No. 19-3389

United States Court of Appeals for the Eighth Circuit

INTERVARSITY CHRISTIAN FELLOWSHIP/USA AND INTERVARSITY GRADUATE CHRISTIAN FELLOWSHIP,

Plaintiffs-Appellees,

v.

THE UNIVERSITY OF IOWA, ET AL.,

Defendants-Appellants.

On Appeal from the United States District Court
for the Southern District of Iowa
No. 3:18-cv-00080

APPELLEES' APPENDIX VOL. 4

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Counsel for Plaintiffs-Appellees

APPENDIX INDEX

VOLUME 4

Tab 8: District Court Appendix Volume II-B 829

- Baxter Declaration #2 831

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

INTERVARSITY CHRISTIAN FELLOWSHIP/ USA, and INTERVARSITY GRADUATE CHRISTIAN FELLOWSHIP, *Plaintiffs*, v. THE UNIVERSITY OF IOWA; BRUCE HARRELD, in his official capacity as President of the University of Iowa and in his individual capacity; MELISSA S. SHIVERS, in her official capacity as Vice President for Student Life and in her individual capacity; WILLIAM R. NELSON, in his official capacity as Associate Dean of Student Organizations, and in his individual capacity; ANDREW KUTCHER in his official capacity as Coordinator for Student Organization Development; and THOMAS R. BAKER, in his official capacity as Student Misconduct and Title IX Investigator and in his individual capacity, *Defendants*.	Civ. Action No. 18-cv-00080 **APPENDIX VOLUME II-B** **OF PLAINTIFFS' STATEMENT OF MATERIAL FACTS IN SUPPORT OF PLAINTIFFS' MOTION FOR PARTIAL SUMMARY JUDGMENT**

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Counsel for Plaintiff

**Admitted pro hac vice*

APPENDIX INDEX

Volume II-B

Tab 64 - Baxter Declaration #2 748

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

BUSINESS LEADERS IN CHRIST, *Plaintiff*, v. THE UNIVERSITY OF IOWA, *et al*. *Defendants*.	Civ. Action No. 3:17-cv-00080-SMR-SBJ **DECLARATION OF ERIC BAXTER**

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. Attached as **Exhibit A** are copies of letters and memoranda produced by the University of Iowa, in which the University affirms that its Human Rights Policy allows religious student organizations to restrict leadership positions to individuals who embrace their religious beliefs.

3. In the course of discovery, the University of Iowa has produced documents labeled starting at 1526 and continuing to 2399, which are copies of student-organization constitutions reviewed by the University for compliance with its Human Rights Policy. The reviews appear to have taken place between 2002 and 2018. A review-summary sheet is included for some of the constitutions. Attached as Exhibits B1 through B3 are charts compiled by counsel for BLinC, which list the constitutions reviewed and identify any membership or leadership restrictions imposed by each of the student organizations. The chart also includes a link to the version of the constitution currently posted to the University's website for student organizations.

4. Attached as **Exhibit C** is a document produced by the University of Iowa showing that the University engaged in a systematic review targeting religious organizations for compliance with its Human Rights Policy.

5. Attached as **Exhibit D** are documents concerning the University of Iowa's investigation of the student organization 24:7.

6. In the course of discovery, the University of Iowa has produced documents reflecting comments of various University officials concerning the University's Human Rights Policy. Notes that appear to reflect comments from Thomas Baker are attached as **Exhibit E**. Notes that appear to reflect the comments of William Nelson and Kristi Finger are attached as **Exhibit F**.

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

Executed on this 4th day of June, 2018.

Eric S. Baxter

EXHIBIT A

THE UNIVERSITY OF IOWA

April 19, 1999

MEMO TO: Alice Mathis

FROM: Phillip E. Jones

RE: Christian Legal Society

We have consulted with the Office of General Counsel about the constitution for this organization. Based on a legal review, there appear to be no first amendment violations in the organization's constitution for local participation in a religious organization Clearly, the practices of the organization will have to be consistent with the spirit of open participation. They may be notified through the standard methods used for recognizing all organizations. I am enclosing the Constitution and the letter sent to me by the organization for your information.

cc: Thomas R Baker
David Grady
Mark Schantz

Enclosures

clb

Office of the Vice President for Student Services and Dean of Students
114 Jessup Hall
Iowa City, Iowa 52242-1316
319/335-3557
FAX 319/335-3559

RECEIVED

MAR 2 9 1999

Aaron Dixon
120 ½ Fairchild Street apt #1
Iowa City, Iowa 52245
(319) 466-9467
aaron-dixon@uiowa.edu

Dean Phillip Jones
114 Jessup Hall
Iowa City, Iowa 52242

Dear Dean Jones,

David Grady advised me to address this letter to you. The purpose of this letter and the accompanying materials is to seek official recognition of a new Graduate & Professional Student Senate Group (GPSS), the Christian Legal Society Student Chapter of the University of Iowa College of Law. Please find enclosed a completed Student Organization Recognition Form and two copies of our chapter's constitution.

Please be aware that our constitution modifies the non-discrimination provision required by the Office of Student Life. Near the beginning of our efforts to obtain university recognition, we were informed that the following language should be included in our group's constitution:

"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." As discussed in more detail below, we are concerned that following our sincerely held religious beliefs may conflict with the non-discrimination pledge. As a result, we have modified the non-discrimination provision of our constitution and ask your approval of our request for recognition and the attendant benefits.

A. Statement of Faith and Religion Non-Discrimination Requirement.

Our group desires to associate with the national Christian Legal Society (CLS) organization. In order to become an "affiliated" chapter of CLS, our group must adopt by-laws suggested by CLS, something we are happy to do. Consistent with CLS guidelines, the "Membership" provision of our Constitution provides as follows: Membership in this Chapter shall be open to all students at the College who agree with the mission and purposes set forth in Art. II. As stipulated in Art. IV, all chapter officers must be N-CLS [National CLS] members.

In order to become a member of national CLS, an individual must, among other things, sign the following statement of faith:

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

1. One God, eternally existent in three persons, Father, Son and Holy Spirit

2. God the Father Almighty, Maker of heaven and earth

3. 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

4. The presence and power of the Holy Spirit in the work of regeneration

5. The Bible as the inspired Word of God

Our attached constitution is consistent with this requirement and with our own religious beliefs.

We acknowledge the possibility that the Office of Student Life, the Student Activities Board, or the appropriate legislative body of the UISG might conclude that our group commits "discrimination" on account of "creed" or "religion" by requiring that our officers make this profession of faith or by requiring members to share the mission and purposes of the organization. We therefore wanted to anticipate any concerns those bodies might have and to address them.

First of all, we do not believe that requiring group leaders to affirm the group's organizing principles constitutes "discrimination" in the sense that word is used in the policy. In the legal context, discrimination occurs when an individual or entity invidiously relies upon an irrelevant factor. For example, discrimination occurs when an employer refuses to hire a black job applicant simply because the employer harbors some animus towards African-Americans.

Yet our chapter's desire that its officers embrace the group's core beliefs does not even remotely resemble the ugly, arbitrary, and unfair acts targeted by anti-discrimination rules. We believe that the chapter cannot serve its purpose, fulfill its mission, and retain its identity unless its officers and those who proclaim the group's message affirm those beliefs that define the group. This belief does not reflect any animus towards those who are unable to embrace these beliefs. In fact, we believe our group would be a failure if non-Christians were not welcomed; we earnestly desire relationships with non-Christians, so that we can share the good news that God has reached out to man through an ancient Nazarene named Jesus.

Second, the law, without known exception, permits religious organizations to require that their leaders and members affirm the organization's religious beliefs. Whenever a legislative body outlaws religious discrimination in employment, for example, it always permits religious organizations to take religion into account when

selecting employees. The landmark federal Civil Rights Act of 1964, which, among other things, has served to diminish the effects of racism in our nation, expressly permits religious organizations to take religion into account in hiring. See 42 U.S.C. 2000e-1(a). By exempting religious organizations from the religious non-discrimination requirement, Congress recognized that there is nothing wrong with a religious organization preserving its identity through its hiring practices. Congress appreciated the substantial difference between, for example, an anti-Semitic company that refuses to hire Jews and a Methodist congregation that desires its pastor be Methodist.

Third, we believe that governing law forbids the university from denying CLS recognition because its officers must sign its statement of faith or because its members must share its purposes and mission. A background legal memorandum produced by the Christian Legal Society's Center for Law and Religious Freedom is attached to this letter and the accompanying application materials.

B. Moral Conduct, Chapter Leadership, and Sexual Orientation Non-Discrimination Provision.

In addition to a set of common beliefs, virtually all religions embrace certain principles regarding conduct. In other words, each faith has a moral code, and Christianity is no exception. In our faith tradition, things like murder, adultery, premarital sex, stealing, and homosexual conduct are seen as wrong. In the context of our CLS chapter, the degree of an individual's compliance with that moral code (and his or her attitude towards that code) may affect that individual's "standing" within the group. For example, an individual's participation in conduct our faith deems immoral might disqualify an individual, as either a formal or practical matter, from holding office in our chapter. At the outset, it is important to understand that an individual's inclination towards sexual conduct the Bible deems sinful -- whether it be adultery, pre-marital intercourse, or homosexual behavior -- does not necessarily by itself disqualify an individual from active participation in the life of the CLS chapter. We believe that, as a result of the Fall, all people harbor sinful inclinations. We also believe that God's gift of salvation does not immediately eliminate sinful inclinations and actions from the life of a believer. In other words, we believe that all people are sinners, including ourselves. But we do believe that there is a meaningful difference between a person who sincerely struggles with sinful sexual inclinations and a person who unrepentantly and unremorsefully engages in conduct the Bible says is wrong. An unrepentant adulterer who openly rejects the Bible's teaching on sexual morality, in our view, is different from a person who succumbs to temptation, acknowledges the wrongness of his behavior, seeks forgiveness from his spouse, and desires to do right in the future.

Although we do not attempt to write a moral code into our chapter constitution, we can imagine circumstances where a person's participation in immoral behavior might affect their standing in the chapter. For example, chapter leadership may decide that a member who lives with his or her girlfriend should not speak for the group at a chapter-sponsored presentation on Biblical sexual morality. Similarly, we can imagine that an

individual might not be considered for an officer position if that individual is unrepentantly and unremorsefully engaging in homosexual behavior.

It is conceivable that the Office of Student Life, the Student Activities Board, or the appropriate legislative body of the UISG might conclude that our reservation of the right to take moral conduct into account in the life of our group transgresses the ban on "sexual orientation" discrimination (or even the ban on "gender identity" discrimination, depending upon how that phrase is applied). Again, we wanted to anticipate and address any concern that may arise in this regard. We urge university decisionmakers to interpret and apply the non-discrimination policy in a way that permits our group to follow our sincerely held religious beliefs

First, as should be clear from the above discussion, a person's sexual orientation -- defined as their sexual inclination or desires -- does not necessarily by itself disqualify someone from participating in the life of our chapter. Instead, it is a person's attitude towards those inclinations, their willingness to submit to Biblical authority, and the degree of their success in trying to live a life pleasing to God that really matters. Accordingly, we believe that university decisionmakers could (and should) interpret the sexual orientation non-discrimination provision in a manner that does not cause a potential conflict with our chapter's intentions in this regard.

Second, as with religious discrimination, laws banning sexual orientation discrimination routinely exempt religious organizations from their requirements. The list of state law provisions attached to the legal memorandum accompanying this letter contains numerous instances of such exemptions

Third, we believe that governing law forbids the university from denying CLS recognition because moral behavior might be taken into account in the life of the group. The background legal memorandum produced by the Christian Legal Society's Center for Law and Religious Freedom and accompanying this letter also addresses this issue

C. Conclusion.

Thank you in advance for considering our application for recognition We believe that the CLS chapter will provide an important service to the university's law students and will contribute to the overall diversity of campus life. Please do not hesitate to contact me with any questions you might have about our application. I look forward to hearing from you soon.

Sincerely,

Aaron Dixon

Dan Kidney

cc. David Grady

THE UNIVERSITY OF IOWA

Office of the Vice President for
Student Services and Dean of Students

February 20, 2004

Mr. L. Craig Nierman
Attorney at Law
216 Stevens Drive
Iowa City, IA 52240-4153

Dear Craig:

RE: CHRISTIAN LEGAL SOCIETY

This letter is in response to your January 30 letter regarding your clients, the student members of the Christian Legal Society (CLS). During the fall semester of 2003, CLS student leaders declined to include the University of Iowa Human Rights Policy in their proposed group constitution. Because the proposed constitution did not include the Human Rights Policy, the CLS application for recognition was rejected by the University of Iowa Student Government (UISG).

You object to the actions of UISG and asked that the First Amendment rights of the CLS students be protected. I have reviewed the First Amendment case law and the two law review articles cited in your letter. I have discussed the legal issues you raised in your January 30 letter with Vice President Phillip Jones.

Your letter states, in essence, that the CLS has a constitutional right to refuse to include in its constitution the Human Rights Policy in its entirety. As you know, the Human Rights Policy explicitly prohibits the University from engaging in race and sex discrimination as well as other forms of discrimination prohibited by the Policy. Under the Human Rights Policy, University officials may not treat persons differently based upon any classification "that deprives a person of consideration as an individual." Creed and sexual orientation are specifically listed as examples of categories that deprive a person from consideration as an individual. Religion and religious affiliation are not specifically identified in the Policy, although in some instances discrimination on the basis of religion would violate the Policy, such as a practice of not permitting Christians to join a student political group.

With respect to student organizations, the University applies the Human Rights Policy to prohibit certain forms of discrimination when organizational leaders decide to accept or exclude students interested in becoming members of the group. Federal law generally *requires* that the University of Iowa (and all post-secondary institutions which receive federal funds) prohibit recognized student organizations from discriminating on the basis of race and sex in the selection of new members. By requiring that groups observe the Human Rights Policy, University officials responsible for reviewing applications for group recognition ensure that Title VI and Title IX are observed. The Human Rights Policy was enacted in 1963, and ever since then it has been the University's practice to apply the Policy to student organization membership selection decisions.

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vp-student-services@uiowa.edu
www.uiowa.edu

Contrary to your letter, the Human Rights policy does not prohibit student groups from establishing membership criteria. A student religious group is entitled to require a statement of faith as a pre-condition for joining the group. *Asking prospective members to sign the CLS statement of faith would not violate the UI Human Rights Policy.* While student groups have a right to establish membership rules and require prospective members to adhere to group rules, that right does not extend to permit CLS or any other student group to reject prospective student members solely on the basis of race, gender, or sexual orientation.

You specifically cited sexual orientation as one category of discrimination prohibited by the Human Rights Policy that your clients find objectionable. Your letter did not, however, cite any judicial ruling on point that would nullify a viewpoint-neutral application of the Human Rights Policy to student religious groups with respect to membership discrimination on the basis of sexual orientation. The Supreme Court cases on student organizations mentioned in your letter address other issues beside membership rules, namely equal access to funding and meeting space, for instance. The case law you cited supports, in fact, the Vice President's position that viewpoint neutrality must be the guiding principle in the application of the Human Rights Policy. A decision to treat religious groups differently would invite a constitutional challenge by non-religious groups, who have the same right as religious groups to equal treatment.

Implicit in the Human Rights Policy is the distinction between class characteristics such as race and gender, on the one hand, and on the other hand the personal conduct of those who seek to join student organizations. The CLS would not be required, and will not be required, to condone the behavior of student members -- after they join your group -- that is contrary to the purpose of your organization and its statement of faith. Individuals who fail to observe the CLS statement of faith may be dismissed as members. Your group may not, however, refuse to accept as a member a homosexual law student who professes to be a Christian and is prepared to sign your organization's statement of faith and observe the CLS group rules for member behavior.

With regard to the distinction between class characteristics and personal conduct, it is apparent that we may be in agreement. You acknowledge in your letter that your group is not opposed to accepting into its membership law students who have homosexual inclinations or who have engaged in homosexual behavior. I respect the fact that the CLS welcomes all students, including homosexuals, to attend CLS meetings. This practice is entirely consistent with the spirit of the Human Rights Policy.

To my knowledge, religious students groups have operated for many years on the UI campus using statements of faith as a basis for membership. No threat has ever been directed to a student religious group by the student government, by the Dean of Students, or by the Office of Student Life regarding the use of statements of faith as a basis for membership. Moreover, no complaint from the community has ever been filed with the UI Committee on Human Rights against a religious student organization alleging a violation of the Human Rights Policy.

Your January 30 letter specifically asks that the Human Rights Policy be amended to exempt student religious groups "from the religion, creed, sexual orientation, and gender identity language of the University's required Membership Clause." Since the Human Rights Policy protects groups such as your CLS student clients from discrimination on the basis of creed, it is not necessary to formally exempt religious groups from the Human Rights Policy in order to ensure that the rights of CLS members are protected. Once recognized, the University is obliged to protect the right of CLS members to espouse the group's basic tenets.

The Supreme Court long ago in Healy v. James concluded that it is not inconsistent with the Constitution for tax-supported universities to deny or withdraw recognition to groups that refuse to follow reasonable rules. Observing the Human Rights Policy during new member selection is a reasonable requirement for group recognition. If the students you represent choose to re-submit a revised group constitution with an unmodified Human Rights Policy statement included, the CLS would then become eligible to use University resources, as would any other recognized student organization, once the CLS has been recognized by UISG.

In conclusion, it is apparent that the UISG did not violate the University Policy on Human Rights or the First Amendment of the U.S. Constitution. The UISG decided not to grant recognition to the Christian Legal Society because the UI Human Rights Policy was entirely left out of the proposed CLS constitution. UISG is prepared to grant recognition once the Human Rights Policy is included in the proposed CLS constitution. Every University of Iowa student organization is required to include in its group constitution the Human Rights Policy in its entirety in order to be eligible for University recognition, and your clients were treated the same as every other religious group has been treated.

I understand that you may feel compelled to pursue formal legal avenues in response to this letter. Please be informed that the standard appeal process for recognition disputes has not been exhausted. As stated in sub-section III.A.9 of "Recognition of Student Organizations," a group may appeal an adverse decision of the governing body to the president of the University or designated representative (refer to page 18 of "Policies and Regulations affecting Students, 2003-2004," a copy of which is enclosed). To my knowledge, no appeal has been filed with President Skorton. If the group of students you represent elects to exercise its appeal opportunity, please copy me on your letter to President Skorton.

Sincerely,

Thomas R Baker

Thomas R. Baker, J.D., M.A.
Associate Dean of Students

Enclosure

cc: Phil Jones
Bill Hines
Linda McGuire
Bill Nelson
Mark Schantz
Charlotte Westerhaus

[share with Schantz, mention Hines willing to accept it]
[check with Nelson re: process; who is the contact person?]

April 27, 2004

Steven H. Aden, Esq.
Chief Litigation Counsel
Center for Law and Religious Freedom
4208 Evergreen Ln., Suite 222

Dear Mr. Aden:

RE: CHRISTIAN LEGAL SOCIETY

I am in receipt of your April 15 letter regarding your clients, the University of Iowa law students who submitted in 2003 a proposal to the University of Iowa Student Government for recognition of the Christian Legal Society (CLS). My position with regard to the Human Rights Policy's scope was explained to Mr. Nierman, the local attorney for CLS, in a February 20 letter from Mr. Baker, the Associate Dean of Students. Because your April 15 letter included a revised CLS constitution, I re-evaluated the substance of the constitution in order to determine if it was consistent with University student organization recognition policy.

The revised CLS constitution includes the University of Iowa Human Rights Policy in its entirety. As I understand your proposal, the CLS student organization will ~~not categorically refuse to~~ accept into the group's membership students ~~who have engaged in~~ conduct inconsistent with the CLS statement of faith. As long as prospective members are treated as individuals and not categorically barred from applying for membership, organizational leaders may require ~~prospective~~ members to accept the CLS statement of faith as a ~~pre-requisite to membership~~ condition for participation.

Because your proposal satisfies the expectations set forth in Mr. Baker's February 20 letter, the revised constitution meets the Human Rights requirement for recognition. The remaining portions of the proposed document are now ready to be evaluated by the University of Iowa Student Government recognition board.

To facilitate the recognition review process, ~~ask~~ your clients to re-submit the revised CSJ. constitution to the University of Iowa Student Government (UISG), along with a copy of this letter. Contact person is Kristi Finger, Assistant Director of the Office of Student Life

Sincerely,

Phillip E. Jones
Vice President for Student Services
and Dean of Students

cc: Tom Baker, Associate Dean of Students
David Grady, Director, University Life Centers
Bill Hines, Dean, College of Law
Linda McGuire, Associate Dean, College of Law
Bill Nelson, Director, Office of Student Life
Craig Nierman, Attorney at Law
Mark Schantz, General Counsel
Charlotte Westerhaus, Director, Equal Opportunity & Diversity

CONFIDENTIAL

FAX MESSAGE

To: L. Craig Nierman, Attorney at Law **Fax No:** 341-0681

From: Tom Baker, University of Iowa Associate Dean of Students

Date: 4/27/04

This transmission consists of __2__ page(s), in addition to this cover page. If you experience difficulties receiving the entire transmission, please call (319) 335-3557. Replies may be faxed to (319) 335-3559.

Craig

Per my telephone message. The Vice President has approved this draft and is prepared to accept the revised CLS constitution. I'm sharing the draft in order to avoid miscommunication and ensure that the University's intentions are clear. If there is an issue that should be clarified, please let me know. I will wait to hear from you before sending the letter. As you know, Mr. Aden asked for a response by April 30.

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CONFIDENTIAL

FAX MESSAGE

To: L. Craig Nierman, Attorney at Law, Iowa City, IA
FAX No: 341-0681
Steven H. Aden, Center for Law & Religious Freedom
Fax No: (703) 642-1075

FROM: Tom Baker, University of Iowa Associate Dean of Students

DATE: 4/30/04

This transmission consists of __2___ page(s), in addition to this cover page. If you experience difficulties receiving the entire transmission, please call (319) 335-3557. Replies may be faxed to (319) 335-3559.

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THE UNIVERSITY OF IOWA

Office of the Vice President for
Student Services and Dean of Students

April 30, 2004

Steven H. Aden, Esq.
Chief Litigation Counsel
Center for Law and Religious Freedom
4208 Evergreen Ln., Suite 222
Annandale, VA 22003-3264

Dear Mr. Aden:

RE: CHRISTIAN LEGAL SOCIETY

I am in receipt of your April 15 letter regarding your clients, University of Iowa law students who submitted in 2003 a proposal to the University of Iowa Student Government for recognition of the Christian Legal Society (CLS). My position with regard to the Human Rights Policy's scope was explained to Mr. Nierman, the local attorney for CLS, in a February 20 letter from Mr. Baker, the Associate Dean of Students. Because your April 15 letter included a revised CLS constitution, I re-evaluated the substance of the proposal in order to determine if the revised language was consistent with University student organization recognition policy.

The revised CLS constitution includes the University of Iowa Human Rights Policy in its entirety. As I understand your proposal, CLS student organization leaders will accept into the group's membership students who would like to join. As long as prospective members are treated as individuals and not categorically barred from applying for membership, organizational leaders may require members to accept the CLS statement of faith as condition for participation.

Because your proposal satisfies the expectations set forth in Mr. Baker's February 20 letter, the revised constitution meets the Human Rights Policy requirement for recognition. The remaining portions of the proposed constitution are now ready to be evaluated by the University of Iowa Student Government recognition board.

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To facilitate the recognition approval process, I recommend that your clients re-submit the revised CSL constitution to University of Iowa Student Government (UISG). Since the recognition board is scheduled to meet on Tuesday, May 4, I have contacted the board's advisor, Kristi Finger, the Assistant Director of the Office of Student Life, to ensure that the Christian Legal Society is included on the meeting agenda. The date of your letter (April 15) is considered the submission date for purposes of satisfying the May 4 board meeting deadline.

Ms. Finger can assist those law students who are seeking recognition. If your clients have procedural questions regarding the May 4 meeting, I recommend they telephone Ms. Finger at 335-3059.

Sincerely,

Phillip E. Jones

Phillip E. Jones
Vice President for Student Services
and Dean of Students

cc: Tom Baker, Associate Dean of Students
Kristi Finger, Assistant Director, Office of Student Life
David Grady, Director, University Life Centers
Bill Hines, Dean, College of Law
Linda McGuire, Associate Dean, College of Law
Bill Nelson, Director, Office of Student Life
Craig Nierman, Attorney at Law
Mark Schantz, General Counsel
Charlotte Westerhaus, Director, Equal Opportunity & Diversity

THE UNIVERSITY OF IOWA

Office of the Vice President for Student Services and Dean of Students

May 4, 2004

MEMORANDUM

TO: Nick Klenske, Graduate & Professional Student Senate

FROM: Phillip E. Jones, Vice President for Student Services & Dean of Students

RE: Revised Constitution for Christian Legal Society

I have asked the Graduate & Professional Student Senate to consider this evening the second request for recognition from Christian Legal Society (CLS). The law students' first request in the fall semester of 2003 was rejected because the original CLS constitution did not include the University of Iowa Policy on Human Rights. In the revised CLS constitution, which I received on April 15, the Human Rights Policy is included. For the reasons stated in my letter of April 30 (see enclosure), I deemed acceptable the revised CLS constitution with respect to its membership policy.

In evaluating proposals for group recognition, viewpoint neutrality is of paramount importance. I approved the revised CLS constitution because the group members have a right to access University resources on an equal basis with other groups. It is my obligation under the law and under University policy to realize the group members' freedom to promote their beliefs through association. Like other religious groups, any student has the right to join the CLS but the CLS is entitled to ask its members to adhere to the group's statement of faith. With respect to concerns about the Establishment Clause, the Supreme Court determined some time ago that a tax-supported university does not violate the U.S. Constitution by granting religious groups access to resources made available to other groups.

I prefer that the CLS proposal be finalized by UISG without administrative review, although I am prepared to recognize the group if the CLS students' legal rights are not fully acknowledged by UISG. Respect for the First Amendment rights of students is a critical component of the UI Human Rights Policy. In exercising the power to reject or accept a group's membership, UISG members are bound by law to observe the same constitutional standards that apply to the University administration (as stated in Article I.B.1 of the UISG Constitution). I trust that you will consider the CLS request for group recognition with these factors in mind.

Enclosure

cc: Kristi Finger
David Grady
Bill Hines
Linda McGuire
Bill Nelson
Tuyet Nguyen

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THE UNIVERSITY OF IOWA

Office of the Vice President for
Student Services and Dean of Students

October 21, 2008

MEMORANDUM

TO: Patrick Cebrzynski, SABAC Financial Officer
Michael Currie, SABAC Chair

FROM: Tom Rocklin, Vice President for Student Services & Dean of Students

RE: Funding Request from Christian Legal Society

It has been brought to my attention that the Christian Legal Society (CLS), a student organization recognized by the University of Iowa in 2004, recently applied to SABAC for funding to cover expenses related to a trip to the CLS National Conference in Washington, D.C. CLS representatives from the University of Iowa apparently attended the conference during the week of October 13. It is my understanding that CLS representatives first applied for funding in September and then submitted for reconsideration at SABAC's October 21 meeting.

