Campus Unit Standards

1. Any student of The University of Iowa who agrees with the Feminist Majority Foundation's purposes and principles as stated above may apply for membership in the local campus unit. Criteria for admission to the unit include written agreement with the organization's principles, commitment to participate in unit activities, and leadership/activist experience or potential.
2. The local campus unit may not discriminate on the basis of sex, race, sexual orientation, national origin, age, religion, ethnicity, or disability, and affirmatively seeks to achieve diversity among participants.
3. Within two years of its formation, the campus unit shall maintain a membership of at least forty people.
4. The campus unit shall have a minimum of one and preferably multiple faculty and staff advisors.
5. The campus unit shall hold at least one meeting per week during the school year.
6. The campus shall interrelate with the Feminist Majority Foundation Community Council once the community council is established.

ARTICLE V. Members

1. In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, national origin, color, creed, religion, sex, age, disability, veteran status, sexual orientation, gender identity, or associational preference, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons.

ARTICLE VI. Executive Committee

1. The Executive Committee of the campus unit shall be comprised of the President/Campus Unit Coordinator, Vice President/Campus Campaign

Coordinator, Equality Chair, Community Outreach Chair, Public Relations Chair, Events Chair, Finance Chair, Communications Chair and Class Representatives..

2. Duties and responsibilities of Executive Committee:

President/Campus Unit Coordinator: The President presides over general campus unit meetings; acts as a spokesperson for the group; chairs the executive committee; acts as a liaison to faculty, administration, faculty advisor(s), student government, and the East and West Coast offices of the Feminist Majority Foundation; and is ultimately accountable for the recruitment of new membership.

Vice President/Campus Campaign Coordinator: The Vice President chairs the Campus Campaign; communicates with Feminist Majority Foundation Field Representatives and the East and West Coast offices of the Feminist Majority Foundation; is responsible for coordinating Field Representative campus visits; and works with the President as a trainee for the position the following year (optional). The Vice President is also responsible for keeping the minutes for each meeting and submitting them to the Field Representative; recruit faculty and staff for the Faculty/Staff Team.

Community Outreach Chair/Coordinator: The Community Outreach Chair acts as a liaison to the Leadership Alliance Community Council in the local community; oversees projects involving local clinics, i.e. Adopt a Clinic, and other community organizations.

Equality Chair: The Equality Chair is responsible for ensuring that the Feminist Majority Leadership Alliance is representative of the school's student body in terms of sex, race, sexual orientation, socioeconomic status, religion, ethnicity, age, marital status, national origin, disability and academic year. The Equality Chair coordinates programs that focus on issues of diversity and the elimination of discrimination on campus and the greater community. She or he is in charge of on-going coalition building with progressive groups of campus; organizing an alliance of all progressive groups on campus (if one does not exist on campus) and actively participating in the progressive alliance.

Public Relations Chair/Coordinator: The Public Relations Chair acts as a liaison to both campus and community press, garnering press coverage for the group whenever there is an opportunity. The PR chair coordinates the advertisement and publicity of events and is responsible for ensuring the development of visuals.

Events Chair/Coordinator: The Events Chair is responsible for planning social events, a leadership retreat, and providing short community building activities for each general meeting. The Events Chair is also working with the Recruitment Chair in planning events for the purpose of recruitment; maintain constant communication with Field Representative during all event planning.

Finance Chair/Coordinator: The Finance Chair is responsible for handling all accounting for the group and planning at least two fund-raisers a year, including one Rock-for-Choice Concert. The Finance Chair reports on the status of the accounts at each meeting.

Communications Chair/Coordinator: The Communications Chair submits quarterly reports to the Feminist Majority Foundation detailing the Leadership Alliance's activities; and submits information pictures for the quarterly Feminist Majority Report detailing events and projects the Leadership Alliance has undertaken. The Communications Chair is also responsible for submitting information to Feminist Majority Foundation On-line and working with the Feminist Majority Foundation's Cyberspace Representative; keeping the local campus unit membership informed via e-mail; and contacting the other campus unit Communications Chairs nationwide.

Recruitment Chair/Coordinator: The Recruitment Chair is a leadership position recommended for a sophomore/second year student. She/he is responsible for consistent recruitment; planning events to increase membership throughout the year; working with Faculty and Staff on strategies to improve recruitment. The Recruitment Chair plans events with the Equality Chair to ensure a diverse membership and sets on going recruitment goals.

Class Representatives/Officers: Each class will be represented on the Executive Committee by one or more Class Representatives. Each Representative is responsible for attending Executive Committee meetings and voicing concerns of their class. The Class Representatives will share responsibility for maintaining a Feminist Majority archives, including press clippings and photographs of the Leadership Alliance members and events. The Class Representatives will also share responsibility for updating the Leadership Alliance on global, national, and/or local feminist news at weekly meetings.

3. Officers and members must be currently registered students at The University of Iowa in good academic standing. Officers must be members for at least one term prior to election, except for the first year that the local campus unit is established.

ARTICLE VII. Meetings and Procedures

1. Member in Good Standing/Voting Eligibility
 - A. Members who attend at least 50 percent of the regularly scheduled meetings during the academic year and have been members for at least 30 days are considered members in good standing and are eligible to vote on organizational matters and in local campus unit elections.
 - B. Non-members and non-students are welcome to observe open campus unit meetings, but may not hold offices or vote on organizational issues or in elections

2. Election of Officers

- A. Officers shall be elected by a majority vote of the eligible voting members of the local campus unit. Elections will be held on an annual basis during the Spring term, at a meeting comprised of a quorum (40%) of the organization's members. Special elections may also be held as needed to fill executive committee vacancies.
- B. All voting shall be done by secret ballot.
- C. Officers shall serve for the academic year following their election.
- D. Results of all elections and officer contact information must be submitted to the Feminist Majority Foundation.
- E. Elections will be held annually during March, Women's History Month.

3. Removal of Officers

Any Officer of the local campus unit who violates the organization's purpose or Constitution, injures the organization, or fails grievously to fulfill duties as stated may be removed from office by the following process:

- A. Written notification to the officer of the request, asking the officer to be present at the next meeting prepared to speak in her/his own defense;
 - B. Written notification to the membership; and
 - C. Seventy-five percent of the voting membership must be in attendance to vote on the removal of an officer. A two-thirds majority vote of members present is necessary to remove the officer.
 - D. Robert's rules of Order will govern the removal or dismissal of officers or members.
4. Replacement

Should an officer resign or be removed, a special election will be held one week after written notification of all voting members.

5. Meetings

Regular group meetings will occur on a weekly basis at a time to be selected at the beginning of each academic year.

ARTICLE VIII. Finances

- 1. There are no dues.
- 2. The Finances Coordinator is in charge of all actions required by the Student Organization Business Office
- 3. Upon dissolution, state money and mandatory student fees revert back to the granting organization. Group fees should be divided as stated in the Constitution and carried out by the dissolving group's members and officers. If the group has dissolved and group fees have not been divided as stated in Constitution by five years from last account activity, monies in the group's 00 account will revert to an account specified for this purpose within UISG/ECGPS. These funds will then be available for distribution through SABAC or GPAC guidelines in compliance with University of Iowa policy.

ARTICLE IX. Amendments

Amendments to the constitution must be approved first by a two-thirds majority of members voting and second by the Feminist Majority Foundation.

ARTICLE X. Parliamentary Authority

The rules contained in the current edition of Robert's Rules of Order, Newly Revised shall govern the campus unit in all cases to which they are applicable and in which they are not inconsistent with these bylaws and any special rules of order the campus unit may adopt.

EXHIBIT E

CONSTITUTION OF KOREAN AMERICAN STUDENT ASSOCIATION

Preamble: Korean American Student Association

Revised Date: March 2015

Article I

Purpose: the purpose of the Korea American Student Association (KASA) at the University of Iowa is to introduce and offer students an opportunity to see the different facets of the Korea American culture. Through educational, community and social activities, KASA will provide a place where students will learn about the Korean American heritage and form friendships through their interest in the Korean American culture.

Article II

Membership

- Section 1: In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race national origin, color, creed, religion, sex, age, disability, veteran status, sexual orientation, gender identity, or associational preference, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons.
- Section 2: Members must exhibit an optimistic attitude towards Korean culture.
- Section 3: KASA is composed of members, executives, and University faculty/staff. Members in executive positions must be present at meetings, proactively engage in events and be responsible for their assigned duties. All members have the right to make suggestions or voice objections.
- Section 4: Membership is non-selective and open to all students that portray a positive interest in the Korean and Korean American culture. If any member possesses a negative attitude or represents the organization in a damaging manner, his/her membership will be revoked.

Article III

Officers and Duties

- a. President
 - b. Vice President
 - c. Secretary
 - d. Treasurer
 - e. Public Relation/Marketing Chair
- Section 1: President leads the organization and acts as the advocate for KASA as a whole
 - The duties of the President shall be to preside at all meetings, to call special meetings, to help out other executive board members when they need help, and to appoint any committees necessary to carry out the objectives of the organization.
 - Section 2: Vice President assists the president in decision-making and execution of events
 - The duties of the Vice-President shall be to perform all the duties of the President in his/her absence, to send executive board meeting minutes out within 48 hours after the meeting, to help treasurer with forms, letters, and requests, to contact Korean professor and inform Korean classes about KASA every beginning of the school year, and to help president overall and organize events as need.
 - Section 3: Secretary acts as the liaison for the organization and shall records meeting minutes for general meetings and sends to all KASA members.
 - The duties of the secretary shall be to keep and accurate, permanent record of the proceeding of the organization, to send general meeting minutes out within 48 hours after the general meeting, to remind members about events/meetings by emails, and to take care of social networking web pages.
 - Section 4: Treasurer allocated and designated funds to appropriate events and needs of the organization
 - The duties of the treasurer shall be to take care of monetary transactions, to file budget requests on OrgSync, to organize fundraising scheduling, request letters/emails, and funding forms, and to write letter for donations for all the Korean Professors on the campus

- Section 5: When the executive members need to make decisions, they have to get an agreement with the president first then discuss with other executive members.