This organization has been recognized as a University of Iowa student organization after full review of its application, including its constitution. The University's decision to recognize CLS is consistent with applicable law. As a recognized student organization, CLS's application for funds to cover conference expenses should be processed on its merits without any consideration of the organization's viewpoint, including the Statement of Faith in the CLS constitution. As with any student organization, University of Iowa policy – and applicable law, including the United States Constitution as interpreted by courts of authority -- requires that funding requests from student organizations are processed in a content-neutral manner. Once SABAC has made a preliminary determination with respect to the CLS funding request, please inform my office immediately and before communicating the determination to CLS

Because SABAC has the authority to distribute University funds to student organizations, individuals who serve on SABAC are considered agents of the University and the State of Iowa. As agents of the state, you may be subject to personal liability in the event that an organization's rights under the U.S. Constitution are deemed to be violated. To the extent that your actions as SABAC members comport with University policy and do not exceed or abuse your authority as SABAC members, the University will provide a defense to you in the event of a lawsuit accusing you of violating a student group's right to equal funding access.

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THE UNIVERSITY OF IOWA

Office of the Vice President for
Student Services and Dean of Students

October 28, 2008

MEMORANDUM

TO: Patrick Cebrzynski, SABAC Financial Officer
Michael Currie, SABAC Chair

FROM: Tom Rocklin, Vice President for Student Services & Dean of Students

RE: Funding Request from the Christian Legal Society

In order to ensure equitable treatment of student organization funding requests, I reviewed the information you provided to the Office of the Vice President for Student Services regarding SABAC's pattern and practice of handling national conference expenses. As you know, the Christian Legal Society (CLS) submitted a funding request to SABAC in September for four of its members to attend a national conference in Washington, D.C. during the week of October 13. When SABAC did not act immediately to grant the request, CLS leaders decided to send only one representative to the Washington conference. The non-meal expenses incurred by the single CLS representative totaled $550.

In resolving this matter, it is important to consider what CLS would have received had SABAC acted timely on CLS's September request. Based on my review of the materials you provided, the CLS request should be granted in full for all non-meal expenses (*i.e.*, $550). Please proceed to allocate funds to cover the $550 in expenses in a timely manner, and notify me when the funds have been disbursed.

When any recognized student organization requests funds in advance for a conference, this office expects that SABAC will process its request in a timely manner without consideration of membership rules as stated in the organization's constitution. All such requests should be handled in a content-neutral manner. If you have questions, please contact Mr. Baker, the Associate Dean of Students, at 335-3557.

Cc Tom Baker, Associate Dean of Students
Maison Bleam, Student Body President
Bill Nelson, Director, Office of Student Life
Carroll Reasoner, General Counsel

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THE UNIVERSITY OF IOWA

Office of the Vice President for
Student Services and Dean of Students

June 19, 2009

MEMORANDUM

TO: Members of GPAC (Graduate & Professional Allocations Committee)
Members of SABAC (Student Assembly Budgeting & Allocating Committee)

FROM: Tom Rocklin, Vice President for Student Services & Dean of Students TNR

RE: Allocating Student Government Fees to Religious Student Organizations

As many of you know, there has been considerable litigation around the country over the last 15 years with respect to the First Amendment rights due student organizations at tax-supported universities. Many lawsuits have been filed on behalf of religious student organizations, and it is important that our policies and our practices not discriminate illegally against groups that promote a religious creed. Student government leaders who inadvertently infringe on the constitutional rights of religious student organizations are subject to personal liability in court in some circumstances. Working in consultation with the Office of the General Counsel is critical, therefore, to the ensuring fairness in the budget allocation process and avoiding a court challenge to the authority of the student governments.

The GPAC Bylaws amended 5/14/09 address the status of religious student organizations that apply for GPAC funds. I forwarded a copy of the 5/14/09 GPAC Bylaws to the Office of the General Counsel for their review, and they have advised me that several of the provisions could lead to inequitable funding allocations. To ensure that GPAC allocation decisions do not inadvertently violate the First Amendment, I must ask that you remove as soon as possible two provisions of the GPAC Bylaws, rules (V)(C)(3) and (V)(D)(8). Although funding requests submitted by a religious student organization would not be reviewed by GPAC until September, it is important all rules make clear that religious student organizations have the same opportunity to apply for funds allocated to student organization use. Religious student organizations are eligible to apply for GPAC funding, and removing GPAC rules (V)(C)(3) and (V)(D)(8) will ensure that is the case. Until the revised version is forwarded to me, both rules shall be considered suspended.

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GPAC rule (V)(C)(4) is also problematic. As you know, student organizations are expected to observe the UI Human Rights Policy with regard to membership rules. The UI Human Rights Policy arguably protects the interests of student members of a religious group as well as the non-members interested in membership in the religious group. Because University rules must conform to First Amendment legal precedents, the Human Rights Policy must be interpreted and applied in a manner consistent with constitutional parameters determined by the courts. A decision by student government officers to deny funds to a religious student organization based upon a perceived Human Rights Policy violation would be subject to challenge in court.

GPAC is advised not to deny funding requests unilaterally on the ground that granting such a request would violate the UI Human Rights Policy. To ensure that no constitutional violations occur, I must ask that all decisions regarding the application of the UI Human Rights Policy to funding requests from student organizations be made in consultation with the Office of the Vice President for Student Services. (V)(C)(4) must be stricken from the 5/14/09 GPA Bylaws and the introductory language to (V)(C) must be revised to remove the reference to the Human Rights Policy. Please forward to me as soon as possible the revised version of the Bylaws.

The General Counsel's office recommends that Student Services staff members orient GPAC and SABAC each year regarding the interplay between the Constitution and The University of Iowa Policy on Human Rights. Because student government leaders are state actors for purposes of First Amendment law, student government leaders must protect student organization members' constitutional rights at all times. The confluence of religion and student government funding raises a number of issues with legal implications, not the least of which involve an organization's right to free association, free speech, and equal protection of the law. Defining the line between free exercise of religion and the prohibition against state-established religion is one issue that must be left to the courts.

For the 2009-10 academic year, an orientation program will be presented by Tom Baker, the Associate Dean of Students, in conjunction with Dr. Grady and Dr. Nelson. Your allocation committees will be notified of the orientation program date well in advance because members are required to attend. So long as actions taken by GPAC and SABAC fall within the scope of its authority and comport with the advice of the Office of the General Counsel, University personnel (including student government leaders) who are named defendants in a lawsuit will be provided a defense in court as a general rule.

Ensuring fairness to all parties during a time of transition in student government organization will be a challenge. Because one inadvertent mistake could precipitate a court injunction against the University and against the student governments, I am asking that any proposed rules specifically addressing religious student organizations be reviewed and approved by the Office of the Vice President for Student Services before they go into effect. If you like, I will be happy to meet with you and discuss these issues.

Cc: Michael Currie, UISG President
David Grady, Associate Vice President for Student Services
Eric Kaiser, President, Executive Council of Graduate and Professional Students
Maria Lukas, Senior Associate General Counsel
Bill Nelson, Director, Office of Student Life
Carroll Reasoner, General Counsel

THE UNIVERSITY OF IOWA

OFFICE OF GENERAL COUNSEL
120 Jessup Hall
Iowa City, Iowa 52242-1316
319-335-3696 Fax 319-335-2330

22 June 2009

M. Casey Mattox, Esq.
Attorney at Law
Center for Law & Religious Freedom
8001 Braddock Rd, Ste 300
Springfield, VA 22151

Re: Christian Legal Society

Dear Mr. Mattox:

This letter responds to the concerns you raised in your June 3, 2009, letter, regarding the amendment of the By Laws of the Graduate and Professional Allocations Committee (GPAC) of the University of Iowa. You noted two provisions in particular. By Laws V(C)(3) and V(D)(8); and you requested that the University bring these By Laws into compliance with its constitutional obligations. Thank you for bringing these concerns to our attention.

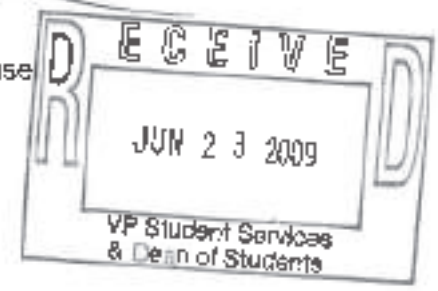
We have reviewed the relevant provisions of GPAC's amendments to its By Laws and concluded that By Laws V(C)(3) and V(D)(8) should be removed. The Vice President for Student Services has taken action to remove these provisions. Funding requests submitted by religious student organizations are scheduled to be reviewed by GPAC in September. At that time, all religious student organizations will be permitted to apply for GPAC funds, and GPAC funds will be allocated in compliance with constitutional standards.

You requested institutional changes to avoid this situation in the future. We decline to provide an exemption from religious discrimination rules for religious student groups, as you have proposed. We have implemented training on these issues, however, for members of GPAC and the Student Assembly Budgeting & Allocating Committee (SABAC).

Again, we appreciate your bringing these issues to our attention. Please feel free to call or write regarding any remaining concerns you might have.

Sincerely,

Maria Lukas
Senior Associate Counsel



C: Tom Rocklin
Tom Baker

BLinC-Def 001521

THE UNIVERSITY OF IOWA

Office of the Vice President for
Student Services and Dean of Students

July 15, 2009

MEMORANDUM

TO: Members of GPAC (Graduate & Professional Allocations Committee)
Members of SABAC (Student Assembly Budgeting & Allocating Committee)

FROM: Tom Rocklin, Vice President for Student Services & Dean of Students

RE: Amendments to Bylaws Affecting Religious Student Organizations

I am pleased to report that the new amendments to the GPAC Bylaws, which were submitted to me on June 29, are an acceptable means for ensuring fairness in the budget allocation process. The Office of the General Counsel is satisfied that the language in the GPAC Bylaws does not discriminate on its face against religious student organizations.

I appreciate very much your spirit of cooperation in handling this delicate administrative matter. You will soon be notified of the date and time of the program on constitutional principles that Mr. Baker will present in conjunction with Dr. Grady and Dr. Nelson. Because one inadvertent mistake by a GPAC or SABAC member could precipitate a court injunction against the University and against the student governments, all GPAC and SABAC members (including any alternate members) will be required to attend the program.

Please contact me or Mr. Baker if you have a question about issues involving religious student organizations. During the 2009-10 academic year, any proposed rules that specifically address religious student organizations should be reviewed and approved by the Office of the Vice President for Student Services before they go into effect.

Cc: Michael Currie, President, UISG
David Grady, Associate Vice President for Student Services
Eric Kaiser, President, Executive Council of Graduate & Professional Students
Maria Lukas, Senior Associate General Counsel
Bill Nelson, Director, Office of Student Life
Tim Paschkewitz, GPAC Chair, Executive Council of Graduate & Professional Students
Carroll Reasoner, General Counsel
Kyle Schwarz, Chair, SABAC

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EXHIBIT B

EXHIBIT B-1

University of Iowa Student Groups – Requirements To Affirm Statement of Faith, or Abide Standards of Conduct, etc.							
Name	**Category**	**Link**	**Bates Range (Irrelevant Pages Omitted)**	**Date (reviewed, approved, etc.)**	**Marked for further review?**	**Membership restriction**	**Additional leadership restriction**
24-7	Religion	https://orgsync.com/19571/chapter	1526-1529	8/9/04	Not clearly indicated that further review is necessary.	Voting members restricted to those who "agree to and affirm" the Statement of Faith	Officers must "sign and affirm the Statement of Faith" and "live by the Code of Conduct" including "abstain[ing] from all forms of sexual conduct and sexual relations outside the confines of traditional marriage and/or the advocacy thereof."
Love Works	Religion	https://orgsync.com/152161/chapter	1530-1534	No date listed.	Not clearly indicated that further review is necessary.	No explicit restrictions.	"executive officer[s]. . . must sign and agree to the Mission and Statement of Core Beliefs of Love Works."
Geneva Campus Ministry	Religion	https://orgsync.com/17497/chapter and http://www.geneva-ui.org/	1535-1538	No date listed.	Not clearly indicated that further review is necessary.	No explicit restrictions, but "We are a community of students, faculty, and staff who seek to serve Jesus Christ on campus."	Some board members appointed by churches. Non-discrimination membership statement notes that "We understand that this article does not preclude additional religious and moral qualifications for certain leadership positions."

University of Iowa Student Groups – Requirements To Affirm Statement of Faith, or Abide Standards of Conduct, etc.							
Name	**Category**	**Link**	**Bates Range (Irrelevant Pages Omitted)**	**Date (reviewed, approved, etc.)**	**Marked for further review?**	**Membership restriction**	**Additional leadership restriction**
St. Paul's University Center	Religion	https://orgsync.com/167430/chapter and http://www.stpaulic.com/home	1539-1541	No date listed.	Not clearly indicated that further review is necessary.	No explicit restrictions, but purposes include "to provide a safe place for University of Iowa Students of the Lutheran Church Missouri Synod (LCMS) faith to gather and grow together in faith"	"They must live and exhibit behavior concurring with the Christian faith."
Bridges International	Religion	https://orgsync.com/17415/chapter	1542-1550	No date listed.	Not clearly indicated that further review is necessary.	"Active membership shall consist of those members who regularly attend large group meetings and have been a member of a small group Bible study for the previous semester/quarter."	"They must commit to lead the Chapter in a way which is consistent with the purpose and faithful to the messages of Bridges International." "All officers must agree to the Statement of Belief"
Newman Catholic Student Center	Religion	https://orgsync.com/18210/chapter	1553	No date listed.	Not clearly indicated that further review is necessary.	"The members are the Ministry Development Fellows and Catholic Studies Scholars for each academic year"	

University of Iowa Student Groups – Requirements To Affirm Statement of Faith, or Abide Standards of Conduct, etc.							
Name	**Category**	**Link**	**Bates Range (Irrelevant Pages Omitted)**	**Date (reviewed, approved, etc.)**	**Marked for further review?**	**Membership restriction**	**Additional leadership restriction**
Agape Chinese Student Fellowship	Race and religion	https://orgsync.com/59043/chapter	1557-1559	5/2/18	Not clearly indicated that further review is necessary.	No explicit restrictions, but "aims to build a loving community for the Chinese students."	"The chair as well as three representatives of the standing committee has to be Christians who are elected by the annual member assembly."
Muslim Students Association	Religion	https://orgsync.com/18200/chapter and https://uimsa.org.uiowa.edu/	1560-1564	No date listed.	Not clearly indicated that further review is necessary.	"Any Muslim. . . is eligible to be a member of the MSA, if he/she abide with article II of this constitution."	"Special membership may be granted to any individual who [is not Muslim]; but he/she may not vote or hold any office."
Chabad Jewish Student Association	Religion	https://orgsync.com/17429/chapter and http://www.chabadiowacity.com/	1565-1570	No date listed.	Not clearly indicated that further review is necessary.	No explicit limitation, but see http://www.chabadiowacity.com/templates/articlecco_cdo/aid/144913/jewish/Chabad-FAQs.htm "programs are open to all Jews"	

University of Iowa Student Groups – Requirements To Affirm Statement of Faith, or Abide Standards of Conduct, etc.							
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Imam Mahdi Organization	Religion	https://orgsync.com/110467/chapter	1571-1585	2/10/15	Not clearly indicated that further review is necessary.	Full membership limited to Shia Muslims	"Officials of the organization shall be student Members and shall refrain from major sins (kaba'ir) and endeavor to avoid minor sins (saga'ir)." They should "not work or act contrary to the tenets, or objectives of the organization, and display good moral character."
Athletes in Action	Religion	https://orgsync.com/128780/chapter	1593-1600	7/27/15	Not clearly indicated that further review is necessary.	"Voting membership shall consist of those members who regularly attend large group meetings, have been a member of a small group Bible study for the previous 6 months, and have attended an AIA retreat or conference."	Leadership Qualifications: "They must commit to lead the Chapter in a way which is consistent with the mission and faithful to the messages of AIA. Leaders should follow Jesus' example of leadership, teaching by word and by example." "Demonstrating by example how to live in a manner that is consistent with the Biblical teachings AIA communicates"

University of Iowa Student Groups – Requirements To Affirm Statement of Faith, or Abide Standards of Conduct, etc.							
Name	**Category**	**Link**	**Bates Range (Irrelevant Pages Omitted)**	**Date (reviewed, approved, etc.)**	**Marked for further review?**	**Membership restriction**	**Additional leadership restriction**
Campus Bible Fellowship	Religion	https://orgsync.com/17423/chapter and http://www.cbf-iowa.org/	1601-1603	09/2011	Not clearly indicated that further review is necessary.	"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 . . . unless federal or state laws allow for such exceptions." "Voting membership of this organization is open to all qualified members under Section A, who bear clear testimony of conversion to Jesus Christ."	Leaders are "required to be in sincere agreement with the Articles of Faith"
Cru	Religion	https://orgsync.com/17425/chapter and http://www.iowacru.com/	1604-1608	3/30/12	Not clearly indicated that further review is necessary.	No explicit limitation.	"All officers must exemplify the application of Scriptural life principles, in accordance with the national standards of Cru." "Being a leader requires one to set an example for others on how to live a holy and Biblically-based life." Leaders "must subscribe to the Statement of Belief."

University of Iowa Student Groups – Requirements To Affirm Statement of Faith, or Abide Standards of Conduct, etc.							
Name	**Category**	**Link**	**Bates Range (Irrelevant Pages Omitted)**	**Date (reviewed, approved, etc.)**	**Marked for further review?**	**Membership restriction**	**Additional leadership restriction**
Latter-day Saint Student Association	Religion	https://orgsync.com/18175/chapter	1609-1611	10/14/08	Not clearly indicated that further review is necessary.	Membership open to all "who espouse the purposes of LDSSA" and "abide [by] LDSSA standards which are the standards of The Church of Jesus Christ of Latter-day Saints."	
The Salt Company	Religion	https://orgsync.com/27365/chapter and https://www.saltiowacity.com/	1612-1614	1/24/17	Not clearly indicated that further review is necessary.	"The members of The Salt Company (hereafter referred to as TSC) are members of or are in the process of becoming members of Veritas Church of Iowa City." Membership "may be revoked for misconduct or failure to adhere to the Statement of Faith."	Leaders must "have professed their faith in the Lord Jesus Christ as defined by the Statement of Faith and live according to the tenets of the Bible as explained by the Statement of Faith."
Orthodox Christian Fellowship	Religion	https://orgsync.com/18224/chapter	1615-1620	2008	Not clearly indicated that further review is necessary.	No explicit limitation, but "a student group dedicated to coming together in the common love of the Only-Begotten Son of God and His Holy Orthodox Church."	

University of Iowa Student Groups – Requirements To Affirm Statement of Faith, or Abide Standards of Conduct, etc.							
Name	**Category**	**Link**	**Bates Range (Irrelevant Pages Omitted)**	**Date (reviewed, approved, etc.)**	**Marked for further review?**	**Membership restriction**	**Additional leadership restriction**
Wall-Breakers	Religion	https://orgsync.com/77683/chapter and http://ianbc-eng.com/	1621-1622	8/20/13	Not clearly indicated that further review is necessary.	All eligible but "Membership may be revoked for the following reasons: 1) Persistently causing disruption or division. 2) Failing to adhere to the Statement of Faith." 3) Detracting from the purpose of the organization"	"Must be a disciple of Jesus Christ."
Chinese Student Christian Fellowship	Race and religion	https://orgsync.com/17433/chapter	1623-1627	10/13/05	Not clearly indicated that further review is necessary.	General member must be "a reborn Christian" and observe the purpose of CSCF (others can be guest members)	Must be general member.
Lutheran Campus Ministry	Religion	https://orgsync.com/134452/chapter and https://lcmatui.com/	1628-1635	No date listed.	Not clearly indicated that further review is necessary.	Student members and members appointed by certain churches.	"Any officer or agent may be removed at any time, either for or without cause, by the LCM Council."

University of Iowa Student Groups – Requirements To Affirm Statement of Faith, or Abide Standards of Conduct, etc.							
Name	**Category**	**Link**	**Bates Range (Irrelevant Pages Omitted)**	**Date (reviewed, approved, etc.)**	**Marked for further review?**	**Membership restriction**	**Additional leadership restriction**
ASK Prayer Ministry	Religion	https://orgsync.com/21260/chapter	1636-1637	8/12/14	Not clearly indicated that further review is necessary.	"Our members are to identify with a particular local church and submit to its leadership."	"They must be an active member of a local church or a campus ministry and agree with its statement of faith."
Tau Omega Catholic Service Fraternity	Religion	https://orgsync.com/161321/chapter	1638-1657	2017	Not clearly indicated that further review is necessary.	Explicitly no limitation, but the "purpose of Tau Omega shall be to strengthen an individual's Catholic faith"	
Baha'i Campus Association	Religion	https://orgsync.com/58229/chapter	1658-1661	9/11/12	Not clearly indicated that further review is necessary.	No explicit limitation.	"Officers may be removed by a ½ vote of the members and officers if their actions are deemed inappropriate by the membership."
Hillel	Religion	https://orgsync.com/17549/chapter and https://www.iowahillel.org/	1662-1665	No date.	Not clearly indicated that further review is necessary.	"All Jewish students are automatically members. Anyone interested in participating is invited to all Hillel events."	

University of Iowa Student Groups – Requirements To Affirm Statement of Faith, or Abide Standards of Conduct, etc.							
Name	**Category**	**Link**	**Bates Range (Irrelevant Pages Omitted)**	**Date (reviewed, approved, etc.)**	**Marked for further review?**	**Membership restriction**	**Additional leadership restriction**
Campus Christian Fellowship	Religion	https://orgsync.com/17424/chapter and http://www.ccfiowa.net/	1666-1667	No date listed.	Not clearly indicated that further review is necessary.	No explicit restrictions.	
Young Women for America at Iowa	Sex and religion	https://orgsync.com/168951/chapter	1668-1671	No date listed.	Not clearly indicated that further review is necessary.	No explicit restrictions, but "The mission of YWA is to train the next generation to protect and promote Biblical values and Constitutional principles through prayer, education, and advocacy."	"It shall be the belief of YWA at Iowa to adhere to the Statement of Faith of Concerned Women for America as follows:"

University of Iowa Student Groups – Requirements To Affirm Statement of Faith, or Abide Standards of Conduct, etc.							
Name	**Category**	**Link**	**Bates Range (Irrelevant Pages Omitted)**	**Date (reviewed, approved, etc.)**	**Marked for further review?**	**Membership restriction**	**Additional leadership restriction**
Ratio Christi	Religion	https://orgsync.com/112457/chapter and https://ratiochristi.org/	1672-1680	No date listed.	Not clearly indicated that further review is necessary.	"Chapter membership is open to those who agree with and promote the purposes enumerated in Article III" which include "to equip university students and faculty to give historical, philosophical, and scientific reasons for following Jesus Christ."	Leaders must "profess a personal relationship with Jesus Christ and abstain from any conduct that would impair their ability to bear witness of their faith and serve the purposes of the organization." And "The primary responsibility of all Chapter officers is to live in a manner that is consistent with Christian beliefs and conduct standards, so as not to undermine the effectiveness of the Chapter's Christian witness on campus."
International Neighbors at Iowa	Religion and national origin	https://orgsync.com/162749/chapter	1681-1690	No date listed.	Not clearly indicated that further review is necessary.	No explicit restrictions.	"The majority of the leaders on the Leadership Team of International Neighbors shall be international students." They must "agree to conduct [themselves] publicly and privately as a person who agrees with each element of the Doctrinal Basis and the standards for Christian Leaders."

University of Iowa Student Groups – Requirements To Affirm Statement of Faith, or Abide Standards of Conduct, etc.							
Name	**Category**	**Link**	**Bates Range (Irrelevant Pages Omitted)**	**Date (reviewed, approved, etc.)**	**Marked for further review?**	**Membership restriction**	**Additional leadership restriction**
Chi Alpha Christian Fellowship	Religion	https://orgsync.com/66031/chapter	1691-1699	12/3/12	Not clearly indicated that further review is necessary.	"Members may be removed if they are actively opposed to the organization's purpose [to Reconcile Students to Christ and Transforming the University, the Marketplace, and the World]"	"Chi Alpha officers are required to be in sincere agreement with the Articles of Faith set out in Appendix A and to be in fellowship with local churches of like faith and order. Chi Alpha officers are obligated to conform to the Christian standards of conduct of Chi Alpha, and to maintain and advocate views that are consistent with the Articles of Faith of Chi Alpha, to maintain their offices."
Multiethnic Undergrad Hawkeye Intervarsity (Black Campus Ministries)	Race and Religion	https://orgsync.com/21246/chapter	1795-1801	No date listed.	Yes.	No explicit restrictions.	From leadership application: "As a prospective leader … you will be expected to exemplify Christ-like character, conduct, and leadership (c.f. the following relevant passages 1 Peter 5:1-7, 1 Timothy 3:1-13, Galatians 5:19-26, and 1 Corinthians 6:7-11) (Corinthians underlined by University reviewer).

University of Iowa Student Groups – Requirements To Affirm Statement of Faith, or Abide Standards of Conduct, etc.							
Name	**Category**	**Link**	**Bates Range (Irrelevant Pages Omitted)**	**Date (reviewed, approved, etc.)**	**Marked for further review?**	**Membership restriction**	**Additional leadership restriction**
Christian Pharmacy Fellowship	Religion	https://orgsync.com/17436/chapter and http://uiowa.orgsync.com/org/christianpharmacyfellowship17436/	2075-2077	9/1/11	Not clearly indicated that further review is necessary.	No explicit restrictions.	"All officers of this organization, leaders of Bible study groups, and speakers must subscribe to the Articles of Faith as stated in the bylaws of Christian Pharmacists Fellowship International."
Christian Legal Society	Religion	https://orgsync.com/116129/chapter	2078-2087	No date listed.	Not clearly indicated that further review is necessary.	Explicitly no limitation, but "We are a group of Christian law students"	"All officers of this Chapter must subscribe to the Christian Legal Society Statement of Faith" "All officers must also affirm the CLS Community Life Statement and agree to operate the Chapter under its principles."

University of Iowa Student Groups – Requirements To Affirm Statement of Faith, or Abide Standards of Conduct, etc.							
Name	**Category**	**Link**	**Bates Range (Irrelevant Pages Omitted)**	**Date (reviewed, approved, etc.)**	**Marked for further review?**	**Membership restriction**	**Additional leadership restriction**
J. Reuben Clark Law Society	Religion	https://orgsync.com/18152/chapter	2101-2106	No date listed.	Yes	No explicit restrictions, but "Law students who have principles in harmony with the Church of Jesus Christ of Latter-day Saints"	
InterVarsity Graduate Christian Fellowship	Religion	https://orgsync.com/17566/chapter and http://uiowa.orgsync.com/org/intervarsitygraduatechristianfellowship	2107-2111	No date listed.	Yes	No explicit restrictions.	"Members who hold leadership positions must affirm the organization's statement of faith; failure to do so will prevent them from serving as leaders."

member restrictions based on Statement of Faith.

CONSTITUTION OF 24-7

An Affiliated Student Group of Parkview Evangelical Free Church

Article I. Name

The name of this organization is 24-7, an affiliated student group of Parkview Evangelical Free Church, 15 Foster Road, Iowa City, Iowa 52245.

Article II. Purpose

The purpose of 24-7 are to provide Christian community for University of Iowa students, to develop an awareness and commitment to meeting needs in our community, and to encourage development of leadership skills among its members.

Article III. Equal Opportunity and Equal Access

Participation in 24-7's regular meetings and activities is open to all members of the University of Iowa community. 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, subject to Articles IV and V. 24-7 will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons, subject to Articles IV and V.

Article IV. Statement of Faith

All Voting Members and all officers of 24-7 must agree to and affirm the following Statement of Faith:

I believe:

1. The Scriptures, both Old and New Testaments, to be the inspired Word of God, without error in the original writings, the complete revelation of His will for the salvation of men and the Divine and final authority for Christian faith and life.

2. In one God, Creator of all things, infinitely perfect and eternally existing in three persons: Father, Son and Holy Spirit.

3. That Jesus Christ is true God and true man, having been conceived of the Holy Spirit and born of the Virgin Mary. He died on the cross, a sacrifice for our sins according to the Scriptures. Further, He arose bodily from the dead, ascended into heaven, where, at the right hand of the Majesty on High, He is now our High Priest and Advocate.

4. That the ministry of the Holy Spirit is to glorify the Lord Jesus Christ and, during this age, to convict men, regenerate the believing sinner, and indwell, guide, instruct and empower the believer for godly living and service.

Article V. Members, Officers and Advisor

5.1 *Membership.* Membership in 24-7 shall be open to all University of Iowa students and any other person. Any member who completes a membership form, keeps the officers updated with his or her e-mail address, and signs the Statement of Faith set forth in Article IV shall be a Voting Member and shall be eligible to vote in elections described in this Constitution.

5.2 *Officers.* There shall be one elected President, who will appoint Growth Group Leaders, and Project Leaders (there is no limit on the number of Growth Group Leaders and Project Leaders). The officers must agree with the Purpose set forth in Article II, sign and affirm the Statement of Faith set forth in Article IV, and endeavor to live their lives in a manner consistent with the Code of Conduct set forth in Paragraph 5.4.

5.3 *Elections, Appointment, and Term.* The initial election of the President shall be held during a special meeting of Voting Members at eight o'clock p.m. on 24th day of August, 2004 at 15 Foster Road, Iowa City, Iowa. The President shall serve until the President's death or resignation or until abandonment of office. A presidential vacancy shall be filled at an election held during a special meeting of Voting Members. For the purposes of this Constitution, abandoning an office shall be defined as failing to live by the Code of Conduct set forth in Paragraph 5.4 or failing to actively discharge his or her duties. Certification of any three officers that another officer has abandoned his/her office shall be conclusive. Growth Group Leaders and Project Leaders shall be appointed by or removed by the President without the approval of or notice to any members.

5.4 *Code of Conduct.* All officers must endeavor to live their lives in a manner consistent with the Statement of Faith. Officers must abstain from all forms of sexual conduct and sexual relations outside the confines of traditional marriage and/or the advocacy thereof. Officers must exemplify the highest standards of morality as set forth in Scripture.

5.5 *Advisor.* The Advisor shall be the Pastor of College Ministry of Parkview Evangelical Church in Iowa City, Iowa. The officers shall keep the Advisor informed of meetings, special events, financial matters, and other relevant matters.

Article VI. Meetings

24-7 regular meetings shall be held every Thursday at 9:00 p.m. at a place designated by the President. The officers, in consultation with the Advisor, shall determine the frequency, time and place, and agenda of any special meeting and officer meeting and shall insure that adequate notice is given of each meeting. Notice of meetings to amend this Constitution, remove officers, or fill vacancies of officers shall be given to Voting Members at least three (3) days in advance by sending notice to their last known e-mail address. A quorum shall consist of five members.

Faith for Leadership

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 2205 E Grantview Drive. Coralville, IA 52241

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 Worls. 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

BYLAWS OF GENEVA CAMPUS MINISTRY
THE UNIVERSITY OF IOWA

Article I Name of Campus Ministry

The name of the campus ministry shall be ***Geneva Campus Ministry*** at the University of Iowa.

Article II Concept of Geneva Campus Ministry

Geneva Campus Ministry is an effort to gather a community of God's people at the University of Iowa, and to engage in holistic kingdom ministries that are sustained in relationships of mutual accountability. The ministry is under the direct supervision of Classis Central Plains of the Christian Reformed Church, but is a cooperative effort of the Christian Reformed denomination and of the regional classes of the Reformed Church in America and the Christian Reformed Church.

Article III Goals of Geneva Campus Ministry

Geneva Campus Ministry, in partnership with our supporting churches and with Christians everywhere, is called to serve Jesus Christ and his Church and Kingdom, on and from the campus of the University of Iowa, through:

A. Witness
   1. We seek to foster an awareness of the relevance of the Christian message to the specialized context of higher education.
   2. We seek to manifest Christ's presence on campus by forming caring relationships with students, faculty, and staff, and responding to their needs.

B. Community
   1. We seek to gather students, faculty, and staff into fellowship with Christ and other members of his body on campus.
   2. We seek to work together with other Christians and Christians ministries to build up Christian community on campus, in the area, and around the world.

C. Discipleship
   1. We seek to equip students, faculty, and staff, including internationals, to apply a biblical world and life view to their studies, research, teaching, service, and work for peace and justice.
   2. We seek to prepare students to be the next generation of Christian leaders in the Church, in the academy, and in society.

Article IV Geneva Campus Ministry Personnel

A. The Geneva Campus Ministry is served by a Campus Minister who preferably is a member of the Christian Reformed Church or the Reformed Church in America.

B. The Campus Minister will be directly responsible to the Geneva Campus Ministry Board and through them to the Classical Home Missions Committee of Classis Central Plains.

C. Other personnel will be responsible to the Campus Minister and Board of Geneva Campus Ministry.

Article V Geneva Campus Ministry Board

A. Membership on the Board shall include at least 7 but no more than 12 members, plus the Campus Minister who serves ex-officio as a non-voting member.

1. The Board shall include the following appointed members (though a person may serve as a dual representative):
   a. One representative from Classis Central Plains, who is appointed by its Classical Home Missions Committee.
   b. One representative from a local Reformed Church in America congregation, who is appointed by its Council.
   c. One representative from a local Christian Reformed congregation, who is appointed by its Council.

2. The Board shall include other members selected by the board, depending upon the needs of the Board at a given time and the gifts and availability of potential members. Recommended members include:
   a. One or more UI faculty members.
   b. One or more UI graduate students.
   c. One or more UI undergraduate students.
   d. One or more international representatives (faculty, staff, or student).
   e. One or more representatives of the local community.

B. The Board exists to serve and carry out the tasks of the Geneva Campus Ministry at UI.

C. Appointed members shall serve at the discretion of their appointing bodies. Selected members shall serve for a period of three years, and are eligible for re-selection by the Board. Duration of the terms of student representatives will be more flexible due to the nature of their non- permanent status.

Article VI Meetings of the Board

A. The Board shall meet approximately once per month, but no less than every other month during the academic year.
B. Decisions shall be made by a majority vote of members attending a given meeting
C. A quorum for the purpose of making decisions shall consist of 50% of the voting members of the Board.

Article VII Duties and Powers of the Board

A. Elect its own officers: Chairperson, Secretary, Treasurer, and Vicar

B. Establish, review, monitor, and evaluate campus ministry programs, activities, goals, and objectives.

C. Establish a campus ministry budget, update the budget annually, receive and disburse funds, and coordinate all financial matters.

D. Select, evaluate, and remove the Campus Minister and other personnel from positions of service.

E. Provide counsel, support, and supervision of the work of the Campus Minister.

F. Assist the Campus Minister in reporting, fundraising, advertising, and related matters.

G. Serve as interpreters of, and advocates for, the Campus Minister and/or the Ministry to the supporting constituencies.

Article VIII Responsibilities of the Officers of the Board

The officers of the Board shall include the chairperson, secretary, treasurer and vicar. The officers shall be elected for a term of one year starting on September 1. The individual office responsibilities are as follows:

A. Chairperson- The chairperson shall preside at all meetings of the Board and be the official spokesperson for the Geneva Campus Ministry Board.

B. Secretary- The secretary shall be responsible for keeping accurate minutes of all meetings of the Board. The secretary is also responsible for all correspondence for the Board.

C. Treasurer- The treasurer shall control and properly record all financial matters for the Board.

D. Vicar-The vicar shall serve in the absence of the chairperson, secretary, or treasurer.

Article IX Financial Audit

The Board shall arrange for an annual financial audit.

Article X Amendments

These bylaws may be amended by the Geneva Campus Ministry Board as approved by two thirds of the members of the Board and ratified by the Classical Home Missions Committee of Classis Central Plains.

Article XI Compliance with University of Iowa Requirements

Geneva Campus Ministry seeks to serve and cooperate with the University of Iowa as we carry out our mission. Therefore we will comply with all University policies that are not contradictory to the Word of God as we understand it. Since the University requires all approved student organizations to include the following two statements verbatim in their "constitutions," we include them in our bylaws.

A. Equal opportunity

Since all people are created in the image of God and are precious to Him, we gladly reach out to all in our witness, community, and discipleship activities. Therefore we endorse the following statement of non-discrimination. We understand that this article does not preclude additional religious and moral qualifications for certain leadership positions:

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.

B. Reversion of Funds

In the event that Geneva Campus Ministry uses state money or mandatory student fees, and then dissolves, the following rule will apply:

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 XII Reversion of Assets Other than State Money and Student Fees

In the event of a dissolution of this non-profit corporation, the Board of Directors shall follow the Iowa Code Statutory Procedures requiring payment of all outstanding obligations and return any identifiable state money or student fees to the granting organization pursuant to Bylaw XI A. and B. Thereafter, any remaining assets shall revert to Classis Central Plains of the CRCNA or its successor, which entity may then reallocate all, some, or none of such assets or retain the same as shall then seem fair and just to said governing body.

Much of the funding for this organization was granted to it by Classis Central Plains from Classis funds and the proceeds of the dissolution of Trinity CRC of Iowa City, Iowa, and this Bylaw is adopted in order to enable Classis Central Plains to redirect such remaining capital as it may then deem best according to its own discretion or controlling policies.

Articles I-X last approved by Geneva Campus Ministry Board on 10/10/08.
Article XI approved by GCM Board on 12/9/11 and by the Classical Home Missions Committee of Classis Central Plains on 1/11/12.
Article XII approved by GCM Board on 1/24/14 and by the Classical Home Missions Committee of Classis Central Plains on 08/25/2014.

c. Potential members are individuals who attend activities occasionally, but have not shown full commitment to the organization. These individuals could also be friends of other members who are interested in becoming regular members.

C. Procedure for addition or revocation of members:
   a. Members may be admitted if interest is shown and contact information is provided and expectations of being a member are verbally understood. Members may be revoked for the following, but are not limited to: inappropriate behavior, extended dissent caused with other members, or absence of attendance for over one year.
   b. Revocation of membership will be evaluated on a case by case basis by the Student Leadership Team.
   c. If a person wishes to regain membership, it will be evaluated by the executive leadership team.
   d. Membership may cease at the member's request or upon graduation.

Article III - Officers/Executives and Duties

A. There are no specific positions within this organization to which members are elected. However, University of Iowa students can be recommended to the Student Leadership Team, a body of five to six students who show exceptional leadership skills. Students are recommended to the Leadership Team by recommendation of regular members and/or the current Leadership Team in conjunction with the advisor.
   a. A student must be considered a "Regular" member to be recommended to the Leadership Team.

B. Student Leadership Members are required to attend weekly meetings, attend one Bible study a week, regularly attend weekly worship, and are expected to be present at and help organize most sponsored activities. They must live and exhibit behavior concurring with the Christian faith. Leadership members are also expected to be mentors to their peers. Behavior not compliant with these expectations may result in removal from the Leadership Team. A student can become a Leadership member during the second semester of their first year and will be excused from their position their last semester at the University. Students can resign from their position at any time.

C. One member of the Student Leadership Team will be appointed as the University liaison.
   a. This individual is responsible to maintaining contact with the University in relation to student organization events and information.
   b. The individual may volunteer for the position. In the event of no student stepping forward, the most senior student will fill the position.

Article IV - Advisors

A. The position of advisor for this organization is given to the appointed pastor of St. Paul's Lutheran Chapel.

Leaders Statement of faith

Title: "CONSTITUTION OF BRIDGES INTERNATIONAL *[UI CHAPTER]*"
Date: Date of Submission: 03/09/2009
Date of Ratification: 01/23/2017

Article I

Name

The name of this student group is Bridges International *[UI Chapter]*. This student group is a student chapter recognized by Bridges International.

This student group has applied for and been granted Chartered status as a Chapter of Bridges International. As long as the student group pursues the purpose set forth herein, the student group has the right to use the name and materials of Bridges International that are designated for the use of Chapters within the ministry.

Article II

Purpose

Bridges International is a student organization that engages with international students through providing service activities, social activities, spiritual conversations, and student leadership development. It is our purpose to develop a caring community of students who are transformed by Jesus Christ. We seek to welcome students from all nations, and invite them to consider Christ. For those who choose to follow Christ, we help them to grow in faith, encourage them to live life passionately under the lordship of Christ, and inspire commitment to advancing the purposes of God in the world.

Article III

Statement of Belief

The Statement of Belief is the doctrinal foundation of this organization. The Statement of Belief for this organization is attached in Appendix I.

Article IV

Membership

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, 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. Eighty percent (80%) of this organization's membership must be composed of UI students.

Membership shall be open to anyone who has an active interest in Bridges International. Per University of Iowa policy, there shall be "... equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons."

Section 1.
Membership shall be open to all duly enrolled the University of Iowa students. Membership and activities are open to all currently enrolled students.

Active membership shall consist of those members who regularly attend large group meetings and have been a member of a small group Bible study for the previous semester/quarter.

This Chapter may have associated members who are non-students, such as faculty and staff, community members, alumni and Bridges staff members. Associated members shall have all membership privileges except the right to vote or hold office.

Section 2.
A member may lose the privileges of membership, including the right to attend meetings and events sponsored by Bridges International, 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. The President 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. Membership will be revoked by a ⅔ vote of officers if actions of member(s) are deemed inappropriate by the officers.

Article V

Officers and Duties

While in agreement with the university's non-discrimination policy, Bridges International reserves the right as a religious student organization to limit leadership opportunities to those students who abide by the membership and officer qualifications established by the organization.

Section 1: Officers
The officers of this organization will serve as liaisons with the University. The offices of this organization shall be the following:

A. President
B. Vice President
C. Treasurer

D. Leaders

Officer Duties:

A. President
   a. The responsibilities of the President shall include but are not limited to:
      i. Endorsing any official documents deemed necessary by the university.
      ii. Appointing Leaders.
      iii. Be a point of contact for relations with the university and OSL.

B. Vice President
   a. The responsibilities of the President shall include but are not limited to:
      i. Endorsing any official documents deemed necessary by the university.
      ii. Appointing Leaders.
      iii. Be a point of contact for relations with the university and OSL.

C. Treasurer
   a. Oversee the finances of the organization as deemed necessary by the university.

D. Leaders
   a. Responsible for any additional duties in the organization not fulfilled by the above.

The Advisor is to serve as a liaison between the organization and the University of Iowa and to ensure compliance with University policy. The Advisor is not required to participate in meetings.

Term of office: An officer shall serve for one school term from the start of his/her term of office or until his/her successor is selected. The officers will be responsible for organizing and providing leadership for all meetings, activities and events of the Chapter, including religious activities related to worship, prayer, Scripture study, evangelism, and discipleship—or any other activity intended to further the purposes and to communicate the messages of the Chapter. Officers will hold their positions for no more than 6 consecutive years. In the event of removal or resignation a replacement will be chosen prior to the next academic semester in accordance with the normal election procedure.

Additional leaders: The current officers, in consultation with Bridges staff, shall select additional leaders that are able to serve the Chapter as needed for a one year term.

Leadership Team: The Leadership Team shall consist of the officers and additional selected leaders that provide direction for various aspects of the Chapter's purpose.

Section 2: Qualifications

Officers serve as representatives of the Chapter and organization of Bridges International. They must commit to lead the Chapter in a way which is consistent with the purpose and faithful to the messages of Bridges International.

All officers must also meet the school's eligibility requirements for leaders of registered student organizations. All officers must agree to the Statement of Belief referenced at the end of this document and be a member of Bridges International.

1. **President and Vice President**: As the officers who will set the direction and vision for the Bridges group, the President and Vice President must also demonstrate that they are qualified to serve in these roles through:
    a. Attendance requirement: The President and Vice President must have been involved for at least one school term (semester/quarter), having attended 75% of weekly large group and/or small group meetings.
    b. Knowledge requirement: The President and Vice President must complete the Chapter's leadership application, which shall determine the applicant's skill in providing spiritual leadership for the Chapter and knowledge of the Chapter's core messages.
    c. Alignment Requirement: Officers must commit to lead the Chapter in a way which is consistent with the mission and faithful to the messages of Bridges, and will not undermine Bridges' mission and message. They will also commit to guide the Chapter to serve the University community, seeking to care for those in need.

2. **Treasurer**: As the officer who helps build the structure and organization of the Bridges group, the Treasurer does not need to teach and direct the Bridges Chapter, but must demonstrate an understanding of the purpose, messages and literature of Bridges. They must also demonstrate the following:
    a. Consistency of attendance at the organization's events over the past semester/quarter.
    b. A demonstrated desire to grow in understanding the tenets of the Christian faith.
    c. A commitment to lead the Chapter in a way which is consistent with its purpose and to not undermine Bridges' mission and messages. They will also commit to guide the Chapter to serve the University community, seeking to care for those in need.
3. **Leaders:** As leaders of the University of Iowa Chapter, leaders must demonstrate the following:
    a. Consistency of attendance at the organization's events over the past semester/quarter.
    b. A demonstrated desire to grow in understanding the tenets of the Christian faith.
    c. A commitment to lead the Chapter in a way which is consistent with its purpose and to not undermine Bridges' mission and messages. They will also commit to guide the Chapter to serve the University community, seeking to care for those in need.

Section 3: Selection Process

A. Officers of this Chapter will be chosen either through election by active membership or selection by the previous year's Leadership Team. See Article VI. Additional leaders will be selected from the active membership. They will be chosen based on their ability to meet the above qualifications and their willingness to serve.
B. Applicants who meet the qualifications outlined above shall be eligible to be considered for a leadership position.
C. During any election or selection process, applicants will be asked about their faith, beliefs and views. Qualified applicants may be asked about their willingness to model the Chapter's core messages through their behavior so that the messages are communicated with integrity.
D. The staff members of Bridges serve an advisory role in the selection process, working with the current Leadership Team to consider and evaluate potential new officers and leaders. The Leadership Team along with Bridges staff will then select individuals, inviting them to take the new leadership roles.

Section 4: Removal of Leaders

Leaders may be removed from their positions by a majority of the Leadership Team. Any member of the Chapter may make a complaint against any leader in the Chapter, including a member of the Leadership Team. Following the complaint, the Leadership Team (or members of the Leadership Team) shall meet to confer with the Chapter's Bridges staff for advice and counsel. They will also meet with both the complaining individual and the accused leader. No leader may be removed without first receiving a full and fair hearing from the Leadership Team. A leader complained against may only be removed by at least a simple majority agreement of the remaining members of the Leadership Team.

Any misrepresentation on the leadership application or a change in the leader's commitment to lead the Chapter to fulfill its purpose as stated in Article II shall be grounds for the immediate review of the leader's position by the Leadership Team.

Article VI

Elections

Section 1.
Types of Elections: Elections, if held, will occur at the end of each term to select the following term's officers. Special elections may be held when an office is vacated in mid-term. All officers shall be elected prior to the last month of each academic semester. Officers will be elected during special administrative meetings prior to the last month of each academic semester. These election meetings will be announced prominently at least one week in advance.

CONSTITUTION of Young Life

Article I
Purpose: ***Young Life brings the good news of Jesus Christ into the lives of adolescents with an approach that is respectful of who kids are and hopeful about who they can be.***

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.

b) Leaders must go through a background check and driving exam as well as 10 hours of training.

d) Leaders must sign a contract after training and then are members.

Article III
Officers and Duties
Area Director – Hired by National Young Life.

Article IV
Advisor
Advisor to Young Life is responsible for maintaining a healthy relationship between AD, committee, leaders, and Uiowa campus.

Article V
Meetings
a) Weekly leadership training and weekly ministry events.

b) Notification through email throughout the semester.

c) Any members meeting.

d) Every member has authority to call meetings.

Article VI
Elections
There are no elections.

technically not a student org/KE

CONSTITUTION OF THE NEWMAN CATHOLIC STUDENT CENTER COUNCIL
Date of Submission: Sept. 14, 2011

PURPOSE: The Council is to serve as a vehicle of planning and communication for the larger Newman Center Community.

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.

The members are the Ministry Development Fellows and Catholic Studies Scholars for each academic year. Students apply for the positions and are recommended by the Faculty/staff Selection Committees.

DUTIES: Each works out a learning agreement (Fellows): a research/presentation proposal (Scholars)

ADVISOR: The Director of the Newman Catholic Student Center. The advisor oversees the Council.

MEETINGS: They are mutually scheduled throughout each semester of the academic year. A quorum is greater than 50 % attendance.

ELECTIONS: Not applicable

FINANCES: Not applicable – receive no University funding.

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

AMENDMENTS: **Any proposed amendments would be discussed at a meeting – we would consider any in a consensus model.**

RATIFICATION: **Consensus agreement by the Council**

ARTICLE CONSIDERATIONS

Title: CONSTITUTION OF AGAPE CHINESE STUDENT FELLOWSHIP

Preamble: Constitution of Agape Chinese Student Fellowship (ACSF)

Date: September 23, 2012

Article I

Purpose: The ACSF aims to build a loving community for the Chinese students and scholars of the University of Iowa. With a Christian worldview and outlook, we invite with love, illuminate with light, and impact with life.

Article II

Membership

a) **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.**

b) There are no limitations on membership.

c) There are no different classes of membership.

d) Application to join in this organization must be submitted to the officer of general support. Membership can be cancelled by informing the admission officer.

Article III

Officers and Duties

The standing committee is made up of one chair and three representatives who make major decisions by majority rule. The chair as well as three representatives of the standing committee has to be Christians who are elected by the annual member assembly. The chair's responsibilities include convening and chairing meetings, setting agendas, and communicating among members. Decisions are made based on consensus.

The chair and three members of standing committee are respectively responsible for the following four areas of operation: evangelism, believer pastoring, general support, and activities. Members can apply to be officers who assist these four areas of operation.

Article IV

Advisor

There is no advisor

Article V

Meetings

a) The member assembly is held once a year. All members can attend and vote. The standing committee meeting is held once a month.

b) Members will be notified of special meetings at least one week in advance.

c) A majority of members constitutes a quorum.

d) The chair of the standing committee has the authority to call meetings. One-third of the members can collectively call meetings.

Article VI

Elections

a) An election is held once a year as a part of the annual member assembly. Details about elections are determined by the standing committee.

b) Members are notified of any upcoming election at least one week in advance by announcements and Email.

Article VII

Finances

a) There is no due for this organization.

b) Expenditures are determined by the standing committee. Administrative duties (e.g. disbursement of funds) are held by officers of general support.

c) **Agape Chinese Student Fellowship 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 the Student Organization Business Office. 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 UISG/ECGPS. These funds will then be available for distribution through SABAC or GPAC guidelines in accordance with University of Iowa policy.**

***PLEASE NOTE**A statement of where revenue generated dollars should be divided upon dissolution of you organization is REQUIRED. The University of Iowa, UISG, or ECGPS are not responsible for the division of revenue generated dollars as you have outlined above. It is the responsibility of your group to submit a copy of minutes in which the division of the group's 00 account was agreed upon. You must also fill out the appropriate approval forms, vouchers, and tax information in the Student Organization Business Office.*

Article VIII

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) All eligible voting members are informed of the proposed amendment at two consecutive meetings and by Emails.

b) Two-thirds of those present and voting are required to ratify an amendment.

c) Note that all amendments or changes to your Constitution must be submitted to the Student Organization Coordinator for approval.

Article IX

Ratification

This constitution is ratified at the first member assembly by majority rule of those present.

non Muslims can be ^members but cannot vote or hold leadership office.

THE CONSTITUTION OF THE MUSLIM STUDENTS' ASSOCIATION UNIVERSITY OF IOWA

Article I : Name, Location and Affiliation

1.1 The name of this organization shall be the Muslim Students' Association and hereafter shall be referred to as MSA.

1.2 The MSA shall operate at the University of Iowa, Iowa City.

Article II : Aims and Objectives

2.1 To provide support and services to all Muslims attending the University of Iowa.

2.2 To promote activities that would help students in particular and the people of Iowa City in general, have a better understanding of Muslim culture.

2.3 To cooperate and interact with any student or non-student organization in conformance with the aims and objectives of the MSA constitution.

2.4 To help the members to study Islam in a more effective way by living up to its principles and values.

2.5 To cooperate and interact with any student or non-student organization for the purpose of human rights, cultural understanding and promotion of peace.

2.6 To establish the correct image of Muslim culture.

2.7 "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.

Article III : Membership

3.1 Any Muslim residing in Iowa City and its immediate vicinity is eligible to be a member of the MSA, if he/she abide with article II of this constitution.

3.2 Membership shall be approved by Executive Committee when applicant fills in an application form which shall include the following details:

- i. Applicant's name.
- ii. Address and phone number.
- iii. Information required by the Executive Committee.
- iv. Any additional information volunteered by the applicant.

3.3 The membership data shall be maintained by the Secretary of MSA.

3.4 Membership in MSA shall cease automatically when a member finishes his or her tenure or studies at the University of Iowa and leave Iowa City permanently.

3.5 Special membership may be granted to any individual who is not included in article 3.1, but he/she may not vote or hold any office.

Article IV : Rights and Privileges of Members

4.1 Members shall be eligible to participate in all activities of the MSA.

4.2 A member may be expelled or suspended from MSA provided that:
- i. Written charges against the member have been filed with the Secretary of MSA.
- ii. Copies of the charges are made available to a majority of two-thirds of all the Executive Committee members in a meeting.
- iii. The member has been notified to attend the meeting stated above to clarify his or her position.
- iv. The Executive Committee shall then decide whether or not to expel or suspend the member based on a simple majority vote of the committee members attending the meeting.