Article IV

Voting

- Section 1: A member desiring to obtain an executive position is free to run for that position by making know to the organization during a meeting. Elections will be held towards the end of each academic year and all members present will vote. The candidate with the majority of votes will obtain that position. Each position will be separately voted upon
- Section 2: Only members who have been involved in KASA for more than half a year have rights to run for executive positions.
- Section 3: Only members who have been participated at least 3 meetings and 3 events per semester can run for the positions.
- Section 4: If an executive needs to be added, the KASA executive members will take a vote. Once majority rules of the person to be added, the rest of the executive members will equally share the responsibility of the executive added.
- Section 5: Any executive board member may be impeached by the executive board. Any executive board member facing impeachment may have the change to defend him/herself in front of the executive board. Any executive board member may be impeached if the majority of the executive board votes in favor of impeachment
- Section 6: Executive members meetings will be held weekly. Executive members are expected to attend these meetings unless given notice to the president two weeks in advance.
- Section 7: Any executive board member who wishes to resign from his or her position must notify the rest of the executive board and a written statement

Article V

Faculty Advisor

- There shall be one official Faculty Advisor
 - The duties of the Faculty Advisor shall be to sign off required approval forms and provide advising when needed

Article VI

Meetings

- Section 1: Meetings will be held bi-weekly. The president in office will arrange times and locations for the meetings.
- Section 2: Within the first week of the academic school year the executive board will come to a decision regarding the weekly meetings and the board is expected to attend these meetings.
- Section 3: Any three executive members must be present in order for a quorum to take place.
- Section 4: Any executive members have the authority to call meetings when it is needed.
- Section 5: Any executive members have the right to speak during the meetings and suggest the ideas.

Article VII

- Section 1: There will be no dues for members to join, but a small amount of money will be collected for special events. If so, executive members will mention about it before hands. Members are welcome to donate money.
- Section 2: The Treasurer will be in charge of financial affairs. The Treasurer will allocate and designate funds to appropriate events and needs of the organization. The president will oversee the authoritative responsibilities
- Section 3: Upon dissolution, state money and mandatory students fees revert back to the granting organization. Group fees should be divided as stated in the Constitution and carried out by the dissolving group's members and officers. If the group has dissolved and group fees have not been divided as stated in Constitution by five years from last account activity, monies in the group's 00 account will revert to an account specified for this purpose within UISG. These funds will then be available for distribution through SABAC guidelines in compliance with University of Iowa policy, Article VIII

Article VIII

Amendments

- Section 1: Members will be informed at the meetings, by phone/emails and it will be posted on the KASA website
- Section 2: At least 2/3 of the members present must agree with the amendment before it gets ratified
- Section 3: All amendments or change in the constitution will be submitted to the Student Recognition Board.

Article IX

Ratification

- Section 1: If the executive board is in agreement regarding the constitution it will be ratified

EXHIBIT F

Title: CONSTITUTION OF Students For Life

Preamble: Students For Life at the University of Iowa

Date: January 25, 2013

Article I

Purpose: Students For Life at the University of Iowa will strive to protect the sanctity of human life from conception until natural death. This organization aims to bring the importance of this right into the lives of our fellow students. The function of this organization is to provide representation for members of the student body who hold pro-life views and to be a voice for the voiceless.

Article II

Membership: In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, national origin, color, creed, religion, sex, age, disability, veteran status, sexual orientation, gender identity, or associational preference, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons.

- a) We ask that members of this organization hold pro-life beliefs.
- b) Anyone is welcome to be a member of this organization. General elections of the group's members will elect their leaders.
- c) In order to be a part of this organization, please attend a meeting. Anyone who instigates trouble and/or disrespectful debating will be asked to leave.

Article III

Officers and Duties

President: creator(s) of the organization.

Duties: lead meetings of the organization, plan any activities, schedule meeting space, handle any types of disrespect or disturbance, etc.

Vice-President: any member of the population of the organization that wishes to run for election

Duties: chief contact person for members, shall act as the president should the president be absent, etc.

Secretary: any member of the population of the organization that wishes to run for election

Duties: keep minutes for each meeting, collect contact information from all members and give to the VP, assist in the creation of all advertisements and signage, etc.

Treasurer: any member of the population of the organization that wishes to run for election

Duties: manage any and all funds received by the organization

A person may be considered for a position if they place their name for election. Any person seeking election must be voted in with a popular majority of member votes.

Should someone vacate their position before their term is up, a special election will be held.

Should someone need to be removed from office, all other members of the governing body must agree. The other members of the governing body will then ask the members at large to take a vote to remove said person from office.

Article IV

Meetings

- a) Meetings will be held every Tuesday from 3pm to 4pm.
- b) Members will be notified by email, at least 4 days in advance in the event of a special meeting.
- c) A quorum must consist of at least 5 members and at least two members of the governing body.
- d) The president and vice president have the authority to call meetings.

Article V

Elections

- a) Elections will take place once a year, at the beginning of each fall semester.
- b) Members will be notified by email at least four weeks before elections take place.
- c) In any case where all positions are not filled an impromptu election may be held at any meeting in order to vote an official member into said executive position. This will be passed only with 100% votes in agreement of the election.

Article VI

Finances

- a) Yes, dues will be collected. Five dollars from each member will be collected at the beginning of every semester.
- b) The treasurer will be responsible for the handling of all matters relating to money.
- c) Upon dissolution, state money and mandatory student fees revert back to the granting organization.

Group fees should be divided as stated in the Constitution and carried out by the dissolving group's members and officers.

If the group has dissolved and group fees have not been divided as stated in Constitution by five years from last account activity, monies in the group's 00 account will revert to an account specified for this purpose within UISG/ECGPS. These funds will then be available for distribution through SABAC or GPAC guidelines in compliance with University of Iowa policy.

In the event of the group's dissolution, the group fees will be divided at the final meeting. All remaining monies will be returned to the organization of individuals who have provided them.

Article VII

Amendments

An amendment is a formal alteration of any kind. This alteration may take many forms, not only the addition of material but also the removal of excess, invalid, or outdated text.

- a) Voters will be informed of any and all amendments by email.
- b) $\frac{3}{4}$ of the present members must vote in agreement of the amendment, otherwise it will not pass.
- c) All amendments or changes to your Constitution must be submitted to the Student Organization Coordinator for approval.

Article VIII

Ratification

Ratification of this constitution will take place on the first meeting date. Each member will be asked to sign a copy of the constitution and their approval will be kept on file.

EXHIBIT G

AAWD Constitution

**CONSTITUTION OF THE
AMERICAN ASSOCIATION OF WOMEN DENTISTS**

Preamble: Official name of the organization: American Association of Women Dentists (AAWD)

Date: Revised September, 2002

ARTICLE I

Purpose

The purpose of this Association shall be to promote good fellowship and cooperation among its members and to aid in the advancement and recognition of women in dentistry. It will allow the opportunity to further knowledge by providing programs of interest as well as providing a communication link with the faculty, staff, and administration of the College of Dentistry. It will serve as a local student branch of the American Association of Women Dentists.

ARTICLE II

Membership

Section I: In no aspect of its programs shall there be any difference in the treatment of persons because of race, national origin, color, creed, religion, sex, age, disability, veteran status, sexual orientation, gender identity, or associational preference, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons.

Section II: The membership of this organization shall consist of any dental student, faculty, or staff interested in supporting the above objectives.

Section III: Active membership is dependent upon payment of annual dues.

ARTICLE III

Officers, Elections and Duties

Section I: The officers of this organization shall consist of an executive council containing co-presidents, a secretary, a treasurer (the governing council), and one representative from each dental class: freshman, sophomore, junior, and senior. The senior representative will be a position shared by two people, one serving each semester. The co-presidents shall plan, schedule, and run the meetings, draft correspondence, and organize programs and activities. The secretary shall take minutes at the meetings, copy, post, and/or distribute information to the representatives, and type drafted correspondence. The treasurer shall collect dues, distribute funds, prepare, present, and monitor the budget. The representatives shall distribute and obtain information to and from their respective class.

AAWD Constitution

Section II: The governing council shall be elected by all current members. The governing council shall be elected by ballot in April for the following academic year. Each representative shall be elected by respective classmates who are members. All representatives shall be elected by ballot in the fall and serve for that academic year. Each officer of the executive council shall have one vote.

Section III: Any current member is qualified to hold office. Vacant offices may be filled by volunteering current members.

ARTICLE IV

Advisor

The advisor of this organization will be someone within the College of Dentistry that is willing to spend time as an advisor. Their role will be to advise the chapter on National issues. There is no compensation for this position.

ARTICLE V

Meetings

Meetings will be held at the discretion of the co-presidents, with a recommended minimum of once per month general meeting and twice per month executive council meeting. Meetings will be announced via posters and emails at least one week in advance. Quorum is determined as a simple majority of those persons in attendance at the meeting. Any member of the executive council may call meetings.

ARTICLE VI

Elections

Elections will occur during April of each school year for the following school year. Elections will be announced via posters and email at least one week in advance.

ARTICLE VII

Finances

Section I: Dues are determined by and may be paid directly to the National Organization.

Section II: The treasurer is in charge of financial affairs including, but not limited to, the following: collection of dues, disbursement of funds, and authoritative responsibilities.

Section III: Upon dissolution state money and mandatory students fees revert back to the granting organization.

Group fees should be divided as stated in the constitution and carried out by the dissolving group's members and officers.

AAWD Constitution

If group has dissolved and group fees have not been divided as stated in constitution by 5 years from last account activity monies in group's 00 account will revert to an account specified for this purpose within UISG. These funds will then be available for distribution through SABAC guidelines in compliance with University of Iowa policy.

ARTICLE VIII

Amendments

This constitution may be amended at any meeting by a two-thirds vote of current membership. Eligible members will be notified through their class representatives.

ARTICLE IX

Ratification

Ratification of this Constitution must occur if changes to the Constitution are to be made.

EXHIBIT H

CONSTITUTION
of
Imam Mahdi Organization
Iowa City, IOWA

February 10, 2015

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THE CONSTITUTION OF IMAM MAHDI ORGANIZATION

University of Iowa, Iowa City, IA.

BISMILLAH-IR-RAHMAN-IR-RAHIM

IN THE NAME OF ALLAH, THE BENEFICENT, THE MERCIFUL

ARTICLE 1. NAME

1.1 The name of the organization is the "Imam Mahdi organization ", hereinafter known as "the organization".

ARTICLE 2. NATURE

2.1 In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.

2.2 The source of guidance for the organization is and shall remain the religion of Islam, as described in the Holy Quran and the *Sunnah*^{*} of Prophet Muhammad (peace and blessings of God be upon Him and his Family), as explained by the 12 Imams of the family of the Holy Prophet (*AhlulBayt*) and as interpreted by the accepted *Maraja-e-Taqlaed* of the Ja'fari Ithna'ashari school of thought, hereinafter referred to as "The Faith".

2.3 The organization is and shall remain a non-profit religious organization, in addition, it shall not at any time, at any place, or in any manner, facilitate, provide, perform, indulge in, promote, support or encourage any activity, service or function which is in conflict or inconsistent with The Faith.

2.5 Officials of the organization shall be student Members and shall refrain from major sins (*kaba'ir*) and endeavor to avoid minor sins (*saga'ir*).

^{*} All words in italics are defined in the Glossary.

- 2.6 This organization is an inclusive organization, and shall endeavor to invite and encourage the participation of people from different religious backgrounds who are willing to respect The Faith.
- 2.7 Activities of the organization shall be performed in an atmosphere of respect and tolerance towards the religious sensitivities of all participants, with special attention to those of fellow Muslims.

ARTICLE 3. PURPOSE

- 3.1 The organization shall encourage, promote and propagate The Faith and provide facilities for the Members and their families to observe the same.
- 3.2 The organization shall perform functions such as, but not limited to, the following:
- 3.2.1 Facilitate religious education.
- 3.2.2 Disseminate religious knowledge through various means such as: Newsletters, Quranic Studies, Seminars, Discourses and rulings by the accepted Maraja-e-Taqleed.
- 3.2.3 Facilitate the observation of religious activities such as: Daily Congregational (Jama'at) Prayers, Eid Prayers, Eid Reunions, Celebrations, Commemorations and Recommended Prayers.
- 3.3 The organization shall work to strengthen fraternal relations among Muslims, work for universal brotherhood, social justice and peace and cooperate with other organizations having similar aims and objectives.
- 3.4 The organization shall endeavor to perform functions such as, but not limited to, the following:
- 3.4.1 Perform charitable and benevolent community services.
- 3.4.2 Provide Islamic information to individuals, groups or other organizations.
- 3.4.3 Provide an appropriate venue for family activities.

ARTICLE 4. MEMBERSHIP

The organization will guarantee that equal opportunity and equal access to membership, programing facilities, and benefits shall be open to all persons. Membership will be granted in one of two categories: Full Membership or General Membership.

4.1 Qualifications

4.1.1 For Full Membership

Any individual, aged 18 years or above, who believes in and endeavors to practice The Faith, shall qualify to become a Full Member of the organization by fulfilling the following conditions:

4.1.1.1 Be Muslim, Shiea and obtain the recommendation of two Members. The reason behind the recommendation is to be sure that the person who desires to join this organization as a full membership is Muslim, Shiea, who respects the religion rules, and willing to practice the faith.

4.1.1.2 After such a recommendation, attend no fewer than six (6) official meetings (as designated by the Executive Committee, pursuant to Section 6.1.1) over a period of no less than six (6) months.

4.1.2 For General membership

All University of Iowa students are entitled to general membership in the organization, as well as, all faculty, staff, and interested community members.

4.2 Rights of Members

4.2.1 Only Full memberships have the right of vote in official elections (as defined herein) to choose the organization representatives, and recommend others for Full Membership.

4.2.2 Only Full memberships have the right of making ceremonies, hold elected office, create any activity, or contacting any other organizations, university's departments, or any other agencies by using the name of the organization.

4.2.3 All members have the right to serve on official committees and have equal access to the services, activities, and facilities of the organization.

4.3 Duties and Responsibilities of Members

4.3.1 Full membership should stay well acquainted with the organization and not work or act contrary to the tenets, or objectives of the organization, and display good moral character.

4.3.2 Full membership should participate in the organization activities.

4.3.3 All members should support and cooperate in efforts towards the improvement and stability of the organization.

4.4 Membership in the organization may be revoked. Revocation shall be based only on:

4.4.1 Any matter that constitutes a violation of the Nature (Article 2) of the organization by the Member.

4.4.2 Such other matter that constitutes a serious violation of the Purpose (Article 3) of the organization by the Member.

4.4.3 Declaration of the desire to be removed from the membership list.

4.5 The procedure to revoke a Membership must be initiated by two Full Members filing a written report to the Membership Committee. Unless the Membership Committee decides that a hearing is justified, the report and the identity of the reporter shall remain undisclosed. Should the Membership Committee vote to revoke the Member, the Member shall have the right to appeal to the Executive Committee. The Executive Committee, by a majority vote, may vote to override the Membership Committee vote.

ARTICLE 5. ORGANIZATIONAL FRAMEWORK

5.1 Executive Committee

5.1.1 The Executive Committee which consist of five (5) Full Memberships of the organization elected by the Full Membership each year in September) is responsible for the administration of the organization

5.1.2 The President shall be elected directly by the Full Memberships.

5.1.3 A candidate running for the position of Executive Committee Member shall:

5.1.3.1 Be at least 21 years of age.

5.1.3.2 Be a Member of the organization for at least 1 semester, except for the first election.

5.1.3.3 Take oath of office as prescribed in Article 9.

5.1.4 Powers and responsibilities of the Executive Committee.

5.1.4.1 Appoint a Treasurer and a Secretary.

5.1.4.2 Establish and implement policies and guidelines for the efficient operation of the organization.

5.1.4.3 Develop, disseminate, coordinate and implement short-range and long-range plans.

5.1.4.4 Decide and announce timings of official meetings and General Body meetings.

5.1.4.5 Appoint the Religious Committee, Membership Committee and any other committees as needed.

5.1.5 Imam Mahdi organization is required to deposit all receipts in and make disbursements through the Student Organization Business Office, Fraternity Business Services, or Recreational Services. Upon dissolution, state money and mandatory student fees revert back to the granting organization. Inactive organizations will be considered dissolved after five years of no account activity. Revenue generated dollars or “00 funds” must be divided as stated in this Constitution and carried out by our leadership. Our organization’s remaining revenue generated dollars or “00 funds” will be divided or disbursed to (AhlulBayt Islamic Center which is a nonprofit organization in Iowa City, IA). If this organization has dissolved and revenue generated dollars or “00 funds” have not been divided as stated in this Constitution by five years from last account activity, funds in our “00 account” will revert to an account specified for this purpose within student government(s). These funds will then be available for distribution through student government(s) guidelines in accordance with University of Iowa policy.

5.2 Removal or Suspension of an Executive Committee Member

5.2.1 Any Member of the Executive Committee will be removed if:

5.2.1.1 They fail to retain Membership.

5.2.1.2 Loses a recall election called to determine their status on the

Committee. The recall election can be called by a majority vote of the Executive Committee.

5.3 Replacement of Executive Committee Member

5.3.1 Vacancies in the Executive Committee can exist because of any one or more of the following:

5.3.1.1 Insufficient number of Executive Committee Members are elected in the organization's election.

5.3.1.2 Removal of an Executive Committee Member as explained in Section 5.2 of this Article.

5.3.1.3 Loss of one or more Executive Committee Members due to death or resignation.

5.3.2 The remaining Executive Committee Members shall be empowered to select the next runner-up of the organization to fill the vacancy only for the remaining term.

5.3.3 In the event that a runner-up is not available, the vacancy will be filled by an election at a General body meeting to be held within two (2) months of the vacancy.

5.4 President

5.4.1 The President shall be the executive and administrative officer of the organization.

They shall be responsible for the efficient conduct of the affairs of the organization and represent the organization in matters related to its activities. Without restricting the generality of the aforesaid, the President shall specifically be responsible for:

5.4.1.1 Presiding all meetings of Members of the organization and of the Executive Committee when present

5.4.1.2 The general management and supervision of the affairs and operations of the organization.

5.5 General Body

5.5.1 The General Body shall consist of the Membership.

ARTICLE 6. MEETINGS

6.1 Official Meetings

6.1.1 An Official meeting shall be held at least once a month for the purpose of fulfilling membership requirement, but prefer each week (Saturday)

6.2 General Body Meetings

6.2.1 General Body meetings shall be held at least twice a year. The purpose of these meetings will be to:

6.2.1.1 Review past performances including, but not limited to, Membership records and books of accounts.

6.2.1.2 Discuss current issues and future plans.

6.2.1.3 Transact such other business as may properly be brought before the Executive Committee

6.2.1.4 Hold elections as necessary.

6.2.2 General announcements through a newsletter, telephone recording, or bulletin board, shall be considered sufficient notice for the General Body meeting.

6.3 Executive Committee Meetings

6.3.1 There shall be a regular monthly Executive Committee meeting on the day designated in the Bylaws, with the agenda provided to the Members in advance. Members of the organization are welcome to attend as observers. Minutes of the meeting will be kept and made available to the Members upon request. Any change to the schedule shall be communicated sufficiently in advance to all Members.

6.4 Special Meetings

6.4.1 Special meetings of the Executive Committee with any other committee maybe requested by the Committee at any time.

6.4.2 Special meetings of the organization may be called by the Executive Committee or by two thirds (2/3) of the organization's Members upon at least three (3) and not more than thirty (30) days' notice along with the stated agenda. However, a special meeting called for the purpose of elections, shall require at least two (2) weeks written notice.

6.4.3 Special Executive Committee meetings may be called at any time by any Executive Committee Member upon three (3) days' notice by stating the purpose of the meeting to the other Members of the Executive Committee.

6.5 Quorum

6.5.1 At all the General Body meetings, forty percent (40%) of the Members shall form a quorum. If a quorum is not complete, the meeting shall stand adjourned and postponed to another day at which only twenty-five percent (25%) of the Members shall form a quorum. A simple majority of the Members in attendance (provided a quorum is achieved) shall rule on all matters, unless otherwise stated herein.

6.5.2 At all Executive Committee meetings, the presence of at least four (4) Committee Members shall constitute a quorum. A simple majority shall rule on all matters as described in the Bylaws, unless otherwise stated herein.

ARTICLE 7. AMENDMENT OR REPEAL OF THE CONSTITUTION

7.1 Amendments shall be proposed, in writing to the Executive Committee by one or more Members of the organization. Approval of the amendments shall be authorized by the Executive Committee before ratification by the General Body.

7.2 A quorum of 60% of the total Membership be required for this vote. An 85% vote of the Members present shall constitute ratification to the amendments as described in the Bylaws, except for Article 2 and Article 7 which cannot be changed.