4.3 A member so expelled or suspended may appeal for reinstatement. Such an appeal may be approved by a simple majority vote of the Executive Committee.

4.4 A member so expelled or suspended and not reinstated, shall have the right to a hearing before the General Assembly if he or she submits a written request to the Secretary for such a hearing. A simple majority vote may annul or confirm the Executive Committee's previous decision.

Article V : The Organization of MSA

5.1 The MSA shall have the following organs :
- i. The General Assembly.
- ii. The Shura Committee.
- iii. The Executive Committee.
- iv. Committees.

5.2 Functions and relationship among these organs shall be stipulated in this constitution and as defined by the Executive Committee.

Article VI : The Annual General Meeting (AGM)

6.1 Unless otherwise stipulated, decisions of the AGM shall be made by a simple majority vote.

6.2 The quorum for the AGM shall be at least fifty percent of the membership. Any observer or guest present shall have no right in the proceedings and the decision making at the AGM.

6.3 The AGM shall be the supreme decision and policy making council in the MSA.

6.4 The AGM may adopt resolutions and amend constitution and exercise all power necessary to promote the aims and objectives of MSA in general.

6.5 The AGM shall elect the following positions for a one-year-term:
- i. President
- ii. Vice President
- iii. Eight Shura Committee members.

6.6 An Election Committee shall conduct the Annual Election at the AGM through secret balloting.

6.7 The Executive Committee shall decide the date of the AGM which is within the first thirty days of the spring semester at the University of Iowa.

6.8 The Executive Committee shall draw up the agenda for the AGM and send written notices to each member three weeks before the scheduled AGM.

B 5

Constitution of Chabad Jewish Student Association

Article I: NAME

The name of this organization is Chabad Jewish Student Association, also referred to herein as CJSA.

Article II: PURPOSE

The Chabad Jewish Student Association provides Jewish educational, cultural, social, and spiritual programs and resources for the students of the University of Iowa, with the goal of creating an awareness and appreciation of Jewish heritage. Chabad was founded over II Centuries ago to fill the world with the deepest secrets of the mystical age-old Jewish teachings about a G-dly unity that exists within all of Creation.

Article III: MEMBERSHIP

Section A: Membership Restrictions
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 B: Membership Qualifications
Membership in CJSA is open to any full- or part-time undergraduate or graduate student, officially registered at the University of Iowa.

Section C: New Membership Requirements
To become a Member in good standing of CJSA, a University of Iowa student must abide by the Constitution of CJSA, and attest under the Honor Code of the University of Iowa.

Section D: Ongoing Membership Requirements
To remain a Member in good standing of CJSA, a student must continue to abide by the Constitution of CJSA, maintain his/her status as a full- or part-time undergraduate or graduate student enrolled at the University of Iowa, and attend at least two CJSA events per academic semester.

CONSTITUTION
of
Imam Mahdi Organization
Iowa City, IOWA

February 10, 2015

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.

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

Problems Office qualifications

Voting membership

The Constitution of AIA at The University of Iowa

The name of this student group is Athletes in Action (AIA).

This student group is a student chapter (hereafter Chapter) recognized by AIA, a ministry of Cru, a California nonprofit corporation. AIA's principal offices are in Xenia, Ohio.

This student group has applied for and been granted Chartered status as a Chapter of AIA. 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 AIA that are designated for the use of its Chapters. The student group has agreed that it will carry out the mission and present the messages of AIA.

ARTICLE I — PURPOSE

The purpose of the Chapter, as articulated in the Charter, is to build movements of students and athletes who are transformed by Jesus Christ. The student-led movement seeks to introduce student athletes 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 II — MEMBERSHIP

Section 1.
Membership shall be open to all duly enrolled University of Iowa students.
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.
Membership and activities are open to all currently enrolled students.

events of the Chapter in order to fulfill the purposes and to communicate the message of the Chapter.

Additional Leaders: The current officers, in consultation with AIA staff, shall select additional leaders that are able to serve the Chapter as needed for a one year term.

Section 2: Qualifications

Officers serve as representatives of the Chapter and organization of AIA. They must commit to lead the Chapter in a way which is consistent with the mission and faithful to the messages of AIA. Leaders should follow Jesus' example of leadership, teaching by word and by example. This will involve:

A. Presenting the Gospel of Jesus Christ in a manner designed to lead other students to examine, consider and accept the Christian faith as their own (Matt. 28:18-20; Acts 1:8; Luke 24:44-47; 1 Cor. 15-1-6).
B. Teaching the Bible and using AIA materials in a manner that helps believers to grow in their Christian faith (Col. 1:28). This involves leading small group Bible studies, helping to facilitate Christ-centered weekly meetings, and training members how they can communicate the messages that are central to the Chapter's identity and mission.
C. Demonstrating by example how to live in a manner that is consistent with the Biblical teachings AIA communicates, as described in the following passages: Galatians 5:13-26; Ephesians 4:17-5:21; Colossians 3:1-17; 1 Peter 1:13-2:12; 4:1-11; 5:1-7; and 1 Corinthians 6:9-20.
D. Guiding the AIA Chapter to serve the University community seeking to care for those in need (Jer. 29:4-7; 1 Pet.1:1; 2:11-12; 3:13; Gal 6:10).

look @ 19-21

sexual immorality

Specifically [illegible] homosexuality

In order to communicate the Chapter's message clearly and with integrity, leaders must not only speak the Chapter's messages, but also live in a manner consistent with those messages. This requirement recognizes that communication is a multifaceted reality, requiring alignment between the words and the behavior of the communicator. Failure to live consistently with the messages communicated results in hypocrisy.

Additional leadership requirements are as follows:

A. Attendance requirement: Leaders must have been involved for at least one semester, having attended 75% of weekly large group and/or small group meetings (unless they were not in residence due to participation in an off campus study abroad program, an internship, or were involved in an AIA Chapter on a different campus).
B. Knowledge requirement: Leaders must demonstrate an understanding of the Chapter's core messages and a knowledge of and initial proficiency in using AIA's core training and outreach materials.

Membership Articles of Gth for Officers

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

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 loose 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

Constitution of the Latter-day Saint Student Association

PREAMBLE

The Latter-day Saint Student Association (LDSSA) is established by the Iowa City Institute of Religion to help students attending a college or university have a balanced secular and spiritual educational experience during their years of formal education.

ARTICLE I
NAME

The name of this organization is the Latter-day Saint Student Association (LDSSA) adjacent to the University of Iowa in Iowa City, Iowa.

ARTICLE II
PURPOSE

The purposes of LDSSA are as follows:

Section 1 To encourage and support members of LDSSA in achieving their academic goals and maintaining a balanced life while on campus.

Section 2 To encourage members of LDSSA to become an influence for good by participating in activities and service on campus and in the community.

Section 3 To provide students with meaningful service opportunities and social and religious activities that are consistent with LDSSA standards.

Section 4 To promote traditional moral values.

ARTICLE III
MEMBERSHIP

Section 1 Membership shall be open to all students enrolled at the University of Iowa, who espouse the purposes of LDSSA as stated herein.

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 Notwithstanding any other provision, members shall abide LDSSA standards which are the standards of The Church of Jesus Christ of Latter-day Saints.

ARTICLE IV
OFFICERS AND ADVISORS

Section 1 One or more faculty advisors shall be appointed by the Iowa City Institute of Religion.

Section 2 All officers shall be students at the University of Iowa. Officers shall be a president and other such officers as the president and advisor(s) determine necessary.

Section 3 The president is nominated by the advisor(s) and confirmed by a vote of LDSSA members. The president nominates other officers who are then confirmed by a vote of the members.

Section 4 Officers shall be voted upon annually for each school year or more often if necessary.

Section 5 The duties of the president shall include directing the meetings and activities of the organization. If applicable, the president or his or her designee shall represent the LDSSA at any inter-student organization meetings at the school. Other officers shall act under the direction of the president, among other things, to plan and publicize meetings and events, to recruit members, and to maintain account of LDSSA funds.

ARTICLE V
FINANCES

Section 1 There may be a minimal charge for some activities.

Section 2 Any fees collected will be handled and accounted for in accordance with procedures outlined by the Institute of Religion.

Section 3 Upon dissolution, state money and mandatory student fees (if any) 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 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.

Any fees collected will wholly revert back to the Institute of Religion upon dissolution of LDSSA.

Constitution of The Salt Company

The name of this organization shall be "The Salt Company." This organization is affiliated with Veritas Church of Iowa City, a local church. The members of The Salt Company (hereafter referred to as TSC) are members of or are in the process of becoming members of Veritas Church of Iowa City.

Revised January 24, 2017

Article I Purpose

a) As a part of Veritas Church, TSC exists to grow as a community of Christ followers (Acts 2:42-27) committed to reaching the lost of all nations with the message of salvation through Jesus Christ (Matthew 28:19-20, Acts 1:8) and equipping believers for vital ministry (Ephesians 4: 11-13, 1 Peter 4: 10-11). Weekly worship meetings, small groups, retreats, and various social events constitute our activities.

b) The Salt Company abides by and supports established University of Iowa policies, State and Federal Laws insofar as they do not conflict with, violate, or undermine its rights under the U.S. Constitution and Bill of Rights, and/or the Word of God set forth in The Holy Bible which defines who we are and what we know to be true.

Article II Membership

a) 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.

b) All persons may attend the worship meetings, small groups, retreats, and various social events of TSC. We welcome all people to come and hear the gospel of our Lord Jesus Christ and to fellowship with us. However, attendees have no power to determine policy for TSC, nor can they formally represent or act on behalf of TSC. Furthermore, we reserve the right to conduct all meetings, small groups, retreats, and events in a manner that is in accordance with our Constitution, and moral convictions based on Scripture.

c) All Members of TSC are considered Leaders of the organization; therefore, Members shall hereafter be referred to as Leaders, and Membership shall be referred to as Leadership. Leadership shall be open to attendees so long as they meet the leadership qualifications outlined below. As a Leader, one is required to:

- Submit a Leadership Application and be approved as a Leader through an interview process held with the TSC Staff.
- Be involved in a weekly two-hour Leaders' Night. This will entail large group meetings on the first Monday of every month and small group meetings on a specified day of each week throughout the rest of the month.
- Consistently serve in a specified area of TSC (leading/co-leading a Connection Group, organizing service opportunities, worship team, etc.).
- Attend prayer meetings Monday mornings at 7:30 a.m.
- Participate in Thursday TSC worship meetings.
- Be members of or in the process of becoming members of Veritas Church of Iowa City, regularly worship, and be involved at Veritas Church of Iowa City.
- Complete or be currently enrolled in Gospel 101 a class that we offer every semester.

d) Once per semester the Staff of TSC will present an opportunity to apply for leadership. To become an official leader, one must complete the Leadership Application Form and sign the Statement of Faith included therein, and then return it to the Staff of TSC. The Staff will review each application and in most cases conduct a formal leadership interview. TSC Staff will notify each applicant in a timely fashion whether their request for leadership has been approved or denied. All Leaders must be Christians who have professed their faith in the Lord Jesus Christ and who strive to live according to the tenets of the Bible.

TSC Leaders and TSC Staff are the only persons eligible to vote on issues presented by the Officers and/or TSC Staff.

Any individual's leadership, including the leadership of any Officer and/or Advisor, may be revoked for misconduct or failure to adhere to the Statement of Faith. Examples of misconduct and violation of the Statement of Faith include but are not limited to: failure to perform duties, failure to maintain good academic standing with Iowa State University, misuse of funds, historical Christian heresy, blasphemy, engaging in sexual activity outside the bounds of marriage as defined by Scripture, etc. The alleged misconduct will be addressed by a TSC Staff Member or fellow Leader approaching that individual in a loving confrontation intended to bring about repentance and restoration, as directed in Scripture (Matthew 18:15-20). In the absence of repentance following the process of a loving, Biblical confrontation, the leadership of that individual shall be revoked. The revocation shall

be determined by the TSC Staff, Veritas Church of Iowa City Staff, and/or the Elder Team of Cornerstone Church of Iowa City.

If, at any time, any Leader or Officer should wish to withdraw his or her leadership for any reason, he or she may do so by communicating this desire either verbally or in writing to the Staff of TSC.

The TSC Staff is selected by Cornerstone Church of Iowa City. TSC Staff positions include:

- TSC Director – The TSC Director oversees the daily operations of TSC and supervises the other leaders of the TSC Staff.
- TSC Women's Director – The TSC Women's Director is responsible for overseeing and assisting the female Leaders of TSC.
- TSC Worship and Arts Director – The TSC Worship and Arts Director is responsible for coordinating the music and arts of TSC meetings, events, and activities.
- TSC Coordinator – The TSC Coordinator oversees the logistics and planning of TSC. The Coordinator is responsible for meeting and event coordination as well as assisting the TSC Director.

While the Leaders, Officers, and Advisor of TSC are actively involved and largely a part of the daily and ongoing activities, decisions, and operations of TSC, the responsibility of overseeing the organization rests with the TSC Staff.

Article III Officers and Duties

Officers of TSC must be Leaders of TSC who have professed their faith in the Lord Jesus Christ as defined by the Statement of Faith and live according to the tenets of the Bible as explained by the Statement of Faith.

The Officers of TSC shall consist of President and Treasurer. Any one person can hold more than one office until a vacancy can be filled. It is our desire for more positions to be created once we are established as an organization.

Each April, the TSC Staff and/or current Officers shall nominate a Leader to be considered for office. Election of officers will require a majority vote from the Leaders of TSC. If a nominee fails to receive a majority of votes, an alternate individual will be nominated and the Leaders of TSC will vote on his or her election. Leaders interested in becoming an officer must meet the following academic requirement:

a. *Have a minimum grade point ratio (GPA) as stated below and meet that minimum GPA in the semester immediately prior to the election/appointment, the semester of election/appointment and semesters during the term of office. For undergraduate students, the minimum GPA is 2.00. In order for this provision to be met, at least six hours (half-time credits) must have been taken for the semester under consideration.*
b. *Be in good standing with the university and enrolled: at least half time (six or more credit hours), if an undergraduate student (unless fewer credits are required to graduate in the spring and fall semesters) during the term of office, and at least half time (four or more credits), if a graduate level student (unless fewer credits are required in the final stages of their degree as defined by the Continuous Registration Requirement) during their term of office.*
c. *Be ineligible to hold an office should the student fail to maintain the requirements as prescribed in (a) and (b).*

The term of office will be one full year (May 1–April 30) and the term can be renewed for up to 4 years.

All Officers shall comprise the Executive Committee of the organization.

1. President
   - Represent organization on campus
   - Ensure that the organization is operating in conformity with the standards set forth by Iowa State University and the Student Activities Center
   - Maintain communication with TSC Staff, Organization Advisor and Cornerstone Church of Ames
2. Treasurer
   - Maintain accurate record of organization transactions
   - Cosign organization checks along with the Advisor
   - Solicit additional funding if needed from the Student Government Association in conjunction with the President

Article IV. Advisor

No Advisor at this time.

Article V. Meetings

a) Meetings will be held every Thursday night during the each spring, summer, and fall semesters.
b) By email, members will be notified at least a week in advance, if not sooner of special meetings during the semester.
c) Five members constitutes a quorum.
d) A TSC Staff member and/or TSC officer is able to call the meeting to order.

Needs marked as U of Iowa, not Iowa State

Article VI. Elections

a) Elections will be held each semester as they are needed.
b) Members will be emailed at least a month in advance to know of upcoming elections.

Article VII. Finances

a) The Salt Company will operate on a budget that consists of monies from Veritas Church as well as revenues raised through alumni support and fundraising events where goods and services are exchanged. If the organization is dissolved, then all monies shall be returned to Veritas Church. There will be no dues collected from any attendees or leaders.

b) All monies belonging to this organization shall be deposited and disbursed through a bank account established for this organization at the Campus Organizations Accounting Office and/or Veritas Church of Iowa City. All funds deposited to the Campus Organizations ~~Accounting Office~~ must be deposited within 24 hours after collection. The Advisor to this organization must approve and sign each expenditure completed through the Campus Organizations Accounting Office before payment.

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 the Constitution by five years from the last account activity, monies in the group's 00 (revenue) 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.

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Article VIII. Amendments

a) Proposed amendments to this constitution must be submitted in writing to the TSC Staff. Said amendment(s) will be voted on at a subsequent TSC Staff meeting.
b) In order to adopt the amendment, the amendment must be approved by the TSC Staff.
c) The amended constitution will be submitted within 10 days to the Student Organization Liaison for approval.

Article IX. Ratification

This constitution shall become effective upon approval by the TSC Staff. This constitution has been approved by the TSC Staff. Ratified constitutions must be submitted to Student Activities Center within 10 days for final approval.

University of Iowa Orthodox Christian Fellowship

Constitution

PREAMBLE

We, the undersigned Orthodox Christians and other persons interested in Orthodox Christianity of the University of Iowa community, wishing to establish a profound and lasting fellowship among ourselves and others who share these interests, and seeking ways to dedicate ourselves and each other and our whole life to Christ our God, do ordain and establish this Orthodox Christian Fellowship for the community of the University of Iowa (the "Fellowship").

ARTICLE I—NAME

The name of the organization shall be "The University of Iowa Orthodox Christian Fellowship ".

ARTICLE II—AIMS AND OBJECTIVES

Section 1. To support fellowship on campus, to experience and witness the Orthodox Christian Church through community life, prayer, service to others and study of the Faith (Acts 2:42). Furthermore, OCF will work to nurture and strengthen love for Jesus Christ and His Church in its fullness at this most critical juncture of human life and offer an opportunity for Orthodox Christian students and those interested in the Orthodox Christian Church to become more fully acquainted with and informed about their Orthodox heritage.

Section 2. To deepen the spiritual and devotional life of university and college students and to promote earnest study of Orthodox Christian doctrine, practice and living.

Section 3. To strengthen ties between students of the Orthodox Christian Faith, and to develop a more fruitful fellowship among them, and further cooperation with other Christian organizations with similar aims.

Section 4. To bear witness on campus to the unique message of the Orthodox Church by affirming its continuity in the course of history from the Apostolic beginnings.

Section 5. To further, directly or indirectly, the welfare of students in body, mind and spirit, in harmony with the Christian purpose.

Section 6. To unite Orthodox students in Orthodox worship.

Section 7. To sponsor activities such as study groups, Christian service, and lectures by specialists on topics of interest to the group.

Section 8. To promote and participate in national programs offered by Orthodox Christian Fellowship, a religious corporation, which is a national organization authorized by and affiliated with the Standing Conference of Canonical Orthodox Bishops in the Americas.

ARTICLE III—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. Membership in the University of Iowa Orthodox Christian Fellowship shall be open to all registered university students.

ARTICLE IV—GOVERNANCE

Section 1. The Fellowship shall be governed and managed by Officers and an Executive Committee as provided for in the Bylaws.

Section 2. The Fellowship shall have at least one religious advisor approved by the North American Orthodox Christian Fellowship. The religious advisor(s) to Orthodox Christian students shall be *ex officio* members of the Executive Committee and of all other committees of the Fellowship. Prior to seeking approval from the North American Orthodox Christian Fellowship organization, each religious advisor must have obtained the blessing and endorsement from the diocesan bishop of the archdiocese with whom he or she is affiliated as to his or her service as a religious advisor to the Fellowship.

ARITICLE V—ADVISER
Section 1. The advisor shall be a consultant for Officers and the Executive Committee and is to be apprised of all administrative proceedings.

ARTICLE VI—MEETINGS
Section 1. The Fellowship shall meet at least monthly during the school year.

Section 2. A quorum shall consist of at least a majority of the members of the Fellowship.

ARTICLE VII—ELECTIONS
See BY-LAWS ARTICLE V

ARTICLE VIII—FINANCES
Section 1. There shall be no member dues

Section 2. Only the president and treasurer are authorized to disburse funds and authorize expenditures.

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.

Upon dissolution, group fees will be paid to Saint Raphael of Brooklyn Mission.

ARTICLE IX—LIMITATIONS AND RESTRICTIONS

Section 1. Notwithstanding any other provisions of this Constitution, this Fellowship shall not carry on any activities not permitted by an organization exempt from federal income tax under IRC Section 501 (c) (3), or contributions to which are deductible under IRC Section 170 (c) (2). All references herein to "IRC" shall mean the Internal Revenue Code of 1986, as amended, (or the corresponding provision of any future United States Internal Revenue Law).

Section 2. This Fellowship is organized and is to be operated exclusively for charitable, religious, and educational purposes within the meaning of IRC Section 501 (c) (3). This Fellowship is not organized, nor shall it be operated, for any pecuniary gain or profit, and it does not contemplate the distribution of gains, profits, or dividends to the members thereof (if any) or to any private individual or private shareholder, as the latter is defined for purposes of IRC Section 501 (c) (3).

No substantial part of the activities of this Fellowship shall consist of carrying on propaganda, or otherwise attempting to influence legislation, except as provided in IRC Section 501 (h), nor shall this Fellowship participate or intervene in any political campaign (including the publication or distribution of statements) on behalf of any candidate for public office except as provided in IRC Section 501 (h).

The money and property of this corporation are irrevocably and exclusively dedicated to charitable, religious, and educational purposes, and no part of the net income or assets of this corporation shall ever inure to the benefit of any director, trustee, officer, shareholder, or member (if any) hereof, or to the benefit of any private individual.

Upon dissolution of this Fellowship, its assets remaining after payment of, or provision for payment of, all debts and liabilities of this corporation, shall be distributed to a nonprofit fund, foundation, trust, or corporation which is organized and operated exclusively for charitable, religious, or educational purposes which has established its tax exempt status under IRC Section 501 (c) (3).

ARTICLE X—BY-LAWS

Section 1. The Fellowship shall adopt By-Laws for the operation of the Fellowship consistent with this Constitution, and ratified by the vote of three-fourths of the members present at the first meeting of the Fellowship.

ARTICLE XI—AMENDMENTS

Section 1. Amendments to this Constitution may be proposed by written petition signed by ten percent of the membership, and approved by a three-fourths vote of the members present at a meeting of the membership, provided that the secretary shall have sent notice of the proposed amendment to all members of the Fellowship at least ten days before the meeting scheduled for this purpose. All amendments to this Constitution also shall be subject to the approval of the North American Orthodox Christian Fellowship organization.

ARTICLE XII—ADOPTION

Section 1. This Constitution has been ratified and adopted by the undersigned initial members of the Fellowship on _____..

[signatures of initial members]

©2002 Orthodox Christian Fellowship
All rights Reserved.

Clause is [illegible] statement of faith is very lengthy, & based on SBC - I could see potential for violation of the clause

All are accepted as members, but can I will be removed if they don't adhere to statement of faith

The Constitution of Wall-Breakers
at the University of Iowa

* Leadership Qual. - "be a disciple of Christ" - would exclude on basis of religion

ARTICLE I – NAME

The name of the student group is Wall-Breakers.

ARTICLE II – PURPOSE AND GOALS

Make disciples of Jesus Christ from all nations, thus reconciling people to God and one another.

ARTICLE III – STATEMENT OF BELIEF

We are in agreement with the Baptist Faith and Message of the Southern Baptist Convention, which can be accessed from the following link:

http://www.sbc.net/bfm/bfm2000.asp ?

ARTICLE IV – MEMBERSHIP

Members

1) All those attending and desiring membership will be accepted as members.

* 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.

Membership Revocation

Membership may be revoked for the following reasons:

1) Persistently causing disruption or division.
2) Failing to adhere to the Statement of Faith.
3) Detracting from the purpose of the organization.

ARTICLE V – LEADERSHIP

Leadership Qualification:

* 1) Must be a disciple of Jesus Christ. - Vague - ok though?

Leadership Selection:

1) Leadership will be selected annually by the existing leadership team from among members who are willing to serve.
2) Two-thirds of the leadership team shall be students of the University of Iowa.

3) Two of the leaders will be designated as representatives to handle University communications.
4) A leader may be removed by the consensus of the leadership team and advisor for the same reasons that membership may be revoked plus the following:
   a. Failing to live as a disciple of Christ. - back to the statement of faith.
   b. Failing to perform the duties of a leader as outlined by the leadership team.

Advisor:

1) The advisor will be a faculty member of the University of Iowa and a member of All Nations Baptist Church.

ARTICLE VI – FINANCES

1) There will be no membership fees or dues.
2) The leadership team will be responsible for all financial transactions.
3) Wall-Breakers 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 All Nations Baptist Church, 1715 Mormon Trek Blvd. Iowa City, IA 52246. If this organization has dissolved and revenue generated dollars or "00 funds" have not been divided as stated in this Constitution by five (5) years from last account activity, funds in our "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 accordance with University of Iowa policy.

ARTICLE VII – AMENDMENTS

Section 1:
This constitution may be amended by the consensus of the leadership team.

Section 2:
Any changes made to this constitution will be submitted to the University of Iowa for approval.

Created: 08/20/2013 needs to be the current format

Membership Qualifications

CONSTITUTION OF CHINESE STUDENT CHRISTIAN FELLOWSHIP

Preamble
Chinese Student Christian Fellowship (official acronym: CSCF)

Date
October 13, 2005

Article I

Purpose
A. As a Christian group, we carry out the great commission (Matthew 28:18-20) given by our Lord Jesus Christ:

a) To spread the Gospel;
b) To lead people to the Lord and make disciples of all nations;
c) To learn, obey and teach the Bible.

We work with the Chinese Church of Iowa City to provide spiritual support for students and people who feel more comfortable speaking in Chinese.

B. As a student group, we want to let students and people know Jesus Christ and to bring them into the kingdom of God.

Article II

Membership
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 group will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons.

A. Classification:

a) Guest Member

Guest member is acquired by attending a meeting, and may be maintained through regular attendance.

1. [redacted] is interested in Christianity

(The executive committee reserves the right to disqualify a guest member who does not take up his/her responsibilities.)

2. Responsibilities:
   1. respects the executive committee and the advisor
   2. is not destructive to the group activities
3. Rights:
   1. participates in the CSCF activities for all members
   2. chooses not to become a general member even when the qualifications for general member are met.

b) General Member

General member is acquired by attending a meeting, and may be maintained through regular attendance.

1. Qualifications:
   1. ~~is a reborn Christian~~
   2. actively participates in his/her church and have the consent from the pastoral staff of his/her church to participate in the CSCF.
   3. attends at least 2/3 of the general meetings of CSCF in the past 6 months.
   4. is willing to accept the responsibilities of general membership.
      (If a general member has been absent from more than 1/3 of the general meetings in the past 6 months, and/or refused to accept the additional responsibilities as a general member, his/her general membership will be suspended upon consideration of the executive committee. He/she will become a guest member until the qualifications for general members are met.)
2. Responsibilities:
   1. observes the purpose of the CSCF
   2. is willing to help in the group activities upon request by the executive committee
   3. respects the executive committee and the advisor
   4. is not disruptive to the group activities
3. Rights:
   1. participates in the CSCF activities for all members
   2. leads the group activities with the consent of the executive committee
   3. can be nominated and elected to hold an officer position in the executive committee
   4. declines his/her general membership

Article III

EXECUTIVE COMMITTEE

The executive committee is consistent of officers and an advisor. Officers shall be elected by general members (as defined in Article II, section A). Elections shall be held at the end of each fall semester and will notify general members the date one month in advance by phone or email. Elected positions will start service term(s) at the following spring semester. A plurality (2/3 of the general members who vote, either in-person or by proxy) is required to be elected to office. An officer cannot run for the same position for more than two consecutive years. This rule is not enforced when a new executive committee of the minimum size (five officers) cannot be formed.