ARTICLE 8. DISSOLUTION

8.1 If the Executive Committee unanimously conclude that the continuation of the organization has become impossible or undesirable due to financial, political, religious or any other reason, the organization shall be dissolved in the following manner:

8.1.1 The situation shall be announced to the General Body.

8.1.2 There shall be no refunds of any contributions or donations whatsoever.

8.1.3 Thirty (30) days after the announcement, if in the opinion of the Executive Committee, there are no promising efforts by the Members of the community to save the organization from dissolution, then the Executive Committee shall start proceedings for dissolving the organization.

8.1.4 The proceedings for dissolving the organization shall consist of:

8.1.4.1 Closing all normal activities.

8.1.4.2 Fulfilling all financial obligations of the organization.

8.1.4.3 Filing all necessary papers with all concerned agencies of the university

**ARTICLE 9. DECLARATION UPON OATH (AFFIDAVIT) FOR
EXECUTIVE COMMITTEE MEMBERS OF THE
ORGANIZATION**

9.1 I, _____son/daughter of,

_____While accepting Membership of the
Executive Committee of the organization do swear (as in Section 9.2 of this
Article) in the name of Allah, that I, during my term of office,

9.1.1 Shall fulfill all my duties and responsibilities to the best of my abilities.

9.1.2 Shall consider it my duty to do the utmost to achieve the mission and
successfully fulfill the activities of the organization.

9.1.3 Shall abide by the Constitution, any other Rules, Bylaws, Regulations
and Policies of the organization, and shall help implement the same.

9.1.4 Shall not be absent from any of the Executive Committee meetings and
the organization's programs without reasonable excuse.

9.1.5 Shall frankly present my sincere and correct opinion at the meetings
relating to the organization's activities without any fear, hindrance, or
prejudice (i.e. without affinity, connection, love, enmity, grudge,
approach, plot, competition, rivalry, or ill-will).

9.1.6 Shall guard the organization's rules, regulations, policies and activities;
and if any error or deficiency is noted, I shall try to correct it or get it
corrected.

9.1.7 Shall endeavor to lead an Islamic way of life, according to the Marja-e-
Taqleed.

9.2 Oh Allah! grant me the Divine Guidance, ability and capacity in the name of
Mohammed (S.A.W) and Ale- Mohammed (A.S) to faithfully satisfy this oath only
to please You; and include me among those who lay their foundation on the fear of
Allah and His good pleasure.

9.3 "Ouq se mu Billa-hill Adheem, Wa be Haaz-ul-Quran-el-Kareem, An Akuna
Multazeemen be Qullei Ma-fi-Haaz-ul-Dustoor wa un Uma-resa-hoo be Qullei
Amanah Le Khidma-til Islam wal Muslimeen, Qurbatan Illallah Ta'ala.

Translation:

I swear by the name of the Almighty Allah and the Holy Quran to abide by all
what is in the Constitution during my term of office and to sincerely practice them
to serve Islam, only for the sake of the Almighty Allah.

9.4 Signature of the Executive Committee Member:

Full Name and Designation: _____
Address: _____

ARTICLE 10. ADOPTION OF THE CONSTITUTION

This Constitution, adopted at the Association's General Body meeting on _____ 199_, will
be put into effect immediately and will supersede any previous Constitutions of the
Association. Agreements within the limit and provisions of the previous constitution will
be binding and shall be honored by the organization.

Members of the Constitution Committee:

First & Last Name

GLOSSARY

All terminology defined herein is as understood and interpreted by the Shia Ithna'shari school of thought.

AhlulBayt: Members of the household of the Holy Prophet Muhammed (Peace be upon him and his family)", namely the Holy Prophet, Fatima Al-Zahra, Imam Ali ibn Abi Talib, Imam Hasan ibn Ali, Imam Husein ibn Ali, Imam Ali ibn Husein, Imam Muhammad ibn Ali, Imam Jaffer ibn Muhammed, Imam Musa ibn Jaffer, Imam Ali ibn Musa, Imam Muhammad ibn Ali, Imam Ali ibn Muhammad, Imam Hasan ibn Ali, Imam Mehdi ibn Hasan.

Furu-e-Deen: "Branches of The Faith", namely: Salat (Prayers), Sawm (Fasting), Hajj (Pilgrimage), Zakat (Poor rate), Khums (Tax on savings), Jihad (Holy War), Amr-bil-Maroofof (Enjoining the good), Nahi-anil-munkar (Forbidding the Evil), Tawalla (Loving the Friends of the AhlulBayt), Tabarra (Hating the enemies of the AhlulBayt).

Kaba'ir: Major Sins

Marja-e-Taqlaad: A Mujtahid who is A'lam (the most learned)

Mujtahid: A learned person who is male, Shia Ithna'ashari, adult, sane, of legitimate birth, living and just.

Saga'ir: Minor Sins

Sunnah: The actions and sayings of the AhlulBayt.

Usool-e-Deen: "Roots of The Faith", namely: Tawheed (Oneness of Allah), Adl (Justice of Allah), Nubuwaat (Prophethood), Imamat (Vicegerency of the Prophet), Qiyamat (Judgment Day)

AMENDMENTS

EXHIBIT I

CONSTITUTION FOR CHRISTIAN LEGAL SOCIETY STUDENT CHAPTER AT

The University of Iowa College of Law

PREAMBLE The Mission and Vision of the Christian Legal Society

Mission. The Christian Legal Society ("CLS") is an Illinois non-profit corporation with its principal offices in Springfield, Virginia, that exists to inspire, encourage, and equip lawyers and law students, both individually and in community, to proclaim, love and serve Jesus Christ through the study and practice of law, the defense of religious freedom, and the provision of legal assistance to the poor.

Vision. CLS is dedicated to seeking justice with the love of God by following His principles: Helping members faithfully serve Jesus in their professions, relationships, communities, and churches; influencing the legal profession and the law in accordance with His teachings; and serving others as He would serve them.

ARTICLE I. CHAPTER FORMATION

1.1 *Name.* As chartered by the Executive Director of the Christian Legal Society, the name of this organization is the Christian Legal Society Student Chapter at Iowa (the "Chapter").

1.2 *Location.* This Chapter is chartered and established at The University of Iowa College of Law and shall remain chartered at this law school unless lawful action to the contrary is taken by the Executive Director of the Christian Legal Society.

1.3. *Definitions.* When used herein, the terms "CLS" or the "Christian Legal Society" refers to the national membership organization based in Springfield, Virginia, and the term "Chapter" refers to the specific Student Chapter of the Christian Legal Society identified in article 1.1 by name.

ARTICLE II. PURPOSE

The purpose of this Chapter is to develop and maintain a vibrant Christian law student presence on campus, enabling its members, individually and as a group, to love the Lord with their whole beings--hearts, souls, and minds--and to love their neighbors as themselves (Matthew 22:37-40). To that end, the Chapter will:

- Cultivate spiritual growth among its members through communal prayer, fellowship, and worship; learning to share one's faith; and devotional study of the Bible and classic Christian works.
- Show the love of Christ to the campus community and the community at large by proclaiming the gospel in word and in deed, such as through a life of integrity and charitable good works; as Martin Luther put it, "to be as Christ to our neighbor."
- Address the question, "What does it mean to be a Christian in law?" that is, learning to submit every aspect of one's calling in the legal profession to the Lordship of Jesus Christ.

ARTICLE III. STATEMENT OF FAITH

3.1. *Statement of Faith.* All officers of this Chapter must subscribe to the Christian Legal Society Statement of Faith:

Trusting in Jesus Christ as my Savior, I believe in:

- *One God, eternally existent in three persons, Father, Son and Holy Spirit.*
- *God the Father Almighty, Maker of heaven and earth.*
- *The Deity of our Lord, Jesus Christ, God's only Son conceived of the Holy Spirit, born of the virgin Mary; His vicarious death for our sins through which we receive eternal life; His bodily resurrection and personal return.*
- *The presence and power of the Holy Spirit in the work of regeneration.*
- *The Bible as the inspired Word of God.*

All officers must also affirm the CLS Community Life Statement and agree to operate the Chapter under its principles.

ARTICLE IV. MEMBERSHIP

4.1 *Chapter Activities.* All meetings and activities are open to anyone who is part of the law school or university community, including faculty, staff, and students.

4.2. *Chapter Membership.* Any full- or part-time student at The University of Iowa College of Law may be a member of the Chapter if he or she attends at least 50% of the Chapter's regular meetings or activities. Membership in the Chapter does not confer or imply membership in CLS.

4.3 *Eligibility to Vote.* Chapter members are the only persons eligible to vote for Chapter business that is put to a membership vote.

4.4 *Termination.* Any Chapter member who, for any reason, ceases to be a student at the School shall immediately cease to be a member of the Chapter.

4.5 *Membership Requirements.* In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.

ARTICLE V. OFFICERS

5.1 *General.* A Chapter must consist of at least three officers who are members of CLS and enrolled as students at the School. All Chapter officers shall be members of CLS in good standing. Any Chapter officer who, for any reason, ceases to be a student at the School or whose CLS

membership expires shall immediately cease to be an officer of the Chapter.

5.2 Officer Duties. The following offices and duties are stated for the use of those holding office. The offices of Secretary and Treasurer may be held by the same person.

President. The President shall preside over Chapter business meetings and meetings of the Officers. The President shall operate as the Chapter's representative and primary spokesperson to the law school community, university community, and public-at-large in all matters for which a formal representative is required or appropriate. The President shall also serve as the Chapter's primary contact person with CLS and shall immediately advise the CLS national office of any significant operational or policy conflicts or other problems within the Chapter or between the Chapter and another entity.

The President shall be responsible to select and notify the officer(s) who are to lead the Bible study, prayer, and worship. The President shall also be responsible for inviting any guest speakers. With the consent of the other officers, the President may delegate either or both of these two responsibilities to another officer.

Vice President. The Vice President shall assist the President in the discharge of his or her duties, as the President may direct, and shall perform such other duties as from time to time may be assigned to him or her by the President. In the absence of the President, or in the event of the President's inability or refusal to act, the Vice President shall perform the duties of the President, and when so acting, shall have all of the powers of, and be subject to all of the restrictions upon, the President.

Secretary. The Secretary shall maintain all non-financial records of the Chapter. The Secretary shall be responsible for (a) preparing minutes of all meetings and (b) assisting the President in filing the annual reporting form with CLS.

Treasurer. The Treasurer shall be responsible for maintaining all financial records of the Chapter, including, but not limited to, all records of the payment of funds, deposits and disbursements from the Chapter's funds pursuant to the procedures described in Article VIII.

Other Officers. Any other Chapter Officers appointed pursuant to this Article shall have such duties as are assigned to them by the President.

Each officer is expected to lead Bible studies, prayer, and worship at Chapter meetings as tasked by the President. Although the President is the primary spokesperson for the Chapter, each officer also serves as a spokesperson for the Chapter.

5.3 Bearing Witness of Christ. The Chapter is expected to bear witness of Christ.

5.4 Transition of Authority. To insure the continual wellbeing of the Chapter, outgoing officers shall facilitate the orderly transition of authority by taking adequate time in the winter and spring to train new Chapter leaders. The Chapter shall implement a procedure for the naming of at least three new officers by April 30 of each year. No later than May 1, the outgoing President or Secretary shall inform the CLS office of the names and contact information of the incoming officers.

5.5 Election of Officers. Election of Officers. Officers shall be elected by a majority vote of the Members at the Chapter meeting called for that purpose in the spring semester each year. Any

vacancies shall be filled by a majority vote of the remaining officers.

5.6. CLS Membership of Newly-Elected Officers. In order for a Chapter to retain its affiliation with CLS, each officer, upon election, must join CLS if he or she is not already a member.

5.7 Forcible Removal of an Officer. The removal of a current officer prior to the end of term requires a majority vote of officers or action by the CLS. Such action may be initiated by Chapter members or officers or CLS.

ARTICLE VI. MEETINGS

Chapter meetings shall be held with enough frequency to accomplish the mission and purposes of the Chapter. At least four general meetings shall be held during each school year. The officers, in consultation with the chapter members and any advisor, shall determine the frequency, time and place, and agenda of each meeting and shall insure that adequate notice is given of each meeting.

The President shall be responsible to select and notify before each meeting the officers who are to lead the Bible study, prayer, and worship as well as for inviting any guest speakers.

All students, staff, and faculty are welcome to attend CLS meetings and events, regardless of race, age, disability, color, national origin, religion, race, sex, veteran status or sexual attraction/sexual practices.

ARTICLE VII. FINANCES

The Chapter shall never charge local dues. The Chapter may raise revenues through contributions, fundraising activities, or by applying for funds otherwise available to student groups. If the Chapter chooses to raise revenues, it shall insure that the highest standards of Christian morality and financial integrity are met.

The Christian Legal Society at Iowa is required to deposit all receipts in and make disbursements through the Student Organization Business Office, Fraternity Business Services, or Recreational Services. Upon dissolution, state money and mandatory student fees revert back to the granting organization. Inactive organizations will be considered dissolved after five years of no account activity. Revenue generated dollars or "00 funds" must be divided as stated in this Constitution and carried out by our leadership. Our organization's remaining revenue generated dollars or "00 funds" will be divided or disbursed to **the national organization of The Christian Legal Society**. If this organization has dissolved and revenue generated dollars or "00 funds" have not been divided as stated in this Constitution by five years from last account activity, funds in our "00 account" will revert to an account specified for this purpose within student government(s). These funds will then be available for distribution through student government(s) guidelines in accordance with University of Iowa policy.

At a minimum, the Chapter shall: require the signatures of two officers to use funds; and maintain accurate financial records showing all receipts and expenditures and all assets and liabilities of the Chapter. Upon request, the Chapter's financial records shall be made available to CLS.

ARTICLE VIII. RESTRICTIONS ON ACTIVITIES

The Chapter shall not carry on any activities prohibited by CLS under its bylaws or by Sections 501(c)(3) and 170(c)(2) of the Internal Revenue Code. Without the prior written consent of the CLS

Executive Director, the Chapter shall not: be a voluntary party in any litigation; seek legal counsel from an attorney not on CLS staff; lobby (including the publishing or distribution of statements) or otherwise attempt to influence legislation; or participate or intervene in any political or judicial campaign on behalf of any candidate for office. No part of the net income of the Chapter shall inure to the benefit of its officers or other private persons, except that the Chapter shall be authorized to pay reasonable compensation for services actually rendered and to make payments and distributions in furtherance of its purposes.

ARTICLE IX. AMENDMENTS AND INTERPRETATION

9.1 *Amendments.* The Chapter may amend this Constitution by a 75% member vote, or unanimous vote of the officers; provided, however, that no amendment shall have any force or effect unless it has been approved in writing by the CLS Executive Director. Request for approval of any amendment must be submitted in writing to [REDACTED]

9.2 *Interpretation.* Any conflict or disagreement among Chapter officers or members as to the meaning or interpretation of this Constitution shall be submitted in writing to the Christian Legal Society, through the Executive Director or Director of Law Student Ministries. The decision of the CLS Executive Director resolving the conflict or disagreement shall be final. In the event of any conflict or inconsistency between this Constitution and the CLS bylaws, the terms and provisions of the CLS Bylaws shall control. The Chapter, on behalf of its officers and members, agrees to submit any conflict with CLS to mediation or arbitration using the services of Peacemaker Ministries.

ARTICLE X. FORCE AND EFFECT OF CONSTITUTION

This Constitution shall take effect when the CLS Executive Director executes an affiliation agreement, accepting this Constitution, and shall remain in effect until terminated in writing by either party or until the Executor Director of CLS determines that the Chapter ceases to meet the qualifications of a CLS student chapter as enumerated in this Constitution and Art. XIII of the CLS Bylaws. If the Chapter Constitution is terminated, the Chapter ceases to exist.

CONSTITUTION ADOPTED ON: Thursday, April 16, 2015

SIGNED:

Chapter Officer and CLS Student Member

Print Name: [REDACTED], President

Chapter Officer and CLS Student Member

Print Name: [REDACTED], Vice President

Chapter Officer and CLS Student Member

Print Name: [REDACTED], Secretary/Treasurer

AFFILIATION PROCESS

To form a student chapter of CLS, at least three officers who are members in good standing of the Christian Legal Society must sign this Constitution, complete the Application for Recognition as a Student Chapter of the Christian Legal Society ("Affiliation Agreement"), and submit the originals of the Constitution and Affiliation Agreement to



The Law Student Ministries Director shall forward copies of the Constitution and Affiliation Agreement to the CLS Executive Director. If the Executive Director accepts the application, he or she shall send a signed acceptance document ("Acceptance") to the Law Student Ministries Director, who shall place the original Acceptance in the Chapter file and promptly forward a copy to the Chapter.

**APPLICATION FOR RECOGNITION AS
A STUDENT CHAPTER OF THE CHRISTIAN LEGAL SOCIETY**

AFFILIATION AGREEMENT

In consideration of the right to be recognized as an affiliated student chapter of the Christian Legal Society ("CLS") and to enjoy all the benefits and privileges arising from that status, applicant, the CLS Student Chapter of The University of Iowa College of Law agrees:

1. To abide by the chapter Constitution and to maintain it without alteration, unless written approval for amendment is obtained from the CLS Executive Director.
2. To accept as binding the decision of the CLS Executive Director in response to any inquiry concerning the meaning or interpretation of the local Constitution.
3. To permit and facilitate the inspection of applicant's records and operations at any time by the Christian Legal Society.
4. To recognize ownership by CLS of the trademarks and service marks CHRISTIAN LEGAL SOCIETY, CLS and a symbol consisting of a cross and scales of justice, and the exclusive right of CLS to control the quality of services offered and materials produced by applicant under these marks. Upon request, to provide CLS with copies of any or all materials carrying the CLS marks.
5. To cease immediately to hold itself out as a CLS student chapter upon demand by CLS or upon termination of this agreement and thereupon to discontinue promptly the use of the CLS marks.
6. To advise CLS of any significant operational or policy conflicts or other problems within the Chapter or between the Chapter and the School.
7. To ensure, early in the school year, that the chapter advisor and student chapter officers read the Student Chapter Manual and familiarize themselves with the contents of the Resource Packet.
8. To make every effort to insure that one or more student chapter officers or members attend the CLS National Conference each year and to assist CLS by raising funds at the local level for this purpose.
9. To respond promptly to all CLS inquiries and, by May 1 of each year, to inform the LSM office of who the incoming officers will be.
10. This agreement shall continue in effect until terminated by either party or until applicant ceases to exist, whichever occurs first. Either party may terminate this agreement at any time by written notice to the other party.

DATE: Thursday, April 16, 2015.

CLS STUDENT CHAPTER of The University of Iowa College of Law

BY:

Chapter Officer and CLS Student Member

Print Name: [REDACTED]

Chapter Officer and CLS Student Member

Print Name: [REDACTED]

Chapter Officer and CLS Student Member

Print Name: [REDACTED]

**ACCEPTANCE OF
CLS STUDENT CHAPTER CONSTITUTION AND AFFILIATION AGREEMENT**

The CLS Student Chapter Constitution and the Application for Recognition as a Student Chapter of CLS (Affiliation Agreement), submitted by the Christian Law Fellowship of The University of Iowa College of Law are hereby accepted. Henceforth, the fellowship is recognized as an official student chapter of the Christian Legal Society, subject to the terms and conditions set forth in the above Constitution and Affiliation Agreement.

FOR THE CHRISTIAN LEGAL SOCIETY:

[REDACTED]
Executive Director, CLS

DATE: _____, 20____

EXHIBIT J

Title: The Constitution of Love Works

Preamble: Love Works

Date: INSERT

Article I

Name: The name of our organization is "Love Works." It is an affiliated student group of Sanctuary Community Church, located at [REDACTED]

Purpose:

Love Works purpose is to foster a safe, inclusive environment for all that is conducive to people experiencing God in real ways. Love Works will be anchored in the Gospel, and will meet every other week on a regular basis for Bible studies, as well as twice a month to volunteer and serve our community. Using Jesus as our model, we seek to advocate for justice in all aspects of society, including but not limited to racial, LGBT, and socioeconomic issues.

Article II

Membership:

Section 1) *In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.*

Section 2) There will be no limitations as far as the minimum or maximum number of participants within the student organization.

Section 3) Membership of Love Works is open to all students at the University of Iowa.