A. Officer Position:

a) President, whose duties shall include:
   1. Presiding over the meetings
   2. Organizing CSCF agenda
   3. Calling for the executive committee meeting quarterly

Lowa auth-dis. statement
Membership requirements -
students aren't mentioned except pg 3

CONSTITUTION and BYLAWS
Lutheran Campus Ministry Council
Of Iowa City, Iowa

1. Preamble

The mission of campus ministry in the Evangelical Lutheran Church in America (ELCA) is to invite people in academic settings more deeply into Jesus Christ and the community that bears his name, so that they can discover and fulfill their vocation as disciples. This ministry has its roots in the Christian community gathered by the Spirit through the proclamation of the word of God and the celebration of the sacraments. Campus ministry provides a strong witness at the point where education in the church intersects the church in education. It provides an authentic experience in the life of the church for young adults on campus, inviting them into full participation with the church, even as their lives are undergoing change, challenge, and confirmation. Campus ministry seeks to grow the church by extending its work to an ever increasing number of campuses across the country. Representing the ELCA, the ELCA Campus Ministry or its successor or assign, joins with constituent Synods in the State of Iowa of the ELCA to establish campus ministry agencies so that witness to the Gospel of Jesus Christ may be fostered and the church's ministry in higher education enhanced.

Lutheran Campus Ministry of Iowa City, Iowa hereinafter (the"Corporation") shall:

- Abide by the policies and procedures of the ELCA Campus Ministry, its successors or assigns.
- Be governed by a Board of Directors (i.e., LCM Council) consisting of persons appointed by the Synod Council of the Southeastern Iowa Synod.
- Receive guidance and evaluation of its campus ministry by those persons designated by the ELCA Campus Ministry,
- Provide regular financial and program reports to the ELCA Campus Ministry, and the member Synod(s),
- Revert all assets to the Southeastern Iowa Synod of the ELCA upon dissolution.

2. Principal Office

The principal office of the Corporation shall be located at 109 E. Market Street, Iowa City, Iowa 52245, or at such other place as its LCM Council may decide.

3. Lutheran Campus Ministry Council

The community represented by this corporation is committed to be an inclusive church in the midst of a diverse society and diversity is to be a consideration in the composition of the Council.

3.1 General Powers: Number and Composition

governed by non-students

The management of the Corporation shall be vested in its LCM Council, which shall be its governing body and shall have the authority to conduct, manage, and control the affairs of the Corporation and to make rules for the guidance of the officers and the orderly conduct of the affairs of this Corporation. The LCM Council shall consist of a minimum of nine (9) members. The Synod Council of the Southeastern Iowa Synod may appoint each Council member, or LCM Council subject to the provisions of section 3.3 and the provisions of the Iowa Nonprofit Corporation Act. Except as herein limited, the Council shall be vested with such powers and authority as are granted to the board of directors of a non-profit corporation under laws of the State of Iowa.

3.2 Duties of the LCM Council

The Council shall:

a. Develop annual plans, goals and budgets that allow the campus ministry to effectively conduct a ministry centered in Word and Sacrament that includes, but is not limited to:

- worship
- evangelism and outreach
- Christian education and faith development
- hospitality and community building
- community service
- pastoral care
- leadership development
- justice and advocacy
- stewardship and fundraising
- vision and planning
- ecumenical and interfaith cooperation, and
- building relationships with synod(s), congregations, ecumenical partners, the educational institution(s) to be served and other campus ministry organizations and religious groups.

b. General supervision of the campus ministry, including the adoption of policies and procedures.

c. Support of the staff personnel in fulfilling their ministry.

d. Securing funds by methods consistent with policies of the Synods and the ELCA.

e. Rendering reports as requested by the Iowa Synods.

f. Interpreting the campus ministry and program to the Lutheran Congregations in the Corporation area.

g. Carry out other responsibilities in consultation with the Iowa Synods.

h. Adopt a mission statement consistent with the ELCA Campus Ministry mission.

i. Use all resources received from the church wide organization, synod(s), congregations, and other donors in ways that advance the ELCA Campus Ministry mission.

j. Abide by the ELCA Campus Ministry Policies and Procedures, and maintain eligibility for the ELCA Campus Ministry grant process.

k. Comply with the ELCA Constitution, Bylaws and Continuing Resolutions.

l. Ensure compliance with all applicable local, state and federal laws.

m. Appoint persons qualified to serve as professional staff of the LCM in conformity with the policies of the ELCA and the synod(s) and endeavor to pay this staff at a rate consistent with synod guidelines.

n. Administer personnel policies for its campus ministry staff in consultation with the "Best Practices for ELCA Campus Ministry Personnel Policies." (This document is on file in the LCM office.)

o. Manage and maintain such property as may be acquired or entrusted to its care.

p. Receive and manage financial resources to conduct the ministry, including strategic planning for fundraising and board member contributions.

q. Conduct annual reviews and participate in quadrennial review of the LCM.

r. The LCM Council Executive Committee shall conduct an annual review of the LCM campus Chaplain and report to the greater Council.

s. Maintain minimum insurance coverage and limits consistent with the "Best Practices for ELCA Campus Ministry Risk Management Guidelines." (This document is on file in the LCM office.)

t. Work in cooperation with other Lutheran campus ministries.

3.3 Board Membership and Term:

The LCM Council may consist of representatives from the following categories:

a. Zion Lutheran Church

Two (2) to three (3) members of Zion Lutheran Church of Iowa City: they shall be voting members of the congregation. They shall serve a term of three (3) years and may serve no more than two (2) consecutive terms.

b. Gloria Dei Lutheran Church

Two (2) to three (3) members of Gloria Dei Lutheran Church of Iowa City: they shall be voting members of the congregation. They shall serve a term of three (3) years and may serve no more than two (2) consecutive terms.

c. Christ the King Lutheran Church

Two (2) to three (3) members of Christ the King Lutheran Church of Iowa City: they shall be voting members of the congregation. They shall serve a term of three (3) years and may serve no more than two (2) consecutive terms.

d. Holy Trinity Lutheran Church

Two (2) to three (3) members of Holy Trinity Lutheran Church of North Liberty: they shall be voting members of the congregation. They shall serve a term of three (3) years and may serve no more than two (2) consecutive terms.

e. At-Large Members

Two (2) to three (3) members of the Iowa synods or faculty/staff of Iowa ELCA academic institutions who are voting members of an ELCA congregation. They shall serve a term of three (3) years and may serve no more than two (2) consecutive terms.

only place students only noted *

f. Student Members

The student members are the current LCM Sextons and will serve a one (1) year term may serve no more than two consecutive while in residence at the LCM. Other students may be appointed by the LCM Council.

g. LCM Council Members

Council members whose terms expire shall hold office until the annual meeting for the year in which their terms of office are to expire, and, in each case, until their successors shall have

Written notice stating the place, day and hour shall be given of every meeting. The notice except as otherwise provided by law shall be given not less than three (3) or more than twenty (20) days before the date of the meeting, either personally or by mail, electronic mail or given to each LCM Council member and advisory member who attends such meeting for who, in writing executed before or after such meeting, waives notice. No notice need be given of any adjourned meeting.

3.13 Electronic Voting

The council is authorized to conduct decision-making electronically through the use of e-mails provided all of the following occurs:

a. An officer must be the initiator of any Council vote request to be submitted electronically.

b. All council members must be contacted. Members without e-mail will be contacted by phone.

c. There must be at least three business days response time provided. In the event the response is not timely, the electronic ballot initiative will be void.

d. A majority of the council members must acknowledge receipt and either vote or abstain from vote.

e. If a council member requests the matter be tabled and taken up in an actual Council Meeting, the initiative will be void.

f. Any actions taken by the Council electronically shall be recorded in the Minutes at the next regularly scheduled Council Meeting.

g. Any member would be considered present at a regularly scheduled meeting if they are available to do so electronically.

3.14 Voting

Except as otherwise provided in these Bylaws or by state law, the vote of a majority of the LCM Council members present at a meeting duly called shall, if a quorum is present, constitute the action of the Council.

3.15 Quorum

A quorum for the transaction of business shall consist of one-half of the LCM Council. A majority of the LCM Council members present, whether or not a quorum, may adjourn a meeting to another time and place.

3.16 Resignations

Any LCM Council member may resign at any time by notice in writing to the LCM Council or President. Unless otherwise specified in the notice, the resignation shall take effect upon delivery.

3.17 Vacancies

Any vacancy occurring among the LCM Council may be filled by the Synod Council of the Southeastern Iowa Synod or the LCM Council. Each LCM Council member so appointed shall hold office until the next annual meeting of the LCM Council and until a successor is elected and qualified.

3.18 Removal

Any officer or agent may be removed at any time, either for or without cause, by the LCM Council.

Membership Officers

Title: Constitution of ASK Prayer Ministry
Date: August 12, 2014

Article I

Purpose
To minister to the Lord, pray for revival and justice, and strengthen the church through intercessory prayer.

Aims
a) Provide a place for corporate prayer and worship to maintain and attain Christian unity.
b) Assist Christians to cultivate a lifestyle of continual prayer and daily Bible reading, Bible memory, and meditation on the Word of God.

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. Our members are to identify themselves with a particular local church and submit to its leadership.

Article III

Officers and Duties
a) President
b) Executive Board members
c) Treasurer

President/Executive Board members will work together to organize meetings and events throughout the year. There are no limitations to the number of board members. Second year students and above are eligible for officer positions. They must be an active member of a local church or a campus ministry and agree with its statement of faith. If a board member decides to vacate his/her position, he/she must notify the rest of the board members a month in advance. An individual will be removed from office by vote of the group if they are not upholding their duties. When a position is vacated, other board members will take charge of the position until the position is filled. The treasurer has the responsibility of managing the finances of the group.

Article V

Meetings
a) This organization will hold meetings for corporate prayer and worship.
b) All members will be notified of special events or announcements at least two days in advance.
c) Only one board member is needed to meet the quorum.
d) The president has the authority to call meetings.

Tau Omega Catholic Service Fraternity
Constitution and Bylaws

Established: 2017

Missing
State clause is not included, should appear on p 5
Classes of membership p 14-15 2/16 - doesn't seem problematic but double check

ARTICLE I: NAME

The name of this organization shall be Tau Omega Catholic Service Fraternity. Tau Omega is a fraternal, service organization at the University of Iowa. Tau Omega follows all state, local, national laws.

ARTICLE II: OBJECTIVES/PURPOSE

Section I: Guiding Principles

The purpose of Tau Omega shall be to strengthen an individual's Catholic faith through the service, academia and fellowship within the community. Our purpose shall be to create members of the Catholic Church who truly live out their faith to their best of their ability for the surrounding community. Our purpose shall be to spread the light of Christ to all those who come in contact with fraternity members.

Section II: Objectives

The objectives of Tau Omega shall be to live out the pillars of Service, Academics, Faith Formation, and Fellowship. The fulfillment of these pillars shall be determined by the officers and fellow fraternity members, but shall generally be done through the following:

- Formation of and participation in service opportunities provided by the Newman Catholic Student Center of Iowa City
- Promotion of academic integrity through enforcement of study hours, as specified in ARTICLE VIII.

ARTICLE III: ORGANIZATION

Section I: Student Organization Status

Tau Omega shall be affiliated as a student organization with the University of Iowa. Tau Omega shall comply with all policies and procedures required by the University of Iowa to be considered a registered student organization at the University of Iowa, including but not limited to those policies set forth in the Code of Student Life, Student Bill of Rights, and Registration of Student Organizations policy.

need to add Safe Clause

Sections IV: Flower

The Flower of Tau Omega shall be a rose, for a rose is the flower of Mary.

Section VI: Coat-of-Arms

The coat of arms is split into four quadrants. The upper left quadrant is the Chi Rho symbol with the crown of thorns surrounding it. This is used to represent Christ. In the upper right hand corner is a chalice and a host. This is used to symbolize members of Tau Omega growing in their faith and shows the need for us to accept Christ into our lives. The lower left quadrant is a dove carrying an olive branch. The dove is used to represent peace as well as the Holy Spirit. Tau Omega's goal is to serve the community as well as spread peace in the community, and do so through not only the help of Jesus, but with the help of Holy Spirit. In the bottom right quadrant are open hands. These hands are used to represent service within the community. Above all the quadrants is a lamb. This lamb used to represent the Lamb of God. Above everything that we do in Tau Omega is God. Nothing that we do in Tau Omega can be done without the help of God, for that reason the lamb is put on the top. Below the Crest is the Greek letters Tau and Omega to represent our fraternity. Between those two letters is our External Motto, "Anima Christi" or "The soul of Christ." Colors within the crest are the same as our official colors.

Section VII: Motto

The Internal Motto of Tau Omega shall be *Evangelium praedicare, et quando oportebat, verbis utuntur.* In English, this means, "Preach the Gospel, and, when necessary, use words." Credit for this quote is given to Saint Francis of Assisi, but is primarily a common phrase used by Christians. Our Motto provides Tau Omega a general vision and mission to be lived out by each of its members. The External motto is *Anima Christi,* or "The soul of Christ." Both our Internal and External Mottos will work to encourage each member to live out his or her dedication to Christ through Tau Omega.

ARTICLE XII: MEMBERSHIP

Section I: Membership Status

The membership of Tau Omega exists in four separate statuses: General, Full, Resting, and Honorary. 80% of all members must be University of Iowa students, with 20% being non-University of Iowa students. General members have the rights to participate within educational and service events but ~~doesn~~ don't have the right to vote during chapter meetings.

General members shall not be required to go to said chapter meetings. The role of a general member shall be to be a service member and a face to the organization. Full membership have the rights to attend service and educational events, and are the only members who are required to attend all chapter meetings as well as vote at said meetings. Full membership shall be restricted to University of Iowa students. The role of a full member shall be to attend twenty hours of service, ten hours of educational opportunities, mandatory attendance (See ARTICLE XIV Section IV), and maintain good academic standing within the University. Resting membership applies those who are studying abroad, or going to be gone for an extended period of time and planning to return. Due to being perceived as an inactive member, they don't have any true rights within the fraternity. But if this member had a year prior of experience within Tau Omega before reverting to Resting Member, they are allowed to apply for officer positions for the following year. The role of a Resting member shall be to live a life in service of Christ when they are unable to be an active member of Tau Omega. Honorary Members are those who have been collectively nominated with a majority vote of Tau Omega. If a Honorary Member shall be present during time of meeting, they have the right to vote.

Section II: Membership Requirement

All members must be in good standing. To be a member in good standing, one must have paid dues, met GPA requirement as set forth in ARTICLE XIII and must attend all chapter meetings unless they have a legitimate excuse. Only those who are within Good Standing have the right to vote as well as seek and hold an elected/appointed office or position. Members must also be trained in Virtus in accordance with Diocesan policy.

Section III: Membership Revocation Process

Membership may be revoked for reasons including but not limited to: inappropriate behavior, being delinquent in paying dues without explanation, failure to stay in academic good standing, failure to comply with GPA requirement, and one year inactive membership (not attending or being involved in communication with the officers or the organization). Revocation of membership may occur due to situations that arise both outside of Tau Omega functions and those that arise during functions. Hazing under any circumstances will not be tolerated.

Revocations of membership shall come after two written warnings in a semester or three written warning within an academic year. Members can be revoked without written warning for events that are egregious or break University of Iowa code of conduct laws and or State of Iowa/Federal laws. (e.g. Sexual Assault, Theft, Murder, Vandalism, Drug and Alcohol abuse, Aggravated Assault)

All situations of revoking memberships from Tau Omega shall be evaluated on a case by case basis by the Executive Board. Individuals can appeal by contacting the Executive

Board. Individuals who are accused of an infraction, can plead their case, or their defense to the executive board before a ruling is handed down. The executive board then will vote by a simple majority on the outcome of each case.

Section IV: Regaining Membership after Revocation

A person who had their membership revoked cannot appeal to rejoin Tau Omega until a period of no less than 6 months from revocation.

Section V: New Membership

Due to our three-hundred and sixty-five day recruitment policy, Tau Omega shall have a more informal process of admitting new members. When new members are recruited into Tau Omega a vote, on whether said person shall be approved to enter Tau Omega, shall take place at the following chapter meeting. A simple informal majority vote shall ensue and if the member has a majority vote he or she shall be allowed to become a member.

Section V: Human Rights Clause

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.

but they have classes of membership

ARTICLE XIII: ELECTIONS

Section I: Membership Notification and Requirements

All members will be notified of upcoming elections at least two weeks in advance by announcement at previous chapter meetings and by email communication. Only Full members will be able to participate within elections.

Constitution Of The University of Iowa's Hillel Foundation

PREAMBLE The name of this organization shall be the University of Iowa Louis Shulman Hillel Foundation (DBA Aliber Hillel Jewish Student Center, Hillel).

ARTICLE I

PURPOSE The purpose of Hillel shall be to offer creative, dynamic explorations of Jewish life in the context of campus, local, and global communities. Hillel's mission is to be a visible and positively recognized centerpiece of Jewish life on campus. It aims to inspire the flow of Judaic idealism, spirituality and worship and to encourage and help develop future leaders of the Jewish people.

ARTICLE II

MEMBERSHIP

a) 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.
b) There shall be no maximum or minimum limitations in membership.
c) There shall be only one class of membership.
d) Any persons may join Hillel by simply signing up at the office and being placed on the mailing list.

ARTICLE III

OFFICERS AND DUTIES

a) Officers shall be president, vice-president, treasurer, and secretary. The president shall convene and chair meetings and appoint people to be on committees in consultation with the advisor (s). The vice-president shall serve in place of the president when he/she is unable to be present. The treasurer shall coordinate fundraising and budget allocations in consultation with the Hillel Director. The secretary shall take minutes.
b) Any University of Iowa student who is a member of Hillel may hold office. A student must be elected in the annual election meeting or in a specially convened meeting of the members.
c) Elections to office shall be held at the end of the spring term each year. A vacant office will be filled by the president or in a special election.
d) A person may be removed from office only after consulting with the

CONSTITUTION OF CAMPUS CHRISTIAN FELLOWSHIP

Article I

Purpose

The purpose of Campus Christian Fellowship (CCF) is to strengthen the faith of its members through biblical study, prayer, and fellowship, and to train and equip them for the work of God's kingdom throughout the world.

Article II

Membership

In no aspect of its programs shall there be any difference in the treatment of persons because of race, creed, color, national origin, disability, age, gender, any consideration based on affectional, sexual, 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 access to membership, programming, facilities, and benefits shall be open to all persons.

A member shall be defined as one who attends three meetings of CCF during any two-month period and chooses to be an active part of the group. Membership will cease upon graduation or at the individual's request.

Article III

Officers

There will be a three person Cabinet to oversee the affairs of CCF. This Cabinet will be responsible for organizing and advertising meetings and activities. Any person who has been a member of CCF for at least one semester prior to taking office is eligible to be a Cabinet member. One member of the Cabinet will be chosen to oversee the meetings of the membership. Another will take minutes of these meetings and insure that these minutes are distributed to all members.

Nominations for all cabinet positions shall be made at least three days before elections. Elections must be announced and advertised at least three weeks in advance. Elections shall be held by secret ballot cast by the membership. The three nominees receiving the greatest number of votes shall assume the duties of office. The elections will take place before the final week of Spring semester.

Cabinet members will serve for one academic year.

Any member of the Cabinet can be impeached for failing to discharge the duties of office. An impeachment proceeding may be initiated by a simple majority vote of the membership or a simple majority petition of the membership. A cabinet member will be removed from office by an affirmative vote of two-thirds of the membership. Voting shall be by secret ballot at least one week following impeachment.

Vacancies may be filled as determined by the vote of the membership.

Article IV

Meetings

Meetings will be held on the first Thursday of September, November, February, and April. The membership will be notified by mail at least two weeks in advance of each meeting. A quorum of one-half plus one is required to carry out business. In addition to these regularly scheduled meetings, the Cabinet can call a special meeting or a petition from at least 25% of the members can call a meeting.

Article V

Finances → need financial statement.

There are no membership dues. Funds for activities are provided by interested individuals and churches and are administered by the Iowa City Church of Christ. Upon dissolution state money and mandatory student fees revert back to the granting organization. Group fees should be divided as stated in the constitution.

Article VI

Amendments

Amendments to this constitution must be submitted to the Cabinet. The proposed amendment must be signed by at least three members of CCF. The amendment will then be presented to the membership at the next scheduled meeting for consideration. The amendment shall then be tabled for at least one week. Passage requires an affirmative vote of at least two-thirds of the membership.

Young Women for America at Iowa Chapter Constitution

- **Article I: Name**
  - The name of the organization shall be Young Women for America at Iowa.

- **Article II: Purpose**
  - Section 1 - It shall be the purpose of YWA at Iowa for women and like-minded men, from all walks of life, to come together and work together to restore the family to its traditional purpose and thereby allow each member of the family to realize their God-given potential and be more responsible citizens.
  - Section 2 - It shall be the mission of YWA at Iowa to protect and promote Biblical values among all citizens—first through prayer, then education, and finally by influencing our society—thereby reversing the decline in moral values in our nation.
  - Section 3 - [redacted] the Statement of Faith of Concerned Women for America as follows:
    - We believe the Bible to be the verbally inspired, inerrant Word of God and the final authority on faith and practice.
    - We believe Jesus Christ is the divine Son of God, was born of a virgin, lived a sinless life, died a sacrificial death, rose bodily from the dead on the third day and ascended into Heaven from whence He will come again to receive all believers unto Himself.
    - We believe all men are fallen creations of Adam's race and in need of salvation by grace through personal faith in the Lord Jesus Christ.
    - We believe it is our duty to serve God to the best of our ability, to pray for a moral and spiritual revival that will return this nation to the traditional values upon which it was founded.
  - Section 4 - It shall be the policy of YWA at Iowa to adhere to all University of Iowa policies regarding student organizations.

- **Article III: Membership**
  - Section 1 - Membership is available to all who are affiliated with the University of Iowa, including community members. However, in accordance with University policy, the organization must be ⅔ students.
  - Section 2 - There will be no dues for membership.

- Section 3 - A member may be removed for: ~~inappropriate behavior~~ ambiguous. Removal of membership will be evaluated on a case by case basis including a meeting with the president and executive board.
- Section 4 - Removal of Membership and Reinstatement Procedures
  - Any member may have their membership revoked by 2/3 vote of the Executive Committee. Any member removed may appeal to the general membership. Said member shall be considered reinstated by 2/3 approval by a member vote.
- Section 5 - UI Human Rights Clause
  - *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 IV: Voting**
  - Section 1 - A quorum will be 50% of the total group plus one.
  - Section 2 - Each member in good standing may vote. A member in good standing is anyone who has attended 50% of the meetings.
  - Section 3 - Proxy voting is allowed by the following process: OrgSync-Poll.

- **Article V: Officers/ Executive Committee**
  - Section 1 - Requirements to be eligible to serve as an officer are:
    - Must be enrolled at The University of Iowa with full time status
    - Must maintain a minimum 2.25 grade point average.
    - Must have been a member of organization for a minimum of one year.
  - Section 2 - The Young Women for America at Iowa shall have a President, Vice President, Secretary and Treasurer. These officers shall comprise the Executive Committee or Board.
  - Section 3 - The term of office shall be from April to April.
  - Section 4 - The election of officers shall be held annually. At least two weeks' notice shall be given before the election meeting. Nominations shall be initiated from the floor and elections done by ballot. The nominee receiving majority vote will be elected.
  - Section 5- In the event of a tie, the executive council will convene and the president will withdraw their vote.

Constitution and Bylaws for Ratio Christi at University of Iowa

I. Name

The name of this organization is Ratio Christi at University of Iowa (hereafter referred to as "Chapter"), a group consisting of at least 80% undergraduate and/or graduate students at the University of Iowa (hereafter referred to as "School").

II. Purposes

2.1. The Chapter will be guided by the following purposes:

The mission is to equip university students and faculty to give historical, philosophical, and scientific reasons for following Jesus Christ. The purpose for which the Ratio Christi, Inc. (Ratio Christi) is organized is to encourage and strengthen the faith of Christian students at public and private institutions around the world, while sharing Christ's message and love with those who have not yet accepted Him. By situating apologetic clubs at universities nationally and internationally, Ratio Christi will take part in the battle for the mind by encouraging dialogue and stimulating discussion directed towards secularism and answering life's pressing questions.

2.2. To this end, this chapter of Ratio Christi shall have as its objectives:

(a) Expressing the Good News of Jesus Christ through all activities of the Chapter.
(b) Empowering students to grow deeper in the knowledge of and love for Jesus Christ, and enabling them to effectively share that knowledge and love with others by building relationships and promoting Christian discipleship.
(c) Encouraging dialogue and stimulating discussion directed towards answering life's pressing questions
(d) Engaging the entire campus by serving as catalyst for apologetics-related discussion at the university. Students will meet to discuss culturally relevant issues related to history, science, philosophy, and theology and ask how they pertain to a biblical worldview and the truth of Christianity. Further, through campus-wide events, we will encourage all students and faculty to interact with Christian thinkers on an objective, intellectual basis. This chapter will attempt, at least once per year, to create a platform for Christian thinkers to interact with the academy at large in the form of a public discussion, lecture or debate.
(e) Extending offers to provide apologetics training to other campus ministries, local churches, youth groups and Christian junior and senior high schools.

III. Membership

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.

3.1. *Membership Requirements.* **Chapter membership is open to those who agree with and promote the purposes enumerated in Article II.** Attendance at Chapter meetings alone does not confer Chapter membership. Only students of the School can vote or hold office. There will be no maximum number of members. Each member must attend at least one meeting per semester or submit in writing to the Chapter Officers an explanation of why they are not able to attend at least one meeting. Attendance will be kept for meetings. **Chapter officers will confer Chapter membership on those who request it if the officers are satisfied that the prospective member satisfies the membership requirements.** The officers will respond in writing to the membership request and keep a written record of all current members.

3.2. *Eligibility to vote.* Only Chapter members are eligible to vote on any Chapter business. All officers are considered voting members.

3.3. *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. **If any member ceases to meet the membership requirements as specified in paragraph 3.1 their membership may be terminated by a vote of 2/3 of the chapter's membership or a unanimous vote of the chapter officers.**

3.4. *Appeals.* A Chapter member terminated as a result of action taken pursuant to paragraph 3.3 above may appeal such termination by requesting a hearing before the Chapter officers and Chapter Director, whose decision shall be final. The decision of the Chapter officers and Chapter Director must be unanimous to reverse the prior termination decision.