Article III

Officers and Duties:

There will be 4 executive officer positions within Love Works. In order to be an executive, they must sign and agree to the Mission and Statement of Core Beliefs of Love Works as outlined in article IV. The 4 executive officer positions are as follows:

1) President: The role of the President of Love Works will be to schedule, organize, and lead executive and large group meetings weekly. It is also their responsibility to manage all administrative issues, such as: amending the constitution, overseeing the work of the other executives, making any final decisions regarding the well-being of the student organization, and reaching out to form meaningful relationships with members of the organization. To fulfill their responsibility, they must work closely with the College Pastor, emailing them updates on a

weekly basis, as well as working closely with the other executives of the organization. It is the President's duty to work with the other officers to make sure all administrative work is successfully completed. In order to become President, a candidate should possess strong leadership skills (prior leadership experience is preferred), strong communication skills, and strong ethic to be able to complete all of the required duties as President.

2) Vice President: The primary role of the Vice President will be to organize, plan, and promote two volunteer/ service projects a month. The Vice President must work closely with the rest of the executive board to ensure consensus as to where Love Works is volunteering. The Vice President should be comfortable reaching out to leaders in the community to learn about the different opportunities Love Works has to serve.

3) Secretary: The primary role of the Secretary is to manage our 00 account, as well as work closely with the college Pastor to ensure all finances are going well. The treasurer is also responsible for applying for grants, or funding from the UISG whenever Love Works needs funding. The Secretary is also responsible for keeping track of attendance, and managing the excel spreadsheet of its members.

4) Public Relations Director: The main role of the secretary would be to market Love Works. They should send out emails to members reminding them of upcoming events, post on the Facebook page, and tweet about what is going on within Love Works. Also, during meetings, the public relations director should record minutes. Lastly, the public relations director is responsible for spearheading the student org fairs and promoting the group. Candidates considering the position of secretary should be organized and good communicators.

Article IV

Mission & Statement of Core Beliefs

Mission

To provide a space where people of all backgrounds can come to experience God in real ways and to share the good news of Jesus with not only everyone at the University of Iowa, but also those in our local communities.

Core Beliefs

1. **Jesus-Centered:** Jesus will be at the center of everything we do. His life and teachings provide a model worthy of imitation, and we believe through the life, death, and resurrection of Jesus, we can experience great joy and freedom.
2. **Inclusivity:** We believe that Jesus was the ultimate example of someone who reaches out to the marginalized. We stand in full support of those who are victims of

systemic oppression. We welcome full participation in our organization, regardless of race, gender, sexual orientation, gender identity, or ability, and affirm those in the LGBTQ+ community who have been pushed aside from many other faith communities.

3. Service: Jesus came to serve rather than be served. Thus, we place a high emphasis on volunteering. We will seek to share Christ's love with those in our community in tangible ways.
4. Life together: We believe God instilled in us the desire to be in community with others. We want to do life together, and foster an environment where sharing our fears, our successes and our struggles honestly is normalized and encouraged.

Article V

Meetings

Section 1) Meetings will be held every other week. Meetings will not be held during finals week or on University breaks and holidays.

Section 2) Volunteer opportunities will be throughout the semester, as outlined in the Vice President description under Article III.

Article VI

Elections

Section 1) Elections for the Executive Board will be held once a year during the Spring Semester to elect for the following school year.

Section 2) Eligible voters are those who have attended at least 50% of meetings. This will be documented and verified by Secretary.

Section 3) The winner of the elections shall be the candidate who receives a plurality of votes. Should there be a tie, there shall be a re-vote, considering only those who are tied. Should that not solve things, the executive board shall interview the candidates and come to a consensus of who shall be granted the position.

Section 4) Members will be notified in meeting and by email at least two weeks in advance of any upcoming election.

Article VII

Finances

8.1 General. Love Works may raise revenues through contributions, fundraising activities, or by applying for school funds available to student groups. At a minimum, Love Works shall: maintain its funds in an “00 account” set up and maintained for Love Works by obligations only when there is sufficient funding to honor the obligations; pay all debts in a prompt manner; and maintain accurate financial records showing all receipts and expenditures and all assets and liabilities of Love Works.

8.2 Distribution of Money Upon Love Works Dissolution. Upon Dissolution of Love Works, all state money and mandatory student fees revert back to the granting organization.

8.3 Distribution of All Funds Other Than State Money and Mandatory Student Fees Upon Love Works Dissolution. Upon dissolution of Love Works, all funds other than state money and mandatory student fees should be divided as stated in paragraph 8.4 and carried out by all Love Works’ officers. If Love Works has dissolved and group fees have not been divided as stated in Paragraph 8.4 by 5 years from last account activity, monies in Love Works’ 00 account will revert to an account specified for this purpose within UISG. These funds will then be available for distribution from SABAC guidelines in compliance with University of Iowa policy.

8.4 Methods for Distribution of All Funds Other Than State Money and Mandatory Student Fees Upon Love Works Dissolution. Upon dissolution of Love Works, all funds other than state money and mandatory student fees shall as far as practicable be returned to the granting organization, institution, or individual. Any funds that cannot be returned to their source shall be given to a charity selected by 75% of Love Works members. The University of Iowa or UISG is not responsible for the division of student fees outlined above. Love Works shall submit a copy of minutes which has record that Love Works agrees this is what is to be done with the money, along with filling out the appropriate approval forms, vouchers, and tax information in the Student Organization Business Office.

Article VIII

Amendments

Section 1) In order to amend this document, both a $\frac{3}{4}$ vote from officers and a $\frac{2}{3}$ vote by current members at the desired meeting is required to overturn or create changes to amendments.

Section 2) If an officer or a member wishes to amend this constitution, officers and members should be notified at least a week in advance by reading the proposed change(s) at one meeting to all members, as well as via email.

Article IX

Removal/ Appeals

Section 1) The removal of an executive board member will happen only if an egregious behavior transpires, as determined by the other executive board members. Should the executive board members be in disagreement, it shall be handled by the College Pastor.

Section 2) Should an executive board member feel wrongfully removed, he/she/they have the opportunity to appeal. That person must appeal within a week of being removed, and an appeal

will occur at the next general meeting. Those who are eligible to vote (as outlined in Article VI, section 2) will vote to either confirm the executive board's decision, or reverse the decision. Should there be a tie, the College Pastor will make the final decision.

Article X

Section 1) This Constitution shall take immediate effect upon a majority vote of all officers of the organization. The organization shall have all authority necessary to implement this constitution.

EXHIBIT K

The Constitution of Cru at The University of Iowa

ARTICLE I—NAME

The name of this student group is Cru.

This student group is a student chapter (hereafter Chapter) recognized by Cru, a California nonprofit corporation with its principal offices in Orlando, Florida.

This student group has applied for and been granted Chartered status as a Chapter of Cru. As long as the student group fulfills the mission set for in the Charter, and otherwise remains in compliance with its obligations under the Charter, the student group has the right to use the name and materials of Cru that are designated for the use of Chapters within the Campus Ministry.

ARTICLE II—PURPOSE

The purpose of the Chapter is to build movements of people who are transformed by Jesus Christ. The student-led movement seeks to introduce students to Christ, help them to grow in faith, encourage them to passionately live life in a manner consistent with belief in the God of the Bible, and inspire commitment to advancing the purposes of God in the world.

ARTICLE III—STATEMENT OF BELIEF

The Statement of Belief for this organization can be found at http://www.ccci.org/statement_of_faith.html.

ARTICLE IV—MEMBERSHIP

Section 1.

Membership in this Chapter is open to anyone officially connected to The University of Iowa as students, faculty or staff as well as those from the community, such as alumni and staff members of Cru, as long as 2/3 of active members are currently enrolled undergraduate or graduate students.

Section 2.

In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, national origin, color, creed, religion, sex, age, disability, veteran status, sexual orientation, gender identity, or associational preference, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons.

Section 3.

A member may be removed from membership and lose the privileges of membership, including the right to attend meetings and events sponsored by Cru, under the following circumstances:

1. If the individual is causing overall disruption to the group, causing an obvious negative effect on the group as a whole.
2. If the individual poses a danger to other students.
3. If the individual's conduct rises to the level of harassment of another member of the group.

Under such circumstances, two or more members of the leadership team will meet with the individual, share the concerns, and ask him or her to leave the group. The accused member may then request a hearing before the full leadership team. An Officer will then call a special leadership meeting; they will hear from the accused member as well as other witnesses, confer, and make a decision regarding the accused member's membership rights.

ARTICLE V – OFFICERS

Section 1.

The officers of this organization, forming part of the leadership team (described in Art. VI), will serve as liaisons with the University. All officers must exemplify the application of Scriptural life principles, in accordance with the national standards of Cru. The offices of this organization shall be the following:

- A. Primary Principal Rep
- B. Secondary Principal Rep
- C. Spokesperson

Section 2.

Officers are selected from the general membership and must be enrolled students at The University of Iowa. Officers serve as representatives of the Chapter and organization of Cru, and, as members of the leadership team, must subscribe to the Statement of Belief.

They must agree that an important part of such belief is taking action and making decisions that are consistent with and based upon those beliefs. They must acknowledge that being a leader requires one to set an example for others on how to live a holy and Biblically-based life. They must also be committed to advancing the purpose and mission of Cru.

Section 3.

Term of office: An officer shall serve for one year from the start of his term or until his/her successor is appointed.

Section 4.

Officers may be removed from their positions based upon general consensus of the core leadership. Any member of the group may make a complaint against an officer. The leadership team will meet, confer with the Cru staff members for advice and counsel, hear from the accused officer (sometimes in a private one-on-one setting), and make a decision.

Misrepresentation of initial agreement with or a change in an individual's ability to subscribe to the Statement of Belief and the Purpose Statement of this organization shall be grounds for immediate removal of the officer by the leadership team.

ARTICLE VI—LEADERSHIP

Section 1.

The leadership of the Chapter is made up of individuals selected, as set forth below, from the Membership.

Section 2.

All leadership team members and small group leaders must subscribe to the Statement of Belief. They must agree that an important part of such belief is taking action and making decisions that are consistent with and based upon those beliefs. They must acknowledge that being a leader requires one to set an example for others on how to live a holy and Biblically-based life.

They must also be committed to advancing the purpose and mission of Cru.

Section 3.

The leadership of the Chapter will consist of a leadership team, the size of which may vary from year to year based upon the size, needs and desires of the group. The leadership team may consist of both a small group of core student leaders and additional groups of leaders that provide direction for different aspects of the Chapter's purpose.

In addition, small group leaders will head discussion groups or Bible studies in a variety of locations and for various affinity groups on campus.

Organizational details of the leadership team are subject to change without amendment to this constitution. *The University of Iowa* students must constitute at least 2/3 of the leadership team.

Section 4.

The current leadership team selects new leadership each year, usually occurring in the Spring. Individual leaders may also be added to the leadership team throughout the year. All prospective leaders must subscribe to the Statement of Belief and Purpose Statement as stated in Articles II and III.

The staff members of Cru serve an advisory role in the selection process, working with the current leadership team to consider and evaluate recommendations for new leaders. The leadership team will then select individuals, inviting them to take the new leadership roles. The leadership team will be responsible to see that all prospective leaders subscribe to the Statement of Belief and Purpose Statement as stated in Articles II and III.

Section 5.

Leaders may be removed from their positions based upon general consensus of the core leadership. Any member of the group may make a complaint against any leader, including a member of the leadership team. The leadership team will meet, confer with the Cru staff members for advice and counsel, hear from the accused leader (sometimes in a private one-on-one setting), and make a decision.

Misrepresentation of initial agreement with or a change in an individual's ability to subscribe to the Statement of Belief and the Purpose Statement of this organization shall be grounds for immediate removal of the leader by the leadership team.

ARTICLE VII—MEETINGS

Meetings shall be held to further the purposes of the Chapter. The leadership team, in consultation with Cru staff, shall determine the frequency, time and place, and agenda of the various meetings.

Large group meetings typically occur weekly during the school year, breaking when instruction ends and during school vacation periods. Small group meetings (Bible Studies, Discussion Groups) also meet weekly within the same parameters. Other meetings necessary to advance the purposes of the Chapter will be held as occasion warrants.

ARTICLE VIII—ADVISOR

Each year, members of the Leadership team will select a member of the UI faculty to be the Chapter's faculty advisor. The advisor will fill out any forms as required by the University to assist the Chapter in meeting those requirements. The advisor is also welcome to be involved as much or as little as he/she would like, and the Chapter will periodically update him/her on how the Chapter is doing.

ARTICLE VIII—FINANCES

Section 1.

The Chapter may raise revenues through contributions, fundraising activities or by applying for school funds available to student groups. Dues shall not be charged to members for participation. Students, however, may be charged for such services as special social gatherings, retreats and conferences. The Chapter will hold to high standards of financial integrity. A member or several members of the leadership team will be responsible to carefully administer any school funds granted to the Chapter.

Section 2.

Should this Chapter dissolve, any funds raised by and for Cru will revert to the National organization of Cru. As this Chapter does not charge dues, no student fees will need to be returned to the students.

Section 3.

Upon dissolution, state money and mandatory student fees revert back to the granting organization. Group fees should be divided as stated in the Constitution and carried out by the dissolving group's members and officers.

If the group has dissolved and group fees have not been divided as stated in Constitution by five years from last account activity, monies in the group's 00 account will revert to an account

specified for this purpose within UISG/ECGPS. These funds will then be available for distribution through SABAC or GPAC guidelines in compliance with University of Iowa policy.

ARTICLE IX—CONSTITUTIONAL AMENDMENTS

Section 1.

This constitution may be amended by a general consensus of the leadership team.

Section 2.

Articles II and III may not be amended without express written permission of Cru.

Section 3.

All amendments, additions or deletions must be filed with the office of [Center for Student Involvement & Leadership](#) and will become valid at the time of filing.

Created: *03/30/2012*

Amended: *03/30/2012*

EXHIBIT L

CONSTITUTION OF CAMPUS BIBLE FELLOWSHIP

ARTICLE I... STATEMENT OF NEED:

Recognizing: (1) the genuine interest of students for answers and counseling in the realm of spiritual matters, (2) the desire among Christians on campus for fellowship, prayer, and Bible study (3) that many existing religious organizations on campus fail to provide the link with the local church commanded in the New Testament, this constitutes the need for an on-campus organization such as Campus Bible Fellowship.

ARTICLE II... PURPOSE:

This organization is a fellowship organized by students on various campuses and directed by Baptist leaders of Campus Bible Fellowship to encourage the understanding of the historic Christian faith through Bible, study, discussion, & and counseling. Examples, similar in nature, are the positions and practices of Armed Forces chaplains.

ARTICLE III... PREAMBLE

Believing in the first amendment of the United States Constitution which states: "Congress shall make no law respecting an establishment of religion or prohibiting the free exercise thereof," Campus Bible Fellowship shall not discriminate on the basis of race, creed, color, national origin, religion, disability, age, gender any consideration based on affectional, sexual, or associational preference, or any other classification or sexual orientation in the selection of its members or in its programs unless federal or state laws allow for such exceptions.

ARTICLE IV... NAME

The name of this organization shall be Campus Bible Fellowship at the University of Iowa.

ARTICLE V... MEMBERSHIP

Section A: General Membership

"In no aspect of Campus Bible Fellowship's programs shall there be any difference in the treatment of persons because of race, creed, color, national origin, religion, sex, disability, age, veteran status, sexual orientation, gender identity or associational preference, or any other classification which would deprive the person of consideration as an individual." The organization will guarantee that equal opportunity & access to membership, programming, facilities, and benefits shall be open to all persons.

The membership of this organization shall be those who have been in attendance at six regular meetings.

Section B: Voting Membership

Voting membership of this organization is open to all qualified members under Section A, who bear clear testimony of conversion to Jesus Christ.

Section C: Revoking Membership

Members who have been absent from six consecutive meetings shall be dropped from the membership.

Section D: Quorum

A quorum for a committee or group business meeting shall be a majority of the existing qualified membership.

ARTICLE VI... COMMITTEES

Section A: EXECUTIVE COMMITTEE

This committee shall consist of a President, Vice-President, Secretary- Treasurer (or Secretary and Treasurer), and a Historian. The aforementioned students are required to be in sincere agreement with the Articles of Faith and shall serve as members of the Campus Bible Fellowship Area Liaison Committee.

1. President: The President shall be the official representative of the Campus Bible Fellowship student group on the campus. Duties include presiding over regular meetings and appointing special committees (after consultation with the executive committee).
2. Vice-President: The Vice-President shall act as President in his absence and shall also be in charge of organization activities and promotion.
3. Secretary-Treasurer (or Secretary and Treasurer): The Secretary-Treasurer shall keep a record of the minutes of all regular meetings, all executive meetings, and all special committee meetings. The officer (or officers) shall also be in charge of all organization funds and shall handle all organization correspondence.
4. Historian: The Historian shall be in charge of attendance and membership rolls, keeping a journal-scrapbook of organizational activities (articles, photographs, etc.).

Section B: NOMINATING COMMITTEE

This committee shall consist of the existing executive committee, a Campus Bible Fellowship staff member, and a member of the Campus Bible Fellowship Area Liaison Committee. This committee shall make a list of candidates qualified for election to the Executive Committee. A majority vote is required for election. The term of office shall be one semester. Elections will be held near the end of the preceding semester, at a meeting to be announced two weeks in advance.

Section C: SPECIAL COMMITTEES

Special committees may be appointed when needed, by the President, after consultation with the Executive committee.

Section D: AREA LIAISON COMMITTEE

This committee shall consist of a group of interested Christians designated by area independent Baptist churches who shall assist in the spiritual development of the group.

ARTICLE VII... MEETINGS

Section A: REGULAR MEETINGS

The regular meetings of Campus Bible Fellowship will be held weekly during the academic year at a time & place to be announced.

Meetings are open to all students, faculty, staff, and their spouses.

Section B: SPECIAL MEETINGS

Special meetings of the Executive Committee or the Campus Bible Fellowship student group may be scheduled as deemed necessary by the President, a member of the Campus Bible Fellowship staff, or the Campus Bible Fellowship Area Liaison Committee Chairman, providing the purpose of the meeting is well within the stated objectives indicated in the Purpose and Preamble.

ARTICLE VIII... FINANCES

Section A: Free will offerings will be taken for expenses & projects. (No funds are received from the University). (Per the "Constitutional Guidelines" of the U.I.), "Upon dissolution state money & mandatory student fees revert back to the granting organization. Group fees should be divided as stated in the constitution and carried out by the dissolving group's members and officers.

If a group has dissolved and group fees have not been divided as stated in the constitution by 5 years from the last account monies in group's 00 account will revert to an account specified for this purpose within UISG. These funds will then be available for distribution through SABAC guidelines in compliance with University of Iowa policy"

Section B: There will be no special assessments of dues in the group.

Section C: The ministry of Campus Bible Fellowship is maintained at no expense to the students of the University of Iowa.

ARTICLE IX... ADOPTION

This constitution shall be adopted upon receiving a two-thirds vote of the existing qualified membership.

ARTICLE X... AMENDMENTS

Amendments may be made to this constitution providing the amendments are approved by the Campus Bible Fellowship staff member and the Area Liaison Committee, and subsequently receive a two-thirds vote of the qualified membership. A notice of such vote shall be posted two weeks in advance. By-laws may be added by the same procedure.

ARTICLE XI... APPROVAL

Date Approved by: Sept. 2011

CBF Staff

- _____

CBF National

- _____

CBF Student Group

- _____

U of I Office of Student Affairs

- _____

EXHIBIT M

The Daily Iowan



> News

DI Editor - Mar 2, 2017

Finding a home in faith



By Naomi Hofferber

naomi-hofferber@uiowa.edu

For some Christian LGBTQ individuals on campus, finding a ministry that is fully accepting can be a long and painful process.

University of Iowa sophomore Marcus Miller has seen the effects that this conflict between ideology and identity can have.

“When I was a freshman here at Iowa last year — before I was fully accepting of myself and accepting of my identity — I was still very much involved with Christian organizations,” Miller said. “Those organizations were where all my friends were, where my support system was, and as I continued to try to figure things out on my own and figure out my identities, I think things got really tough

for me, because it came increasingly clear that if I were to be proud of my identity of being gay, that would not be OK.”

Miller applied for two different leadership positions with Business Leaders in Christ and 24/7 and was officially offered a position with the first group, and 24/7 had allegedly implied to Miller he would get a position. After revealing to them that he was gay, both offers were rescinded.

In response, Business Leaders in Christ declined to give a statement to *The Daily Iowan*, and 24/7 released the statement, “24/7 welcomes all members of the university community to its meetings and is confident that the complaint is without merit.”

“That really hurt,” Miller said about the withdrawn offers. “I felt rejected, I felt isolated and alone. What once used to be a home for me and a place where all my friends were, where I got all my support, quickly became the place I dreaded the most. It was so hard for me to be rejected by the people I thought would accept me. There was a lot of nights where I wouldn’t be able to sleep, there were a lot of nights where I contemplated suicide. I felt stuck between two different worlds.”