IV. Officers

4.1. *Eligibility Requirements.* The Chapter must consist of at least three (3) officers who are enrolled as students at the School **and have served as active voting members of this Chapter for one year prior to serving as an officer** (except for the first year of the Chapter's existence). Chapter officers must be in good academic standing, meet any requirements imposed by the School for number of credit hours and grade point average (if required), **and profess a personal relationship with Jesus Christ and abstain from any conduct that would impair their ability to**

bear witness of their faith and serve the purposes of the organization. The Ratio Christi Chapter Director shall review any candidates for office and determine their eligibility in cooperation with the outgoing officers. His or her determinations as to the candidates' eligibility under this constitution shall be final. A Chapter officer who for any reason ceases to be a student at the School shall immediately cease to be an officer of the Chapter.

4.2. *Officer duties.* The primary responsibility of all Chapter officers is to live in a manner that is consistent with Christian beliefs and conduct standards, so as not to undermine the effectiveness of the Chapter's Christian witness on campus. Officers are also responsible to ensure that the viewpoints the Chapter advocates on campus through its events and activities are consistent with Christian teaching and a Biblical worldview. Chapter officers are responsible for approving membership requests as stated in Article 3.1. The following offices and specific duties are stated for the use of those holding office. Since a Chapter may consist of as few as three (3) people, it is understood that the offices of Secretary and Treasurer may be combined.

President. The President shall preside over Chapter business meetings and meetings of the Officers. The President shall operate as the Chapter's representative to the School community and the public-at-large in all matters for which a formal representative is required or appropriate. Initiates projects, sets events and opportunities into course, and informs members of these. Presides over Chapter business meetings and meetings of the Officers.

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 the powers of, and be subject to all the restrictions upon, the President. The Vice President oversees recruitment for the club.

Secretary. The Secretary shall maintain all non-financial records of the Chapter and shall be responsible for preparing minutes of all meetings. Deals with all matters concerning times, dates, and scheduling for events. Takes roll via the member sign-in sheet at all meetings.

Treasurer. The Treasurer shall maintain 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 financial accounts pursuant to the procedures described in Article VII. Presents all financial activity to the Chapter officers, Chapter Director, and faculty/school advisor.

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

4.3. *Transition of authority*. To insure the continual well-being of the Chapter, outgoing officers shall facilitate the orderly transition of authority by taking adequate time in the winter and spring to train new officers. The Chapter shall implement a procedure to ensure the selection of at least three new officers by no later than April 30th of each year. The election timeline and nomination process must be announced to members at least two weeks prior to the elections meeting. The outgoing officers shall solicit nominations for new officers from the membership and, after consultation with the Director and evaluation of the candidates' eligibility, present to the membership a list of those members eligible for election for each office. The determination by the officers, in consultation with the Director, of an individual's eligibility to hold office shall be final.

4.4. *Election of Officers*. The Officers, in consultation with the Director as described in 4.3 shall present to the members a candidate or candidates for officer positions for the following year. A majority vote of the membership shall be required for the election of any officer. Should a vote fail to result in a majority for any position for which more than 2 candidates are presented, the Officers may, in their discretion, remove the candidate receiving the fewest votes from consideration. This process may be repeated until a candidate receives a majority. Should the membership fail to break a tie between any two candidates for an office after two separate votes, the outgoing chapter President shall break the tie. New Officers take office at the last meeting of the Spring semester and remain in office until the next election. The Officers remain in office over the summer.

4.5. *Forcible removal of an officer*. If an officer fails to maintain School requirements for holding office, he or she shall resign immediately. If it is believed that an officer is not fulfilling his or her constitutional duties, then a petition requesting his or her removal must be signed by at least half of the voting membership and half of the Officers and presented at a general meeting or special meeting called by the Officers. Then, upon verification of the validity of the petition, by the Chapter Director, and, at least two weeks but no more than four weeks from the date of submission, another meeting shall be held at which the petition will be presented, with both sides having the opportunity to present a case. The President will preside over the removal hearing unless the President is the subject of the hearing in which case the Chapter Director will preside. After all arguments have been heard a vote will be taken. The removal of a current officer requires a 75% majority vote of Chapter members.

questionable.

4.6. *Vacancies*. If a vacancy of an Officer position exists, due to resignation or removal or other, the remaining Officers can decide whether to leave the position unfilled until the next regular election or to call for a special election. If it is determined to leave the President's office unfilled, then the Vice President shall perform the duties of the President, and when so acting, shall have all the powers of, and be subject to all the restrictions upon the President. If a special election is called the election timeline, nomination process, and voting procedures shall be the

same as enumerated in Article 4.3 and 4.4 above, except that it will not be limited to the Spring semester.

4.7. *Committees*. The Officers can call for a committee to be put together to discuss any necessary issues, determine a course of action, and implement that action regarding the issue. A committee will be composed of an officer and any number of other members. The committee members must present their recommendations to the Officers and Chapter Director who will determine the appropriate course of action.

V. Chapter Director and School/Faculty Advisor

5.1. *Chapter Director:* Ratio Christi will appoint a Chapter Director to each chapter. This person must have a strong background in classical apologetics and must meet all requirements of Ratio Christi for the position of Chapter Director. If necessary, a faculty member or another person may be appointed by Ratio Christi as Interim Chapter Director. The Chapter Director must profess a personal relationship with Jesus Christ and abstain from any conduct that would impair their ability to bear witness of their faith and serve the purposes of the organization. The officers shall meet with the Chapter Director on a regular basis and shall keep him or her informed of chapter meetings, special events, financial matters, problems within the Chapter or the School, and other relevant matters. It is possible that the school/faculty advisor and the Chapter Director may be the same person as long as that person meets all the provisions of this paragraph. The Ratio Christi Chapter Director shall review candidates for student office and determine their eligibility in cooperation with the outgoing officers. The Chapter Director's determinations as to the candidate's eligibility under this constitution in order to affiliate with Ratio Christi shall be final. The Chapter Director shall be considered a Ratio Christi staff member.

5.2. Chapter *School/Faculty Advisor*. The Chapter must have a faculty/staff/school Advisor.The Chapter officers, with the assistance of the Chapter Director, will identify an Advisor meeting the requirements of the School for this position. Optimally, the school/faculty advisor will meet the provisions in 5.1 concerning profession of faith and personal conduct. If the Chapter is unable to find a school/faculty Advisor who meets both the provisions of Paragraph 5.1 and the School requirements, the Chapter should select an advisor who supports the Christian apologetic aims and goals of the Chapter. If such an advisor cannot be identified, the Chapter may identify a "chapter school/faculty Advisor" only for administrative purposes, in addition to the appointed Chapter Director for the Chapter. The Advisor and the Chapter Director may be the same person as long as that person meets all the provisions in Paragraph 5.1.

5.3. *Chapter Advisor Selection*. An Advisor will be chosen within three weeks of a vacancy. Nominations for Advisor will take place by the existing Officers and the Chapter Director. The Advisor will then by chosen by a majority vote of the Officers and invite him/her to serve as Advisor for the next academic year. During officer elections each Spring semester, the Officers will by a majority vote on whether to continue the Advisor appointment or not. The

Advisor can be removed for not carrying out the duties and expectations as defined in this document. Any member can bring concerns to the Officers. The Officers will discuss the concerns and if necessary vote on whether to remove the Advisor by majority vote of the Officers. If an Advisor steps down, is removed, or is not re-appointed, the Officers will use the process herein to select another Advisor.

VI. Meetings

6.1. *In general.* Chapter meetings shall be held with enough frequency to accomplish the mission and purposes enumerated in Article II; at a minimum, at least four (4) general meetings shall be held during each school year. The officers, in consultation with the Chapter members and advisor, shall determine the frequency, time, place, and agenda of each meeting and shall insure that adequate notice is given of each meeting.

6.2. *Attendance.* All students and faculty are welcome to attend public Chapter meetings and events. The privilege of attendance does not depend on one's race, age, ability/disability, color, national origin, religion, race, sex, veteran status, or sexual orientation or behavior. Disruptive behavior, as determined by the Chapter Officers or the Chapter Director, may be cause for expulsion of student(s) and faculty and guests from Chapter meetings and events.

6.3. *Parliamentary Procedure. Roberts' Rules of Order, Newly Revised* will be used for meetings in instances not covered in this constitution.

6.4. *Voting Mechanism.* All votes will be taken by verbal, handraising, or secret ballot at the discretion of the Officers. During a secret ballot, the voting members will write their vote on a piece of paper and turn it in to the advisor/director and secretary, who will collect the ballots and announce the results per the guidelines listed below.

6.5. *Absentee Voting.* In the event that a voting member will be absent during a vote, this voting member should e-mail a vote to the advisor/director by the end of the period in which the vote is scheduled to take place.

6.6. *Voting Criteria.* The requirement for a vote for a proposal to pass will be a 50% quorum by the voting members unless otherwise stipulated in this constitution.

6.7. *Results.* The results will be announced by the President or Chapter Director via e-mail within 24 hours of the vote. Any appeals must be directed to a member of the Officers within 48 hours of this announcement, and the Advisor and/or Director shall decide whether the appeal is worthy to be entertained by the voting members at large. If this is the case, the voting members will take a new vote by the procedures listed above.

6.8. *Applicability.* These procedures are to be followed whenever any vote is taken; this shall include, but is not limited to, elections of officers, removals of officers, and decisions

CONSTITUTION OF INTERNATIONAL NEIGHBORS

ARTICLE I. VISION & PURPOSE

Section 1.

The vision of International Neighbors is to be a welcoming community of international students, spouses, and scholars that explores the teachings of Jesus and serves the campus.

Section 2.

In response to God's love, grace and truth:

The Purpose of the Chapter is to establish and advance at University of Iowa's international witnessing communities of students and faculty who follow Jesus as Savior and Lord: growing in love for God, God's Word, God's people of every ethnicity and culture and God's purposes in the world.

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.

Membership in the Chapter is open to anyone officially connected to the University of Iowa as faculty, staff, or registered student as well as those from the community such as alumni and the general public, as long as 80% of the active members of this organization are currently enrolled UI undergraduate or graduate and professional students.

An Active Member is a currently enrolled student at the University of Iowa who has attended meetings of the Chapter for at least two (2) months. Active Members remain in good standing unless the member falls out of good standing with the University of Iowa (illegal activity, harm

to other students, etc). At that point, membership would be reevaluated, see Article IV. Section 2.

A Leadership Team of members will guide the chapter each year. This team will have a President, Vice President, Treasurer, and a Student Government Representative. The number of leaders, including the Leadership Team, and other positions will vary each year depending on current membership and the needs of the fellowship. The standing Leadership Team with the assistance of IVCF Staff will determine positions each year. Nominations will be accepted during the first meeting in March and leadership selection will be determined by the current Leadership Team, no later than April 15th (see Article VII).

Section 2.

Members of the Chapter may be removed if they pose any form of a threat-physical, spiritual or psychological-to any member of the organization or if they disrupt Chapter meetings or other activities. Members may be removed from membership by a simple majority of the Leadership Team. Any member of the Chapter may make a complaint against any member in the Chapter including a member of the Leadership Team. Following the complaint, the Leadership Team (or a member(s) of the Leadership Team) shall meet to confer with the Chapter's IVCF Staff for advice and counsel. They will also meet with both the complaining individual and the accused member. No member may be removed without first receiving a full and fair hearing from the Leadership Team. A member complained against may only be removed by at least a simple majority agreement of the members of the Leadership Team.

ARTICLE III. DOCTRINAL BASIS

We believe in:

The only true God, the almighty Creator of all things, existing eternally in three persons Father, Son, and Holy Spirit--full of love and glory.

The unique divine inspiration, entire trustworthiness and authority of the Bible.

The value and dignity of all people: created in God's image to live in love and holiness but alienated from God and each other because of our sin and guilt, and justly subject to God's wrath.

Jesus Christ, fully human and fully divine, who lived as a perfect example, who assumed the judgment due sinners by dying in our place, and who was bodily raised from the dead and ascended as Savior and Lord.

Justification by God's grace to all who repent and put their faith in Jesus Christ alone for salvation.

The indwelling presence and transforming power of the Holy Spirit, who gives to all believers a new life and a new calling to obedient. service.

The unity of all believers in Jesus Christ, manifest in worshipping and witnessing churches making disciples throughout the world.

The victorious reign and future personal return of Jesus Christ, who will judge all people with justice and mercy, giving over the unrepentant to eternal condemnation but receiving the redeemed into eternal life.

To God be glory forever.

ARTICLE IV. Officers/Executives and Duties
Section 1.

The Leadership Team may select secondary leaders to serve the Chapter each year as needed.

Officer duties are as follows:

President	Duties include calling and chairing all meetings, preparing the agendas, representing the official position of the organization to the University and all external individuals and groups, delegating responsibilities, and any other duties that the membership might assign.
Vice President	Duties are as assigned by the President. In case of a vacancy in the President, the Vice President will assume the duties of the President until a special election can be held to fill the President position.
Treasurer	Duties include handling all financial transactions, keeping the financial records of the organization, ensuring the organization is meeting all

University policies, and federal and state laws. The Treasurer will also make periodic reports to membership.

Student Government Representative	Duties include booking of rooms, representing the organization at required meetings, and making sure the organization keeps its active status on campus

Section 2.

President's duty is to plan for events and organize other leaders' work.

Vice president's duty is to help plan events.

Student government representatives' duty is to execute plans for events.

Treasurer's duty is to manage funds.

Section 3.

Leaders may be removed from their position by a simple majority of the Leadership Team. Any member of the Chapter may make a complaint against any leader in the Chapter including a member of the Leadership Team. Following the complaint, the Leadership Team (or a member(s) of the Leadership Team) shall meet to confer with the Chapter's IVCF Staff for advice and counsel. They will also meet with both the complaining individual and the accused leader. No leader may be removed without first receiving a full and fair hearing from the Leadership Team. A leader complained against may only be removed by at least a simple majority agreement of the remaining members of the Leadership Team. **Misrepresentation on the leadership application (c.f. Article XII) shall be grounds for the immediate removal of the leader by the Leadership Team.**

Section 4.

The majority of the leaders on the Leadership Team of International Neighbors shall be international students from the University of Iowa. This shall maintain the vision of being a welcoming community of international students, spouses, and scholars that explores the teachings of Jesus and serves the campus.

ARTICLE V. ADVISOR

An advisor will be selected each year and evaluated each year. The advisor is selected on the basis of being in support of the efforts of International Neighbors at the University of Iowa. The advisor is chosen to give input and perspective to Student Leaders and Members on issues regarding meetings, events, spiritual development, or anything else that may be facing the group. If the advisor does not fulfill the standing expectation, the Leadership Team will meet with the advisor first to review these expectations. If the advisor is not able to meet this expectation they will be asked to resign as advisor. Employees (Staff) of InterVarsity Christian Fellowship (IVCF)/USA assigned by IVCF to the Chapter may partner with the Chapter.

ARTICLE VI. MEETINGS

The Leadership Team will be responsible for organizing all meetings, activities and events of the Chapter in order to fulfill the Purpose of the Chapter (Article I). Leaders may call meetings at any time necessary. The Meetings shall be called "International Neighbors". The Purpose of Meetings will be to gather and align members through study, community, events, and activities. Meeting frequency may vary and increase as the group grows. The Leadership Team in its entirety constitutes a quorum.

ARTICLE VII. ELECTIONS
Section 1.

Only Active Members will be eligible to be nominated for leadership positions. An Active Member can receive a leadership application (c.f. Article XII) upon nominating her/himself or upon nomination by any other Active Member. Each application will ask potential leaders to express their views on matters that are necessary for advancing the purpose and core beliefs of the Chapter stated in Articles I and III of this Constitution. Applications must be signed to be considered.

Section 2.

After review of the applications and interviews with the candidates, the Leadership Team (or a selection committee assigned by the Leadership Team with the advice of the IVCF Staff), shall

ARTICLE IX. AMENDMENTS
Section 1.

Amendments can be proposed verbally at a Leadership Team meeting or may be submitted in writing to any Leadership Team member.

Section 2.

Any Active Member of the Chapter may submit an amendment.

Section 3.

Amendments will be considered by Leadership Team members and must pass by a 3/4^{ths} vote of the Leadership Team.

Section 4.

The Chapter may not amend Article I or Article III of this Constitution without the express, written permission of InterVarsity Christian Fellowship/USA.

ARTICLE X. RATIFICATION

This constitution is ratified on

ARTICLE XI. CHAPTER COVENANT

Active Members of the Chapter who wish to be leaders must sign the Statement of Agreement (Purpose Statement (Article I) and Doctrinal Basis (c.f. Article III)), commit to abide by the Statement of Agreement in their conduct, and agree to devote sufficient time to the Chapter, as indicated by completing and signing the leadership application (c.f. Article XII).

ARTICLE XII. LEADERSHIP APPLICATION

International Neighbors

Chapter Leadership Application

University of Iowa

As a prospective leader of International Neighbors at University of Iowa you are preparing for serious spiritual responsibilities. You will be expected to exemplify Christ-like character, conduct and leadership (e.f. the following relevant passages: 1 Peter 5:1-7; 2 Timothy 3:1-13; Galatians 5:19-26; and 1 Corinthians 6: 7-11). This application is designed to help you understand these expectations more clearly. It will also assist the Leadership Team in getting to know you as they seek to pass on the leadership of this Chapter to faithful persons.

(9) "... not men who practice homosexuality

I. Personal Information

1. Please describe briefly your relationship with Jesus Christ and how you have come to faith in him.

2. What strengths, gifts, talents, or skills do you believe God has given you for service?

3. Briefly describe the pattern of your personal devotional life.

4. Are you involved in a local church? Which one? How would you describe your involvement there?

5. What training have you received (through International Neighbors or elsewhere) to develop your Christian life and leadership? What training do you intend to pursue in the future?

6. Are there any significant time commitments that you have for the next year (e.g. academics, job, athletics, clubs, musical groups, etc.) that would potentially conflict with your responsibilities as a leader of the Chapter? Are you able and willing to devote about 10 hours per week to your responsibilities as a leader? Are you able to make a year long commitment?

7. Briefly, how would you evaluate the strengths and weaknesses of the Chapter?

8. How do you see yourself helping to advance the purpose and mission of the Chapter next year?

II. Leadership Commitments

1. Scripture sets high standards for Christian leaders. Read and study the following passages: 1 Peter 5:1-7; Galatians 5:19-26; 2 Timothy 3:1-13; and 1 Corinthians 6: 7-11. Bearing in mind these qualifications (and the fact that all believers are in the process of becoming more Christ-like and have not yet reached perfection), can you in good conscience make yourself available for a leadership position?

2. Read Articles II and III carefully and then answer the following questions.

   a. Do you agree with the Chapter's Purpose?

   b. Do you affirm the IVCF Doctrinal Basis?

   c. Do you agree to conduct yourself publicly and privately as a person who agrees with each element of the Doctrinal Basis and the standards for Christian Leaders?

   d. In the event that you have a disagreement with the other leaders over the practical meaning and application of the Purpose and Doctrinal Basis to your life, do you agree to submit that disagreement to the Leadership Team and abide by any decision made by at least a simple majority of the Leadership Team (c.f. Article V, Section 3)?

I affirm my personal commitment to these beliefs, purposes and conduct.

_____ _____

(Signature) (Date)

Affirm Articles of faith

CONSTITUION OF CHI ALPHA CHRISTIAN FELLOWSHIP

PREAMBLE

The Name of this organization shall be Chi Alpha Christian Fellowship. Chi Alpha Christian Fellowship is affiliated with Chi Alpha Campus Ministries.

DATE

Submitted 3rd day of December 2012

ARTICLE I
Purpose

The purpose of Chi Alpha is to Reconcile Students to Christ and Transforming the University, the Marketplace, and the World (II Corinthians 5:20). We do this by:

1) Sharing the Good News of Hope and Salvation through Christ with the University of Iowa community;
2) The Great Commission (Matthew 28:19-20)
3) Discipling Christians in all aspects of the Christian faith so they are equipped to lead lives that glorify and honor God;
4) Providing opportunities for fellowship, discussion, prayer, and Biblical training regarding the needs of students and the issues they face;
5) Providing a connection to a local church.

The purpose of this organization shall be to promote the spiritual and social life of the students of the University of Iowa by providing those opportunities for worship, fellowship, training and evangelism which will accomplish those ends.

ARTICLE II
Membership

A. Statement of Equality

In no aspect of its program 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.

B. Limitations of Membership

Currently enrolled students, faculty and staff at University of Iowa are eligible for membership.

C. Membership Classes

1. Voting membership shall consist of students who have attended at least 60% of the first 8 meetings since they started attending Chi Alpha. To maintain voting membership they must continue to attend at least 60% of the meetings held each week.
2. Non-voting membership shall consist of students who have not attended at least 60% of the meetings and all faculty and staff.
3. Leadership shall consist of members who are personally willing to serve in the Chi Alpha ministry at the University of Iowa in the following areas: small group bible study leaders, worship leader, meeting coordinator. These leaders shall be in agreement with the Articles of Faith set out in Appendix A.

D. Selecting Members

People who begin attending the weekly meetings are eligible for one of the two types of membership noted in Article II section C.

E. Revoking Membership

Membership in Chi Alpha may be revoked by two-thirds consent of all voting members.

1. Members may be removed if they are actively opposed to the organization's purpose and disruptive to the orderly process of the organization's activities.
2. Appeal of revocation – The revoked member may appeal their revocation by asking for:
   a) A three-member advocacy committee consisting of three Chi Alpha Christian Fellowship members appointed by the faculty advisor to review the revocation.
   b) The faculty advisor to review the revocation

ARTICLE III

Officers and Duties

A. Qualifications for officers.

1. Chi Alpha Christian Fellowship requires a minimum 2.5 Cumulative GPA for all officers.
2. In order to become an officer, a student must have attended at least 60% of the first 8 meetings since they started attending Chi Alpha Christian Fellowship and

maintain a 60% attendance record through the rest of the school year.

3. To hold office, a student must have attended one of our leadership training seminars.

4. Chi Alpha officers are required to be in sincere agreement with the Articles of Faith set out in Appendix A and to be in fellowship with local churches of like faith and order. Chi Alpha officers are obligated to conform to the Christian standards of conduct of Chi Alpha, and to maintain and advocate views that are consistent with the Articles of Faith of Chi Alpha, to maintain their offices.

B. Listing of Officers.

1. There shall be a President, Vice-President, and Secretary.
2. These shall be named the Executive Committee for all official business.

C. Powers and duties.

1. The President shall preside at all business sessions and shall perform any other duties usually connected with the office. The President shall be responsible for all publicity related responsibilities such as articles in the college newspaper.
2. The Vice-President shall perform the President's duties when the President is absent. The Vice-President shall assume such responsibilities in the organization as designated by the Executive Committee. The Vice-President shall also serve as the meeting coordinator.
3. The Secretary shall keep minutes of all business sessions, and shall conduct all correspondence for the organization. The Secretary shall assume such responsibilities in the group as designated by the Executive Committee. If the student organization receives Student Activity Budget Committee funding, the Secretary will remain in contact with the Student Organization Business Committee.

D. Term of Office.

All officers shall serve a term of office of one year from annual business meeting to annual business meeting. Officers are able to serve consecutive terms if willing and elected by majority vote.

E. Vacancies.

Any vacancy in office may be filled by election at a duly called special business meeting of the organization or by appointment of the Executive Committee. The officer elected shall finish the current term. Positions will be filled within three weeks after a vacancy occurs.

F. Impeachment.

Any elected officer may be impeached and removed from office if such a decision is reached by a two-thirds vote of the Executive Committee. The Executive Committee then must present this decision to the voting members in which a two-thirds vote is required to impeach an officer.

G. Appeal of Impeachment

The impeached officer may appeal their impeachment by asking for:

1. A three-member advocacy committee consisting of three Chi Alpha Christian Fellowship members appointed by the faculty advisor to review the impeachment.
2. The faculty advisor to review the impeachment.

H. The officers must inform the members of the **Issues of Equal Opportunity and Student Conduct** at the initial meeting. Thereafter, all members shall be responsible for knowing and abiding by these policies.

What Else?

ARTICLE IV

Advisor, Chaplain, Affiliation

A. To the Faculty Advisor and to the University: The Chi Alpha Chapter shall be under the guidance of the faculty advisor whose counsel shall be respected in all activities and practices which pertain to the school.

1. The Advisor shall serve at least one year with as many consecutive terms as he or she is willing to accept.
2. The Advisor shall be appointed by the Chi Alpha Chaplain.
3. The Chi Alpha Chaplain will change advisors according to his/her own discretion.

B. To the Chi Alpha Chaplain: The Chi Alpha Chapter shall be under the spiritual supervision of the Chi Alpha Chaplain, whose advice and direction shall be respected in all activities. He or she shall be a licensed minister of the Assemblies of God Denomination.

C. To the Assemblies of God Denomination: Chi Alpha Christian Fellowship shall be affiliated with the national organization of Chi Alpha Ministries, Springfield, Missouri.

ARTICLE V

Meetings

A. Meetings are held weekly.

B. The membership is notified by weekly emails and by posters and phone calls.

Appendix A:

CHI ALPHA AT UNIVERSITY OF IOWA'S ARTICLES OF FAITH AND OFFICER ATTESTATION FORM

1. I believe that the sixty-six books of the Old and New Testaments are verbally inspired of God and inerrant in the original writing, and that they are of supreme and final authority in faith and life. (II Timothy 3:16-17; II Peter 1:19-21)
2. I believe in one God, eternally existing in three persons: Father, Son and Holy Spirit, equal in essence, while distinct in personality and function. (Exodus 20:2-3; Matthew 28:19; I Corinthians 8:6)
3. I believe and support the Assembly of God and the 16 fundamental truths or APPENDIX B.
4. I believe in and support the vision of the leadership of the Chi Alpha Campus Director and Chi Alpha Campus Advisory Committee.

Print Name Here_____

Sign Name Here_____

Date Here_____

Appendix B:

CHI ALPHA AT UNIVERSITY OF IOWA'S ARTICLES OF FAITH AND FUNDAMENTAL TRUTHS

Assemblies of God Fundamental Truths

These are nonnegotiable tenets of faith that all Assemblies of God churches adhere to. This list is derived from the official Statement of Fundamental Truths.