Miller said he felt conflicted between his traditional conservative Christian community and the LGBTQ community. He said he hadn’t fully accepted himself and he wasn’t sure he could be understood with his intersectionality of faith and sexuality.

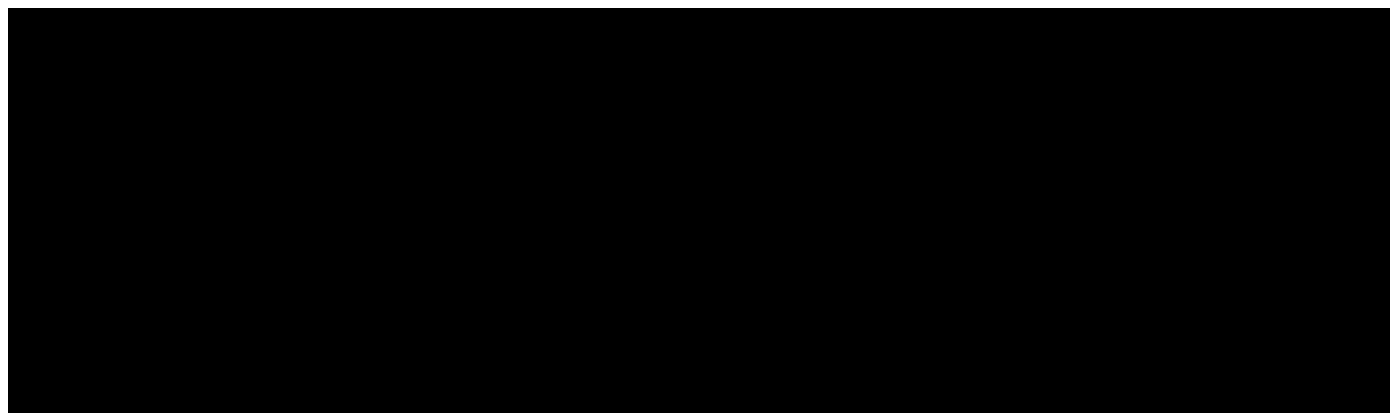
“It was definitely the hardest time period of my life,” Miller said. “Faith is a very sacred thing; a lot of people cling to it. My faith is still very important to me. I feel like for a lot people, that’s the case, and a lot of people are trying to hold on to their faith, but it makes it extremely difficult when the spaces that they’re in are not accepting and not inclusive.”


Miller said he has placed a formal discrimination complaint with the UI Office of Equal Opportunity and Diversity on Feb. 20. The Office of Equal Opportunity and Diversity told *The Daily Iowan* that it can neither confirm nor deny whether a complaint has been filed.

“The investigation begins when the Office provides written notice to the respondent of the filing of the complaint, the identity of the complainant, and the general allegations of the complaint,” Kyra Seay, the communications coordinator for the Chief Diversity Office said in a statement to *The Daily Iowan*. “The respondent is then interviewed regarding the specifics of the allegations and given an opportunity to respond fully to the allegations. The Office may also interview other persons believed to have factual knowledge relevant to the allegations.”

The written finding of the investigation will typically be issued within 60 days of the complaint being launched.

After being denied leadership roles with other organizations, Miller founded Love Works, an LGBTQ-inclusive campus ministry.





While there are numerous interpretations of Bible scripture, some Christian interpretations classify homosexuality as a sin. This can create challenges for LGBTQ individuals who seek involvement in Christian communities.

“From my understanding, it is God loves all human beings, and He created them in His image,” said Nana Owusu, the president for Campus Bible Fellowship. “But from our understanding, sin has marred that image, and the way that it’s been marred has manifested itself in various different ways. What the Bible clearly states in both the Old and the New Testament is that homosexuality is an abomination. So it is not what He intended that relationship to be like.”

Despite any ideology, LGBTQ individuals are welcome to attend meetings and be involved with Campus Bible Fellowship.

“But according to our stance, if people say that they have belief in Christ, there’s bound to be an understanding that there is sin there, because if they truly do believe this, then they do understand that there is sin, and they are fighting that sin in their life, just as I would have to fight urges of lust, just as I would have to fight anger or hatred,” Owusu said. “You can come to the meetings, we can have that conversation, and we can’t force you to live a life that exemplifies a Christian, but we would like to see that growth in each member.”

To be a leader, individuals must profess a belief in Christ and attend meetings regularly, he said. Leaders are approved by leaders in the affiliated church, Faith Baptist Church.

Campus Christian Fellowship, another Christian organization, holds a similar view on homosexuality.

John Johnson, a campus minister for Campus Christian Fellowship, said the organization’s interpretation of scripture is that homosexuality is a sin, which he said is plainly stated in the Bible.

“I do know that there are people who have different interpretations, but that’s how I read the Bible, so that’s something that we do preach, but we don’t tell people to go away, because it’s one of those things that we believe in preaching and talking about Jesus first, and Jesus is the most important thing,” he said. “So if we prevent people from coming, or make people feel as if they can’t come and be a part of it, how are they ever going to hear about Jesus?”

The ministry has had LGBTQ members in the past, and they are welcome to come to meetings, Johnson said. While choosing leaders for the organization, he said, the group has moral and ethical recommendations and wants leaders to be good role models.

“We ask for them, for their sexual activity, to follow what the Bible prescribes,” Johnson said. “I wouldn’t say that we would ever just outright [reject] any person who wanted to become a leader who was part of that community; we wouldn’t just say, ‘No, you can’t because you’re a part of that community.’ We would talk to them about what

does your life look like, and where are you with all these things, and what do you believe scripture says about these things. It's a lot of just seeing where they're coming from with what scripture says, because we do want to have a unified teaching we're presenting."

The issue becomes complicated, as ideology and religious freedoms could potentially conflict with an anti-discrimination clause that all UI student organizations are required to include in their constitutions, which states, "In no aspect of its programs shall there be any difference in the treatment of persons on the basis of ... sexual orientation, gender identity ... which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons."

The 2010 Supreme Court case of *Christian Legal Society v. Martinez* dealt with a similar incident regarding campus ministries and the LGBTQ community.

Christian Legal Society required members and officers to sign a statement of faith, in which they agreed to live by certain principles, one of which was the belief that sex was between a man and a woman. It was because the organization restricted based on sexuality that Hastings Law School denied it registered student organization status, as it conflicted with their non-discrimination policy.

Within the case, the society contended that it doesn't exclude individuals based on sexual orientation, but rather on conduct and the belief that the conduct is not wrong; in this case, the group excludes LGBTQ individuals with partners.

The court denied to distinguish between status and conduct in the case, and referenced the 2003 case of *Lawrence v. Texas* in which Justice Anthony Kennedy stated in the opinion of the court, "When homosexual conduct is made criminal by the law of the State, that declaration in and of itself is an invitation to subject homosexual persons to discrimination in both the public and in the private spheres."

In the opinion of the Court in *Christian Legal Society v. Martinez*, Justice Ruth Bader Ginsburg said, "[Christian Legal Society] notes that its 'activities — its Bible studies, speakers, and dinners — are open to all students,' even if attendees are barred from membership and leadership. ... Welcoming all comers as guests or auditors, however, is hardly equivalent to accepting all comers as full-fledged participants."

The court ruled that while it isn't unconstitutional for a student organization to require leaders to hold particular religious beliefs, universities do not have to recognize those organizations.

In 2014, California State University revoked official club status of InterVarsity Christian Fellowship, in accordance with the Supreme Court decision.

Revoking the acknowledgement of an organization does not ban the organization from campus nor does it disband the organization, but organizations could lose university resources and support.

Currently UISG has allocated funds in fiscal 2017 for Business Leaders in Christ and 24/7.\

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Welcome to BLinC!

BLinC's primary mission is to create a community of followers of Christ within the Tippie College of business in order to share and gain wisdom on how to practice business that is both Biblical and founded on God's truth. We do this by reading scripture together through devotions, hosting Christian businessmen and women from the community, serving our community together, and spending time with one another. If this sparks your interest, we would love to see you at our next meeting!

As of the Fall 2017 semester, we will be meeting on Mondays from 2:30-3:20pm in C106 in the Pappajohn Business Building. Like us on Facebook for more frequent updates and request to join here as we will add you to our email list. If you have any questions, feel free to email Jake Estell at jacob-estell@uiowa.edu.

Thank you, we look forward to meeting you!

Portal Information

Description

As seekers of Christ, Business Leaders in Christ is a student organization within the Tippie College of Business meant to help students learn about how to continually keep Christ first in the fast-paced business world. Using the Bible as a guide, through fellowship, speakers, small group discussion, and serving our community, students will network within the College and with business leaders, who walk with Christ on a day-to-day basis.

Category

Spiritual & Religious

Website

<https://www.facebook.com/TippieBelievers>

When does your organization accept new members?

Anytime Throughout the Year

Does this organization have a selective membership process?

No

Membership Process

The organization accepts anyone at any time throughout the year and will not discriminate against anyone on the basis of race, gender, sexual orientation, religion, disability or any other factor. However, because it is geared towards business students, the target audience for this organization would be for students already admitted into the Tippie College of Business, pre-business students, or students considering business as a major/minor.

Meeting Day

Monday

Meeting Time

2:30-3:20 pm

Meeting Location

C106 Pappajohn Business Building

Organization Facebook Page:

<https://www.facebook.com/TippieBelievers>

Organization Twitter:

<https://twitter.com/TippieBelievers>

PR First Name

Jacob

PR Last Name

Estell

Primary Rep. Email

jacob-estell@uiowa.edu

SR First Name

Brett

SR Last Name

Eikenberry

Secondary Rep. Email

brett-eikenberry@uiowa.edu

Our organization holds officer (s) elections during:

The Spring Semester

UI Student Organization Constitution

[Constitution of Business Leaders in Christ.docx](#)

Primary Signer's First Name (Treasurer) - CANNOT BE THE SAME AS THE PRIMARY REPRESENTATIVE!

Liz

Primary Signer's Last Name (Treasurer) - CANNOT BE THE SAME AS THE PRIMARY REPRESENTATIVE!

Swanson

Primary Signer's email (Treasurer)

elizabeth-l-swanson@uiowa.edu

Secondary Signer's First Name

Brett

Secondary Signer's Last Name

Eikenberry

Secondary Signer's email

brett-eikenberry@uiowa.edu