1. WE BELIEVE...The Scriptures are Inspired by God and declare His design and plan for mankind.
2. WE BELIEVE...There is only One True God–revealed in three persons...Father, Son, and Holy Spirit (commonly known as the Trinity).
3. WE BELIEVE...In the Deity of the Lord Jesus Christ. As God's son Jesus was both human and divine.
4. WE BELIEVE...though originally good, Man Willingly Fell to Sin–ushering evil and death, both physical and spiritual, into the world.
5. WE BELIEVE...Every Person Can Have Restored Fellowship with God Through 'Salvation' (trusting Christ, through faith and repentance, to be our personal Savior). [1 of 4 cardinal doctrines of the AG]
6. WE BELIEVE...and practice two ordinances—(1) Water Baptism by Immersion after repenting of one's sins and receiving Christ's gift of salvation, and (2) Holy Communion (the Lord's Supper) as a symbolic remembrance of Christ's suffering and death for our salvation.
7. WE BELIEVE...the Baptism in the Holy Spirit is a Special Experience Following Salvation that empowers believers for witnessing and effective service, just as it did in New Testament times. [1 of 4 cardinal doctrines of the AG]
8. WE BELIEVE... The Initial Physical Evidence of the Baptism in the Holy Spirit is 'Speaking in Tongues,' as experienced on the Day of Pentecost and referenced throughout Acts and the Epistles.
9. WE BELIEVE...Sanctification Initially Occurs at Salvation and is not only a declaration that a believer is holy, but also a progressive lifelong process of separating from evil as believers continually draw closer to God and become more Christlike.
10. WE BELIEVE...The Church has a Mission to seek and save all who are lost in sin. We believe 'the Church' is the Body of Christ and consists of the people who, throughout time, have accepted God's offer of redemption (regardless of religious denomination) through the sacrificial death of His son Jesus Christ.
11. WE BELIEVE...A Divinely Called and Scripturally Ordained Leadership Ministry Serves the Church. The Bible teaches that each of us under leadership must commit ourselves to reach others for Christ, to worship Him with other believers, to build up or edify the body of believers–the Church and to Meet human need with ministries of love and compassion.

12. WE BELIEVE...Divine Healing of the Sick is a Privilege for Christians Today and is provided for in Christ's atonement (His sacrificial death on the cross for our sins). [1 of 4 cardinal doctrines of the AG]

13. WE BELIEVE...in The Blessed Hope—When Jesus Raptures His Church Prior to His Return to Earth (the second coming). At this future moment in time all believers who have died will rise from their graves and will meet the Lord in the air, and Christians who are alive will be caught up with them, to be with the Lord forever. [1 of 4 cardinal doctrines of the AG]

14. WE BELIEVE...in The Millennial Reign of Christ when Jesus returns with His saints at His second coming and begins His benevolent rule over earth for 1,000 years. This millennial reign will bring the salvation of national Israel and the establishment of universal peace.

15. WE BELIEVE...A Final Judgment Will Take Place for those who have rejected Christ. They will be judged for their sin and consigned to eternal punishment in a punishing lake of fire.

16. WE BELIEVE...and look forward to the perfect New Heavens and a New Earth that Christ is preparing for all people, of all time, who have accepted Him. We will live and dwell with Him there forever following His millennial reign on Earth. 'And so shall we forever be with the Lord!'

Name of Organization: Multiethnic Undergrad Hawkey Intervarsity
(please list full name)

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes (No) -old version

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

leadership application included... review please
-In leadership application refers to 1 s Corinthians 6 7-11
↓
Homosexuality / Sexual immorality

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? (Yes) No

MULTIETHNIC UNDERGRAD HAWKEYE INTERVARSITY CONSTITUTION

ARTICLE I. NAME

The name of this organization will be Black Campus Ministries(BCM): Multiethnic Undergrad Hawkeye Intervarsity at the University of Iowa.

ARTICLE II. PURPOSE

In response to God's love, grace and truth:
The Purpose of the Chapter is to establish and advance at the University of Iowa witnessing communities of students and faculty who follow Jesus as Savior and Lord: growing in love for God, God's Word, God's people of every ethnicity and culture and God's purposes in the world.

ARTICLE III. DOCTRINAL BASIS

We believe in:

The only true God, the almighty Creator of all things, existing eternally in three persons Father, Son, and Holy Spirit--full of love and glory.

The unique divine inspiration, entire trustworthiness and authority of the Bible.

The value and dignity of all people: created in God's image to live in love and holiness but alienated from God and each other because of our sin and guilt, and justly subject to God's wrath.

Jesus Christ, fully human and fully divine, who lived as a perfect example, who assumed the judgment due sinners by dying in our place, and who was bodily raised from the dead and ascended as Savior and Lord.

Justification by God's grace to all who repent and put their faith in Jesus Christ alone for salvation.

The indwelling presence and transforming power of the Holy Spirit, who gives to all believers a new life and a new calling to obedient service.

The unity of all believers in Jesus Christ, manifest in worshipping and witnessing churches making disciples throughout the world.

The victorious reign and future personal return of Jesus Christ, who will judge all people with justice and mercy, giving over the unrepentant to eternal condemnation but receiving the redeemed into eternal life.

To God be glory forever.

ARTICLE IV. MEMBERSHIP

Membership in the Chapter is open to anyone officially connected to the University of Iowa as faculty, staff, or registered student. An Active Member is a currently enrolled student at the University of Iowa who has attended meetings of the Chapter at least half-time. Employees (Staff) of InterVarsity Christian Fellowship (IVCF)/USA assigned by IVCF to the Chapter may partner with the Chapter.

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 V. LEADERS
Section 1.

A Servant Team of members will guide the Chapter each year. The number of leaders, including the Servant Team, and other positions will vary each year depending on current membership and the needs of the fellowship. InterVarsity Staff are full members of the chapter Servant Team. The standing Servant Team, which includes InterVarsity Staff, will determine positions each year. The Servant Team may select secondary leaders to serve the Chapter each year as needed.

Section 2.

The Servant Team will be responsible for organizing all meetings, activities and events of the Chapter in order to fulfill the Purpose of the Chapter (c.f. Article II).

Section 3.

Leaders may be removed from their position by a simple majority of the Servant Team. Any member of the Chapter may make a complaint against any leader in the Chapter including a member of the Servant Team. Following the complaint, the Servant Team (or a member(s) of the Servant Team) shall meet to confer with the Chapter's IVCF Staff for advice and counsel. They will also meet with both the complaining individual and the accused leader. No leader may be removed without first receiving a full and fair hearing from the Servant Team. A leader complained against may only be removed by at least a simple majority agreement of the remaining members of the Servant Team. Misrepresentation on the leadership application (c.f. Article XI) shall be grounds for the immediate removal of the leader by the Servant Team.

ARTICLE VI. OPERATIONS
Section 1.

Only Active Members will be eligible to be nominated for leadership positions. An Active Member can receive a leadership application (c.f. Article XI) upon nominating her/himself or upon nomination by any other Active Member. Each application will ask potential leaders to express their views on matters that are necessary for advancing the purpose and core beliefs of

Any Active Member of the Chapter may submit an amendment.

Section 3.

Amendments will be considered by Servant Team members and must pass by a 3/4ths vote of the Servant Team.

Section 4.

The Chapter may not amend Article II or Article III of this Constitution without the express, written permission of InterVarsity Christian Fellowship/USA.

ARTICLE IX. REMOVAL OF MEMBERSHIP

Members of the Chapter may be removed by a majority of the Servant Team (after consultation with the IVCF Staff) if they pose any form of a threat - physical, spiritual or psychological - to any member of the organization or if they disrupt Chapter meetings or other activities.

ARTICLE X. CHAPTER COVENANT

Active Members of the Chapter who wish to be leaders must sign the Statement of Agreement (Purpose Statement (c.f. Article II) and Doctrinal Basis (c.f. Article III)), commit to abide by the Statement of Agreement in their conduct, and agree to devote sufficient time to the Chapter, as indicated by completing and signing the leadership application (c.f. Article XI).

ARTICLE XI. LEADERSHIP APPLICATION

InterVarsity Christian Fellowship
Chapter Leadership Application
The University of Iowa

As a prospective leader of the InterVarsity Christian Fellowship at The University of Iowa you are preparing for serious spiritual responsibilities. You will be expected to exemplify Christ-like character, conduct and leadership (c.f. the following relevant passages: 1 Peter 5:1-7; 1 Timothy 3:1-13; Galatians 5:19-26; and 1 Corinthians 6: 7-11). This application is designed to help you understand these expectations more clearly. It will also assist the Leadership Team in getting to know you as they seek to pass on the leadership of this Chapter to faithful persons.

I. Personal Information

1. Please describe briefly your relationship with Jesus Christ and how you have come to faith in him.

II. Leadership Commitments

1. Scripture sets high standards for Christian leaders. Read and study the following passages: 1 Peter 5:1-7; Galatians 5:19-26; 1 Timothy 3:1-13; and 1 Corinthians 6: 7-11. Bearing in mind these qualifications (and the fact that all believers are in the process of becoming more Christ-like and have not yet reached perfection), can you in good conscience make yourself available for a leadership position?

2. Read Articles II and III carefully and then answer the following questions.

   a. Do you agree with the Chapter's Purpose?
   b. Do you affirm the IVCF Doctrinal Basis?
   c. Do you agree to conduct yourself publicly and privately as a person who agrees with each element of the Doctrinal Basis and the standards for Christian Leaders?
   d. In the event that you have a disagreement with the other leaders over the practical meaning and application of the Purpose and Doctrinal Basis to your life, do you agree to submit that disagreement promptly to the Servant Team and abide by any decision made by at least a simple majority of the Servant Team (c.f. Article V, Section 3)?

I affirm my personal commitment to these beliefs, purposes and conduct.

_____ _____

(Signature) (Date)

Name of Organization: *(please list full name)* Christian Pharmacy Fellowship

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: 9/1/2011

Do they have the Human Rights Clause verbatim? Yes No

*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.**

missing

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): page(1)

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

All officers must subscribe to the Articles of Faith.

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

Constitution

Title "CONSTITUTION OF CHRISTIAN PHARMACY FELLOWSHIP"

Preamble Christian Pharmacy Fellowship

Date: 9/1/2011

Article I

Purpose

Our passion and purpose is to grow in faith as Christian pharmacy professionals. To promote fellowship among Christian pharmacists, pharmacy students, and their friends and families through Bible study, prayer, and worship. To identify issues in the profession requiring group prayer. To encourage pharmacists and pharmacy students to share and present the gospel in their pharmacy practice or work. To promote involvement in the international organization and mission opportunities. To subscribe to the articles of faith as seen in the constitution of Christian Pharmacists Fellowship International.

Article II

Membership

a) In no aspect of its programs shall there be any difference in the treatment of persons because of race, nation 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.

b) Membership in this organization is open to all students and faculty members.

Article III

Officers and Duties

a) The leadership of this organization will consist of the following.
   - *Chairman*- will preside over meetings, uphold the honor and dignity of the organization, and lead large group activities
   - *Meeting Coordinator*- will facilitate organization of meetings
   - *Activities Director*- will be responsible for arranging speakers, service projects, and other activities
   - *Communications Coordinator*- will be responsible for press releases, e-mailing members, and new member recruitment
   - *Treasurer*- will keep track of the budget demands

b) All officers of this organization, leaders of Bible study groups, and speakers must subscribe to the Articles of Faith as stated in the bylaws of Christian Pharmacists Fellowship International.

c) There will be a nomination process for officer elections. Any member of the organization may make a nomination or nominate themselves for a position. This process shall occur prior to the election meeting as described in Article III.d.

Name of Organization: Christian Legal Society
(please list full name)

Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed: April 16, 15

Do they have the Human Rights Clause verbatim? Yes No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): Page (1 Back) Page (2 Front)

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

- must subscribe & affirm in order to be an officer.
- Bear witness to christ in the chapter.

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

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.

Commented [BH1]: The University of Iowa requires this section in all student constitutions.

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.

Commented (BH2): Iowa does not allow bank accounts.

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.

Commented [RH3]: This is required by the University of Iowa.

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

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

CLS Law Student Ministries
8001 Braddock Rd., Ste 302
Springfield, VA 22151 (mail)

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.

Name of Organization: J Reuben Clark Law Society
(please list full name)

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
Creed	
Color	
Religion	X
National origin	
Age	
Sex	
Pregnancy	
Disability	
Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	X
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:
P2 open / good to all men
P1 harmony with church of Latterday Saints

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? (Yes) No

CONSTITUTION
OF THE
J. REUBEN CLARK LAW SOCIETY

PREAMBLE

The students of the JRC Law Society come together to organize a society that will provide them representation at the University of Iowa College of Law. The JRC Law Society recognizes the differences of each individual and respects the rights of all individuals. The JRC Law Society understands the need for diversity, yet asserts the right to organize into a group that represents the ideals, beliefs and standards of individuals with commonality.

ARTICLE I--NAME

The name of the society shall be the J. REUBEN CLARK LAW SOCIETY. For general purposes, The J. REUBEN CLARK LAW SOCIETY may be referred to as the JRC Law Society or JRCLS.

ARTICLE II--PURPOSES

Section 1. To provide a society to represent the interests of law students who have [redacted] see Art III § 4.

Section 2. To provide a society where law student families can meet, and increase their friendships and connections to the legal community.

Section 3. To provide help for students to achieve better academic achievements with peers who [redacted] see Art III § 4.

Section 4. To provide legal symposiums in harmony with the [redacted] Art III § 4.

ARTICLE III--MEMBERSHIP QUALIFICATIONS

An Individual with interest in becoming a member of The JRC Law Society should consider:

Section 1. **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 2. The JRC Law Society does not require membership in the Church of Jesus Christ of Latter-day Saints.

Section 3. The Church of Jesus Christ of Latter-day Saints does not sponsor The JRC Law Society.

Section 4. The JRC Law Society does not meet for the purpose of proselytizing.

Section 5. The JRC Law Society believes in "being honest, true, chaste, benevolent, virtuous, and in doing good to all men; . . . If there is anything virtuous, lovely, or of good report or praiseworthy, we seek after these things.[1]

Section 6. Each member must be a law student enrolled at University of Iowa College of Law.

ARTICLE IV--OFFICERS

The JRC Law Society shall have Officers.

ARTICLE V--MEETINGS

Meetings shall be held as needed.

ARTICLE VI--AMENDMENTS AND RATIFICATION TO THE CONSTITUTION

Amendments and ratifications to the constitution can be made at any meeting of the JRC Law Society. The JRC Law Society must be given five (5) active school day's notice of such a meeting and the amendment. Two-thirds of the JRC law society members must participate in the voting process either by voting at the meeting or communicating in writing via email, hand written message or type written letter the vote. The amendment must be ratified by two-thirds vote of the members.

[1] Thirteenth Article of Faith of the Church of Jesus Christ of Latter-day Saints

Name of Organization:
(please list full name)
InterVarsity Graduate Christian Fellowship
Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes (No)

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.]
Not included

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): 1 & 2

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
Creed	X
Color	
Religion	X
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	
Any other individualized classification	

Please summarize inconsistent language:
General members have no requirement. Exec board members must subscribe to Basis of Faith as outlined in constitution

What is contradictory language related to?

Membership (Leadership) participants/events Other (please explain)

Does this constitution need further review? (Yes) No

BLinC-Def 002107

Constitution of The University of Iowa
Student Chapter of InterVarsity Graduate Christian Fellowship

February 18, 2004.

The name of this organization is InterVarsity Graduate Christian Fellowship, the University of Iowa Graduate chapter of InterVarsity Christian Fellowship/USA.

Article I – Purpose

InterVarsity Graduate Christian Fellowship at the University of Iowa is a student-led group with three primary aims: to offer companionship to the university graduate community; to take a fresh look at the life and message of Jesus; and to help Christian graduate students and faculty to grow spiritually and live faithfully as they develop their gifts and talents for service in the world.

Article II – Basis of Faith

Section 1. The Basis of Faith of this organization will be the basic Biblical truths of Christianity including:

a. The unique, divine inspiration, entire trustworthiness and authority of the Bible.
b. The deity of our Lord Jesus Christ.
c. The necessity and efficacy of the substitutionary death of Jesus Christ for the redemption of the world, and the historic fact of his bodily resurrection.
d. The presence and power of the Holy Spirit in the work of regeneration.
e. The expectation of the personal return of our Lord Jesus Christ.

Section 2. All leaders of this organization, leaders of Bible study groups and speakers must subscribe to the above Basis of Faith.

Article III – Membership

Membership and participation in this organization is open to all students, staff, faculty and others who desire to take part in and support its program and ministries. There are no minimum or maximum limits on membership, and membership is on a voluntary basis.

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 the equal opportunity and equal access to membership, programming, facilities and benefits shall be open to all persons.

General membership is open to all who wish to participate in the group's activities, and such members do not need to affirm the organization's statement of faith. Members who hold

leadership positions must affirm the organization's statement of faith; failure to do so will prevent them from serving as leaders, but their general membership will not be revoked. There are no official forms for general membership. Voluntary attendance at any of the group's activities qualifies as membership.

Article IV – Officers and Duties

Section 1. The leadership of this organization will consist of a visioning team, leadership team, worship team, and small group leaders.

a) Visioning Team: provides overall leadership for the group; assists in maintaining the group's overall direction with respect to both local and national yearly goals

Members of the visioning team include:
President: offers leadership in articulating the group vision
Large Group Coordinator: offers leadership in planning large group meetings
Publicity Coordinator: offers leadership in distributing information about the group's activities
Small Group Coordinator: offers leadership and assistance for small group leaders
Administrative Coordinator: offers leadership in maintaining the organization of the group

b) Leadership Team: assists the visioning team in implementing the vision and goals for the group by organizing and preparing for group activities
c) Worship Team: works with the leadership and visioning teams to prepare worship services for the group
d) Small Group Leaders: responsible for a regular gathering of students for activities such as but not limited Bible study or discussion groups

e) Additional leadership positions may be created by the visioning team as the need arises.

Section 2. Anyone who has demonstrated commitment to the group and its values is deemed eligible for consideration with respect to election to an office.
In order to be elected one must:
a) be approved unanimously by current officers for consideration
b) be approved by the campus advisor
c) affirm the local and national InterVarsity statement of faith

Section 3. Officers may be selected to an office provided they meet the three requirements listed in Article IV, sec 2. Officers are invited to positions by the visioning team, and acceptance is completely voluntary. If an office becomes vacant, it may be filled by using the same three requirements for the selection of a new officer by the presiding officers and advisor.

EXHIBIT B-2

University of Iowa student groups – Discriminatory Based on Sex

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Hawkapellas - Iowa	Sex	https://orgsync.com/19551/chapter	1727-1731	8/22/16	Yes.	“All-female a cappella group.”	"Members must audition to be in the club."
Iowa Men's Hockey	Sex	http://163544.orgsync.com/org/icehawks/home	1732-1733	No date listed.	Yes.	"Strives to promote men's volleyball."	
Iowa Men's Volleyball Club	Sex	https://orgsync.com/19601/chapter	1746-1749	9/1/06	Yes.	"Students must try out for position in club."	"Members of the Executive Council must be 18 years or older."
UI Women's Club Volleyball	Sex	https://orgsync.com/19602/chapter	1750-1752	No date listed.	Yes.	"This club/organization shall consist of any and all female members of the University of Iowa who are interested in playing volleyball."	Members must try out to be on the team; membership only open to females.
Lady Ice Hawks	Gender	https://orgsync.com/70968/chapter	1759-1763	5/9/13	Yes.	"Purpose: to provide the opportunity to any and all females who would like to play hockey.”	Women only.

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Sigma Alpha Iota - Zeta Epsilon	Sex	https://orgsync.com/162028/chapter	1781-1786	4/2/17	No decision.	“Membership is open to any woman student.”	
UI Women's Club Volleyball	Sex	https://orgsync.com/19602/chapter	1810-1812	No date listed.	Yes.	"This club/organization shall consist of any and all female members of the University of Iowa who are interested in playing volleyball."	Members must try out to be on the team; membership only open to females.
University of Iowa Men's Rowing Team	Sex	https://orgsync.com/18269/chapter and https://rowing.org.uiowa.edu	1813-1822	2/14/09	No indication.	No explicit restrictions.	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
UI Women's Water Polo	Sex	https://orgsync.com/19604/chapter and http://uiowa.orgsync.com/org/waterpoloclubuofiwomens	1826-1827	No date listed.	No indication.	No explicit restrictions.	
UI Men's Club Soccer	Sex	http://uiowa.orgsync.com/org/soccerclubmens	1828-1829	9/8/17	Yes.	"One must be invited to join the team after trying out and must pay the dues."	
Sigma Delta Epsilon, Iota Chi Chapter: Graduate Women in Science	w		2067-2074	No date listed.	Yes.	“Graduate women in science.”	
Iowa Andhi	Sex	https://orgsync.com/19511/chapter	2112-2117	No date listed.	Yes.	“All-female competitive dance team.”	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Fraternities and sororities							
Acacia Fraternity	men	https://orgsync.com/130401/chapter				Membership restricted to men.	
Alpha Chi Omega	women	https://orgsync.com/17264/chapter				Membership restricted to women.	
Alpha Delta Pi	w	https://orgsync.com/17265/chapter				Membership restricted to women.	
Alpha Epsilon Phi	w	https://orgsync.com/17266/chapter				Membership restricted to women. Historically Jewish membership.	
Alpha Epsilon Pi	Jewish m	https://orgsync.com/17269/chapter				Membership restricted to Jewish men.	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Alpha Kappa Alpha Sorority, Inc.	w	https://orgsync.com/63458/chapter				Membership restricted to women. Historically black membership.	
alpha Kappa Delta Phi	Asian w	https://orgsync.com/103705/chapter				Membership restricted to women. "Our mission is to provide a space for both Asian and Non-Asian women alike the opportunity to grow individually and professionally through academics, leadership, service/ philanthropy, and most importantly sisterhood."	
Alpha Phi	W	https://orgsync.com/17271/chapter				Membership restricted to women.	
Alpha Phi Alpha	Black m	https://orgsync.com/17272/chapter				Membership restricted to men. "Alpha Phi Alpha Fraternity, Inc. is the first Black Greek Letter Organization founded on December 4, 1906 at Cornell University. Alpha's aims are manly deeds, scholarship, and love for all mankind."	

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Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Alpha Sigma Phi	m	https://orgsync.com/98683/chapter				Membership restricted to men. Motto: “Better the men.”	
Alpha Xi Delta	w	https://orgsync.com/17274/chapter				Membership restricted to women. "Inspiring women to realize their potential."	
Beta Theta Pi	m	https://orgsync.com/17405/chapter				Membership restricted to men.	
Chi Omega	w	https://orgsync.com/17430/chapter				Membership restricted to women.	
Delta Chi	m	https://orgsync.com/17452/chapter				Membership restricted to men.	
Delta Delta Delta	w	https://orgsync.com/17453/chapter				Membership restricted to women.	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Delta Gamma	w	https://orgsync.com/17454/chapter				Membership restricted to women.	
Delta Lambda Phi	Sexual orientation, m	https://orgsync.com/49322/chapter				"Delta Lambda Phi is the University of Iowa's first and only historically progressive and queer inclusive fraternity!"	
Delta Phi Lambda	Asian, w	https://orgsync.com/21013/chapter				"We are a non-profit organization that advocates Asian awareness and empowers women to lead through values-based programs and everlasting sisterhood."	
Delta Sigma Phi	m	https://orgsync.com/168878/chapter				Membership restricted to men.	
Delta Sigma Theta	Race, w	https://orgsync.com/17458/chapter				Membership restricted to women. Historically black.	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Delta Tau Delta	m	https://orgsync.com/43365/chapter				Membership restricted to men.	
Delta Upsilon	m	https://orgsync.com/59786/chapter				Membership restricted to men.	
Delta Zeta	w	https://orgsync.com/17459/chapter				Membership restricted to women	
Gamma Phi Beta	w	https://orgsync.com/17492/chapter				Membership restricted to women.	
Gamma Rho Lambda	LGBT / w	https://orgsync.com/63675/chapter				"This is an LGBT+ inclusive and progressive sorority on the University of Iowa campus."	
Interfraternity Council (IFC)	m	https://orgsync.com/17246/chapter				Membership restricted to men.	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Kappa Alpha Psi	Black m	https://orgsync.com/18160/chapter				Membership restricted to men. Historically black.	
Kappa Alpha Theta	w	https://orgsync.com/18161/chapter				Membership restricted to women.	
Kappa Kappa Gamma	w	https://orgsync.com/18162/chapter				Membership restricted to women.	
Kappa Sigma	m	https://orgsync.com/80378/chapter				Membership restricted to men.	
Lambda Chi Alpha	m	https://orgsync.com/18171/chapter				Membership restricted to men.	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Lambda Theta Nu Sorority, Inc.	Race, w	https://orgsync.com/76520/chapter				Membership restricted to women. "The primary focus is academic excellence and meeting the needs of Latina women in higher education."	
National Pan-Hellenic Council (NPHC)	black	https://orgsync.com/17248/chapter				Historically black.	
Panhellenic Council (PHC)	w	https://orgsync.com/17247/chapter				"To serve as a governing body of all Panhellenic women's sororities at Iowa."	
Phi Beta Chi	w	https://orgsync.com/18233/chapter				Membership restricted to women.	
Phi Beta Sigma	Black m	https://orgsync.com/18234/chapter				Membership restricted to men. Historically black.	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Phi Delta Theta	m	https://orgsync.com/18236/chapter				Membership restricted to men.	
Phi Delta Chi	Men		Male organization	"Unknown. Maybe 2015–17?"	Yes	"Brotherhood" and "Honorary Brothers" But, on p. 8, proposed language says "himself or herself"	
Phi Gamma Delta (FIJI)	m	https://orgsync.com/19516/chapter				Membership restricted to men.	
Phi Kappa Psi	m	https://orgsync.com/18238/chapter				Membership restricted to men.	
Phi Kappa Theta	m	https://orgsync.com/103722/chapter				Membership restricted to men.	
Pi Alpha Phi	Asian, m	https://orgsync.com/39872/chapter				Membership restricted to men. Asian awareness.	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Pi Beta Phi	w	https://orgsync.com/18242/chapter				Membership restricted to women.	
Pi Kappa Alpha (PIKE)	m	https://orgsync.com/28903/chapter				Membership restricted to men.	
Pi Kappa Phi	m	https://orgsync.com/18243/chapter				Membership restricted to men.	
Rho Lambda	w	https://orgsync.com/18266/chapter				Membership restricted to women.	
Sigma Alpha Epsilon	m	https://orgsync.com/151254/chapter				Membership restricted to men.	
Sigma Chi	m	https://orgsync.com/18283/chapter				Membership restricted to men.	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Sigma Delta Epsilon, Iota Chi Chapter: Graduate Women in Science	w		"Graduate women in science"		Yes		
Sigma Lambda Beta	Latino m	https://orgsync.com/18285/chapter				Membership restricted to men. Mission: "To nurture and further a dynamic, value-based environment which utilizes our historically Latino based fraternity as a catalyst to better serve the needs and wants of all people."	
Sigma Lambda Gamma	w	https://orgsync.com/18286/chapter				Membership restricted to women.	
Sigma Nu	m	https://orgsync.com/18287/chapter				Membership restricted to men.	
Sigma Phi Epsilon	m	https://orgsync.com/18288/chapter				Membership restricted to men.	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Sigma Pi	m	https://orgsync.com/18289/chapter				Membership restricted to men.	
Tau Kappa Epsilon (TKE)	m	https://orgsync.com/19553/chapter				Membership restricted to men.	
The Interested Gentlemen of Lambda Theta Phi Latin Fraternity, Inc.	Latino m	https://orgsync.com/168273/chapter				"Lambda Theta Phi is a non-profit service/social fraternity which emphasizes Latino unity and the celebration of the Latino culture."	
Zeta Beta Tau	m	https://orgsync.com/76658/chapter				Membership restricted to men.	
Zeta Phi Beta Sorority, Inc.	Race, w	https://orgsync.com/19613/chapter				Membership restricted to women. Historically black.	

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Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Zeta Tau Alpha	w	https://orgsync.com/19614/chapter				Membership restricted to women.	

Name of Organization:
(please list full name)
Iowa Hawkapellas
Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution) Not included

Page number(s): 1

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:
Members must audition in order to be in the Club

What is contradictory language related to?
Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

Constitution of the Iowa Hawkapellas

Take Note was established as a non-academic student organization on the campus of the University of Iowa in 2008. In 2015 the group formally changed our name to the Iowa Hawkapellas. We, the members of Iowa Hawkapellas, enact and approve this constitution to further develop the group's potential, ensure group union, and to provide a solid foundation from which the Iowa Hawkapellas can develop its future interests and aspirations.

August 22, 2016

Article I — Preamble

The group's aim is to bring the sound of an all-female a cappella group to Iowa and to the University of Iowa and to help showcase the talents of the members of the group. However, it is to be noted that the Iowa Hawapellas is a group effort and can only function well as a single unit.

Article II — Membership

Members must actively make a positive contribution to the group. All members are also expected token time to all meetings and rehearsals. Failure to do so will result in possible disciplinary actions, depending on the circumstances, formality of the meeting, and advanced knowledge of said meeting/rehearsal.

A. In no aspects of the Iowa Hawkapellas' programs shall there be any difference in the treatment of persons because of race, national origin, color, creed, religion, sex, age, disability, veteran status, associational preference, or an other classification which would deprive the person on 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.

B. The maximum number of members in the Iowa Hawkapellas can not exceed fifteen people, unless special exception is voted upon.

C. There are five different classes of membership: Soprano, Mezzo-Soprano, Contralto, Contralto II, and Vocal Percussionist. Any member can be in more that one class, and assignment of each class will vary depending upon the voice range of the individual, long being sung,and the needs of the group. All classes have equal rights.

D. Selection of the members will be conducted by vocal auditions. The auditions will be reviewed by returning members (founding members) of the groups. The official auditions will be held at the beginning go each school year; however, non-official auditions may be carried out in accordance with special situations.

E. Members of the group can lose membership rights if they show a lack of commitment to the group. Revocation of membership will be decided by a 3/4 vote of remaining members In disciplinary circumstances,a returning member of the group may be required to re-audition. The decision to re-audition will be made by the Executive Committee.

F. Concerns of Non-Executive Members should be brought to Executive Officers, who will then decide as a full committee on the actions to be taken.

Article III — Officers and Committees

Any member who has been in the group for more than one semester may be eligible for an officer position. Officers are appointed by a majority vote by the members of the Iowa Hawkapellas.

Every member must be allowed to vote. In the event that they are not present; email, SMS, or a phone call will suffice. An officer can be revoked of her title by a 3/4 vote, save the president, who may be impeached only by a unanimous vote of non-president members.

Some officer positions belong to larger committees that help keep the group efficient and organized.These committees can meet at the discretion of committee members, and should send record of what was discussed and accomplished during the meeting to the President. Communication between committees is essential for the group as a whole, and should be done between committee leaders.

Members of the group can hold multiple officer positions; however, no member shall hold any officer position if they already hold Presidential office. The jobs of the officers are botlimited to the member who holds the office, but requisition of jobs must be approved by the officer and, depending on the situation, the president. Officer positions G, H, and I can be distributed amongst any and all group members as they see fit.

The officer roles are as follows:

Members of the Executive Committee:

A. President: Looks over all activities that involve the group. All final decisions must be approved by the president. Non-approval can be over-ridden by a 100% concurrence of non-president members. The President may hold no other committee offices, regardless of convenience.

B. Vice President: Uncharge of attendance, discipline, and maintaining focus during group rehearsals.

C. Music Director: In charge of handling music acquisition and running practices. The music director can appoint an accompanist in the event she cannot play piano, and can also appoint section leaders in the event that outside sectionals are necessary.

Members of the Business Committee:

D. Treasurer: In charge of any accounts or monetary transactions dealing with the Iowa Hawkapellas, including merchandise sales and group reimbursement. Must have presidential approval to make withdrawals from the group account.

E. Marketing/PR Manager: In charge of finding potential events, advertising for events, and managing communication with the Executive Committee, customers, and the community at large.

University of Iowa Men's Hockey Constitution

As a primary club here at the University of Iowa we plan to represent Iowa in the utmost way. We plan to be a successful competitive team that plans to make regionals this year and for future years to come. We understand it is our duty to show class and integrity through out the year.

Name of Organization:
(please list full name)
Iowa Men's Volleyball Club
Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution) Not included

Page number(s):
1 & 2

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
Creed	
Color	
Religion	
National origin	
Age	X
Sex	
Pregnancy	
Disability	
Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:
members of the exec team must be 18 years of age or older. Also students must try out for a position in the club

What is contradictory language related to?
(Membership) (Leadership) participants/events Other (please explain)

Does this constitution need further review? (Yes) No

Constitution
Of the
Iowa Men's Volleyball Club

Preamble – The Iowa Men's Volleyball Club (IMVBC) and its team, the University of Iowa Hawkeyes.

Date: 9/1/2006

Article I – The IMVBC's purpose is to promote awareness in general of the sport of volleyball and to give members an opportunity to compete intercollegiately and on a more competitive level than otherwise available. The organization also strives to promote the sport of men's volleyball throughout the University of Iowa campus and the state of Iowa as a whole.

Article II –

The IMVBC 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. Membership to the IMVBC shall be open to all interested University of Iowa students or faculty, with the Executive Council putting a maximum limit on the number of members.
B. There shall be a single membership class, with members added following an official tryout. All members are entitled to rights received as a member of the club. Rights include the following – right to access IMVBC facilities and equipment, and the right of review before dismissal from the club.
C. Review for membership revocation shall take place before the Executive Council. Any member is subject to removal from the club. The Executive Council is the final

authority on removal and all appeals should be directed towards them. All appeals will be considered before any action is taken. An Executive Council vote of 2/3 majority is required for dismissal of any member.

Article III –

A. The Executive Council, ruling body of the IMVBC, shall be comprised of: a president, vice-president, and secretary. The President shall handle all organizational matters concerning the beauracratic functioning of the IMVBC. The vice-president will handle the financial aspects of the IMVBC. The secretary will be responsible for minutes, and for all official correspondences.
B. Any IMVBC member age 18 or above is qualified to hold office.
C. Executive Council members are elected by the entire membership of the IMVBC. Election will be held by secret ballot. If any Executive Council member leaves office for any reason prior to a regularly scheduled election, a special election will be held at an appropriate date.
D. Any Executive Council member may be removed from office. A 3/4 majority vote of the general membership and 50% vote from the Executive Council members is required for removal. The motion for removal of a member must be presented at a club meeting at least one week prior to voting.

Article IV – The Executive Council determines the need for an advisor on a year-to-year basis. The Executive Council chooses, by majority vote, the advisor.

Article V –

A. IMVBC meetings will be held once per week, prior to scheduled practice.
B. Any special meetings will be announced at least one week in advance.
C. A majority of Executive Council members being present shall constitute a quorum. Executive Council members may send a proxy.
D. In the event of an emergency; however, the president may call an Executive Council meeting at any time.

Name of Organization:
(please list full name)
UI women's Club Volleyball
Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes (No) Not included at all

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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	X
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

Members must try out in order to be on the team/club

only open to females.

What is contradictory language related to?

(Membership) Leadership participants/events Other (please explain)

Does this constitution need further review? (Yes) No

UIowa Women's Club Volleyball Constitution

ARTICLE I: Name
The name of the club/organization shall be University of Iowa Women's Club Volleyball.

ARTICLE II: Purpose
To play competitive volleyball while also having the time to pursue other academic and collegiate activities

ARTICLE III: Separation of Powers
The club shall consist of the general membership, the executive board, and the coaching staff if applicable. (See articles IV, VI, VII, and VIII)

ARTICLE IV: General Membership
Eligibility:
The club/organization shall consist of any and all female members of the University of Iowa who are interested in playing volleyball at a competitive level. In order to be a member of the team, each individual must tryout at a 2 or 3 day selection process. In order to participate in tournaments, they must have their dues paid in full to the treasurer.
Voting:
Voting shall be open to all members who have met and maintained membership requirements.
Voting will take place after nationals in May during the end of the year team dinner.
During the voting session, all members will select their executive board for the following year.
All active members have an equal opportunity to run for an executive position.
Active Participation:
Participation at practices and in tournaments is mandatory. Members with poor attendance will be subject to removal from the team. The process for removal is as follows:

1. Written warning from executive board and/or coaches
2. Verbal warning from executive board and/or coaches
3. Formal meeting with coaches
4. Formal meeting with executive board
5. Written statement issued announcing removal from team

Members may have two unexcused absences per year. Excused absences include: university excused absences (class trips, etc.), exams, class, sickness, death in the family, other circumstances approved by the executive board.

ARTICLE V: Practices
Practices shall occur twice per week on dates and times selected and approved by the executive board. Additional meetings and fundraisers will be mandatory throughout the year. The team shall travel to four tournaments per semester, with the NCVF Tournament ending the season in April.
Meetings must be announced by a member of the executive board three days prior to the event for it to be considered mandatory.

ARTICLE VI: Executive Board

Membership:

The executive board shall consist of a President, Vice President, Treasurer, and social chair.

Duties and Responsibilities:

The executive board shall be responsible for the general management of the organization including, but not limited to, creating the semester schedules, submitting forms on time, maintaining an accurate budget and balance sheet, collecting member forms and dues, organizing fundraising opportunities, running practices (when necessary), and paying coaches (if applicable).

Selecting the Executive Board:

See article IV in the 'Voting' section

President Duties:

Is the chief officer of the organization.
Manages and delegates duties to other officers.
Serves as the official representative of the club/organization.
Presides over all meetings and attends monthly SCAC meetings.
Acts as the liaison between NCVF and the University of Iowa
Acts as the liaison between other universities and the University of Iowa
Creates fall and spring tournament schedules
Submits all required forms for NCVF eligibility
Organizes and contacts teams to attend fall/spring home tournaments

Vice President/Travel Officer Duties:

Performs the duties of President/Chairperson in his/her absence.
Books all hotels and submits all required travel forms
Organizes cars for tournaments
Hires referees for home ranking tournament (if applicable)
Assumes all other duties assigned by the President/Chairperson.

Treasurer Duties:

Preserves letters, statements, receipts, and documents of the club/organization.
Collects and deposits all checks, U-bill forms, and cash into club account
Oversees the receipts and disbursements of the club/organization's funds and keeps an accurate itemized account thereof.
In charge of reimbursing all gas receipts and other applicable expenses
Prepares the annual budget for the organization and presents it to the general membership.

Social Chair Duties:

Actively works to raise money for the club by seeking out and interacting with possible sponsors.
Organizes ball rolling fundraising and other activities
Organizes all team bonding activities including, but not limited to, team dinners, movie nights, study sessions, etc.
Creates the team Facebook page and group me chat
Posts weekly on the Facebook page and makes sure that the account is active.
Announces any changes in the practice schedule
Handles any other duties that are delegated to them by the president.

Name of Organization: *(please list full name)* Lady Tee Hawks

Umbrella: CSIL FSL (Sports Club)

Date constitution was last revised/reviewed: 5/9/15

Do they have the Human Rights Clause verbatim? Yes (No) Not Verbatim

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): 1

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
Creed	
Color	
Religion	
National origin	
Age	
Sex	X
Pregnancy	
Disability	
Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	X
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

Women only

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? (Yes) No

Constitution of Lady Ice Hawks

Preamble: Lady Ice Hawks

Date of submission: May 9th, 2013

Article I

Purpose: To provide the opportunity to any and all females who would like to play hockey for The University of Iowa. The club will be striving to play at the highest possible level offered for women's hockey in the ACHA. The Lady Ice Hawks will be also offering a recreational team, depending on amount of skaters interested, to allow those less skilled the opportunity to participate and enjoy the game of hockey.

Article II

Membership

a) 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.

b) The limitations of membership will be as follows: there must be a minimum of eight (8) female hockey players as well as one (1) goalie in order to operate the competitive hockey team. Any excess players will be given the opportunity to participate in the club with a recreational hockey team. There are no limitations on the recreational team, however any involved must be willing to participate in the competitive team if needed.

c) There are three classes of membership, players, staff, and board. Player is the lowest level, as the only duty is to play the game and pay dues. The job of a person in the staff class of membership will be to help aid the club by helping organize events approved by the board or helping run a practice or game. A board member is an elected position with the ability to make executive decisions such as delegation of finances, game scheduling, and appointment of duties. There will be five (5) positions on the board. President, Vice-President, Treasurer, Secretary, and Public Relations Coordinator.

d) For players, if there are more than 20, there will be a try out in which certain players will be selected for the competitive team. Depending on availability of ice time and overall interest a recreational team will be formed by those who do not play for the competitive team. Staff is open to all as a volunteering opportunity. Board members will be elected into their respective positions.

Article III

Officers and Duties

President- Must be elected by the board by a vote from the previous year's board. The duties of the president are to oversee the operation of the club as well as be the primary person in charge of running all events. In the event there is a tie in the voting process, the president holds the right to break the tie.

Vice-President- Must be elected by the board. The vice-president is in charge of helping the president in any duties as well as helping resolve any problems that may occur in the club. The vice-president assumes the duties of the president in the event the current president is unable to work at any time.

Treasurer- Must be elected by the board. The treasurer has a main focus on running the finances of the club. It will be the job of the Treasurer to balance the budget as well to approve expenses.

Secretary- The secretary is in charge of writing up any formal statements the club makes. In addition to that, the secretary must also keep record of any issues in the club and maintain an organized account of any actions the club makes. Scheduling of any events are dealt with by the secretary.

Public Relations Coordinator– Must be elected by the board. The public relations coordinator is in charge of dealing with the publicity aspect of the club. This includes but is not limited to: sponsorship agreements, advertisement, and organization of public events (ex. Games, fundraisers, coordination with other organizations).

In order for a board member to lose his or her position, he or she must either excuse themselves from their position, or have all four of the other board members vote the board member out of office. The President is the only board member allowed to call a vote for the removal of a board member. An election for any replacement must be done within a week of the position being opened.

Article IV

Advisor

The only requirement for an advisor would be a head coach. As long as the club is operating in the ACHA, a head coach is required at all times. The responsibilities of the coach will be the primary person running practices, and coaching each game. Assistant coaches are recommended but are not required. Each coach can only receive a contract at a maximum of one year. In order to renew the contract for another year, the board must vote for a renewal, with three (3) of the five (5) board member voting in favor of the renewal.

Name of Organization: *(please list full name)* Sigma Alpha Iota

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: April 22, 2017

Do they have the Human Rights Clause verbatim? Yes No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): Page (1 Front)

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

open to any woman

*Would also look into the statements of Pledging.

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

Constitution of Sigma Alpha Iota – Zeta Epsilon

Date submitted: April 4, 2017

Article I – Purpose

Sigma Alpha Iota is an organization that promotes interaction between those who share a commitment to music. Members of SAI are active in all areas of campus and community music and life, working closely with faculty, administration, campus and community groups, music professionals, and patrons. In addition to personal encouragement and support, members may receive scholarships, grants, and awards in many areas and at all levels of music related study.

Article II – Membership

Section 1. UI Human Rights Clause. 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. Sigma Alpha Iota is a Title IX exempt organization. Sigma Alpha Iota does not discriminate against women students on the basis of race, color, national origin, religion, creed, political belief, disability, age, marital status, veteran status, or sexual orientation.

Section 2. Eligibility Requirements for Student Membership.

A. Membership is open to any woman student who has completed at least one semester of study at the University of Iowa
B. A Prospective Member-in-Training must have a sincere interest in music and be willing to uphold the ideals of Sigma Alpha Iota.
C. A Prospective Member-in-Training must have completed or be currently enrolled in one or more courses in music.
D. The minimum, overall cumulative grade point average required for membership is 2.5

Section 3. Exception to Active Membership. A member may become locally inactive for one semester.

A. A member must submit a written request for inactive status at the beginning of the semester for approval.
B. Reasons for inactive status shall include, but not be limited to: student teaching away from campus; study abroad; internship; financial issues; medical issues; family issues; class conflicts; work conflicts.
C. Other extenuating circumstances will be considered as they arise.
D. While inactive a member is responsible for national dues, but local dues are waived.
E. An inactive member may not vote, may not hold office, may not serve on committees or serve as a committee chairman, may not be a sponsor for an Member-in-Training, may not participate in Ritual ceremonies, and is not eligible for fraternity or chapter honors and awards.
F. All inactive members are encouraged to attend chapter musicales, ritual ceremonies and other designated public events as an audience member when possible.
G. Removal of members – refer to Appendix C, page 30 or 1-18 of the CPM (Chapter Procedures Manual)

Section 4. Financial Obligations of Membership.

A. All members must pay annual dues in a timely manner in order to be in good financial standing.

B. Members who have not met their financial obligations in full by the end of the year will be considered a member not-in-good-standing and will be reported to National Headquarters as delinquent.

Section 5. Voting Privileges of Membership.

A. Only members in good standing are privileged to vote on chapter business.
B. To be in good standing, a member must:
   1. Pay all dues and fees, *and fines* in full by the set due date.
   2. Attend all chapter meetings and events, unless excused.
   3. Maintain the minimum GPA required by local school regulations for active participation in extra-curricular activities.

Section 6. Alumnae Member Status. Members are granted alumnae status upon graduation or termination of studies and are encouraged to affiliate with a local alumnae chapter and join the Sigma Alpha Iota Alumnae Association.

MEMBER-IN-TRAINING

Section 1. Invitations to Membership. After all membership eligibility criteria are met, invitations to membership are issued upon a two-thirds affirmative vote of the chapter.

Section 2. Sponsors. Each Member-in-Training will be assigned a sponsor.

A. Service as a sponsor shall be voluntary.
B. Sponsors shall be chosen by the Vice President, Membership according to:
   1. Whether or not they have served as a sponsor,
   2. Seniority based on date of initiation,
   3. Seniority based on class year.
C. Sponsors are responsible for assisting and advising the Members-in-Training, ensuring that they fulfill the requirements for initiation into the Fraternity and preparing them to meet the responsibilities and expectations of membership.

Section 3. Requirements for Initiation. In order to be initiated into the Fraternity, a Member-in-Training must:

A. Pay all fees in full by the set due date.
B. Demonstrate her musical ability by participating in a membership recital. This participation requirement may be fulfilled by a performance as a soloist, as a member of an ensemble, or, if not a musical performer, by a demonstration of her interest in and knowledge of music.
C. Pass the National Membership Examination.
D. Fulfill the requirements of the Member-in-Training program.

Section 4. Fees.

A. The Member-in-Training fee must be paid in full at the time of the Pledging Ceremony. This fee is not refundable.
B. The initiation fee, which includes the life leasehold of an official member Badge, must be paid in full at the time of the National Membership Examination.

Article III - Officers

Section 1. Elected Officers. The elected officers of the chapter shall be: President; Vice President, Membership; Vice President, Ritual; Corresponding Secretary; Recording Secretary; Treasurer; Sergeant-at-Arms, and Editor.

Name of Organization: UI Women's Club Soccer Team
(please list full name)

Umbrella: CSIL FSL (Sports Club)

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): |

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

Concerning language around pregnancy

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? (Yes) No

(Preamble)

We the People of The University of Iowa Women's Club Soccer team, in order to form a more perfect season, establish friendship, insure academic success, provide water for those in need, promote safe and inclusive social activities with women's club soccer as well as all the other club sports, and secure the blessings of turf burns to ourselves and our posterity that will #rushclubsoccer, do ordain and establish this Constitution for the University of Iowa Women's Club Soccer team.

Article I-Positive Attitude

Section 1

All women should be held responsible her own attitude.

Section 2

1. It is established in writing that negative attitudes are more contagious than the swine flu.
2. Anyone found responsible for spreading a negative attitude will be put in a swine pen (with the not cute kind of swine) for a measurable amount of time that decidedly reflects the amount of damage that her negativity has caused.
3. In the case that team member must endure the wrath of the swine pen, it is then the team's duty to wash the mud and swine fluid off of the subject that who entered the swine pen and make certain that this individual is warmly welcomed back into the ring of positivity.

Article II-Attendance

Section 1

Practice, game, and tournament times and locations are to be made publically available to all players within 2 days after they are known.

Section 2

1. It is the expectation of the coach and the team that all players attend all practices and games.
2. Acceptable excuses include: class, illness (negative attitude is not an excusable illness), death, pregnancy (in the 2nd and 3rd trimester only—you can definitely still play in the 1st trimester), work (if unable to reschedule), and other reasons deemed worthy by the team coach or board members.
3. If a player is to miss a practice for one of the above reasons, they should give warning to the board members at least 5 hours before practice.
4. If a player is to miss a game for one of the above reasons, they should give warning to the board members AT LEAST 7 days in advance, if not more.
5.

Section 3

1. Players are responsible for checking IMLeagues, OrgSync, the team's website (http://uiowaclubsoccer.weebly.com), the team's private Facebook page, and the team GroupMe regularly so that they are up to date on all club soccer happenings.

2. A player should scan the above resources BEFORE contacting a board member for details.

Article III-Other

Section 1

1. All team members will pay the decided upon semester dues.
2. All team members will receive a jersey prior to the first game in which they play.
3. All team members will be added to the appropriate social networking sites so that they feel included and know what the heck is happening.

Section 2

1. All team members will work hard.
2. All team members will play hard.
3. All team members will proudly say #rushclubsoccer at least once during the duration of their team-membership.

The Constitution of:

The University of Iowa Men's Rowing Team

We, the members of The University of Iowa Men's Rowing Team, do hereby establish this Constitution in order that our purpose be realized to its fullest extent.

Article I – Name:
The name of the organization shall be The University of Iowa Men's Rowing Team.

Article II – Purpose:
Offering a competitive alternative by promoting the sport of rowing at the University of Iowa and the surrounding communities.

Article III – Membership:
Section 1 – Eligibility: 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 – Membership Criteria:

a) Membership is open to all full-time students currently enrolled at the University of Iowa who are in good standing with the University.
b) Part-time students and individuals not affiliated with the University of Iowa are eligible for membership, however at least 51% of members must be full time students attending the University.
c) Student members must carry a minimum grade point average (GPA) of 2.0.
d) Members must sign a Letter of Compliance outlined in Article III, Section 7.
e) An individual shall be considered a regular team member of this organization upon payment of team dues for the current semester.
    i. Any member of the team who is delinquent in the payment of his or her dues shall not be allowed to vote, be eligible for awards, participate in any social activities of the organization, or be allowed to use team equipment.

Section 3 – Member Status: All members, in their first year with the organization, begin with a Novice standing. A team member upgrades to Varsity status after having exactly one year of rowing experience from the University of Iowa or another collegiate rowing team.

Section 4 – Equipment: Only varsity members are entitled to use of team's equipment without a coach's presence. Any member found violating equipment is liable for expulsion given a 2/3 vote from the Executive Board.

Section 5 – Attendance:

a) All members are to be present at all scheduled workouts, meetings, practices, and competitions.
b) Lateness for any team event or practice is not tolerated. For every minute late, 10 squat jumps are required.
c) Each member is allowed 2 unexcused absences or 85% attendance (whichever is least beneficial to the individual) every three weeks. The following policy is to be adhered to:
    I. After two unexcused absences:
        i. First Absence: 10k erg piece on a day designated by the coaches.
        ii. Second Absence: 10k erg piece and a coaches meeting
        iii. Third Absence: No participation allowed at next regatta and the individual must still attend the race.
        iv. Fourth Absence: Executive board will review status on the team.
d) Competitions and certain activities, designed by either the President or the Vice-President, count as two practices.
e) The President, the Vice President, and Coaches reserve the right to designate and manage non-scheduled practice days as optional practices for members to receive past or future attendance credit.
    I. Attendance credit will expire exactly two weeks from the date of the optional practice. If meters are recorded , then those meters are to be combined with the next regularly scheduled practice.

Section 6 – Selection: The organization reserves the right to select members most beneficial to the team as a whole while adhering to Article III, Section 1. Only coaches choose member boat positions. President and Vice-President may make suggestions. Selection criteria for each competition boat may include physical fitness, attendance, attitude, experience, and any other criteria found relevant to the overall performance of a competition boat. Members selected for a specific boat may change for subsequent competitions throughout the semester.

Section 7 – Compliance: Each member must sign a Letter of Compliance for this Constitution agreeing to all articles and sections before he or she will be allowed to compete in any practice or event. The organization will thus recognize the member as inactive. In the event of a revision(s), the previous Constitution and all associated agreements are to be considered void and a new signature must be produced by each member signifying he or she has read the revision(s).

Section 8 – Recruitment: This organization will conduct three enrollment periods to coincide with the start of the fall, winter, and spring seasons. New members may be accepted throughout the year, however, the Executive Board reserves the right to allow or disallow their participation in any competitions or practices during the semester upon which they enter due to lack of experience.

Section 9 – Code of Conduct:

a) Members are expected to represent themselves, the organization and the University with the utmost level of maturity, respect and responsibility at all team functions, including (but not limited to) trips, fund-raisers, social events, and special projects.

Name of Organization:
(please list full name)
UI Womens Water Polo
Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes (No) Not included at all

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

University of Iowa Women's Water Polo

PURPOSE

Women's Water Polo is a club that encourages everyone to play and enjoy water polo. We would like to continue our love of water polo by practicing and attending tournaments with other Big Ten schools.

MEMBERSHIP

Anyone can join the team. To be a member, attend practice 3 times a week in the fall, 4 times a week in the spring, and attend all of the tournaments. Attendance at practice will result in longer playing time at tournaments.

MEETINGS

Practices will be held Monday, Wednesday and Thursday 8-10pm at the CRWC diving well in the fall.

Practices will be held Monday-Thursday, 8-10pm at the CRWC diving well in the spring.

EXECUTIVE BOARD

Officers are President, Vice President, and Treasurer. Each officer is in charge of planning practices and tournaments. The treasurer is in charge of handling collection of dues and payments. The Vice President is in charge of traveling such as scheduling hotels, fleet services, etc. The President does any additional information.

ELECTIONS

The officers are elected each year based on the team. Members of the team can nominate themselves for a position. After interest is discussed, members of the team send in why or why not they believe each person is right for the position. Based on that information, the previous officers make the decision of who will be an officer the next year.

FUNDS

Each member will pay dues of $350 for the year. The dues will cover the costs of traveling, hotels, tournament fees, diving well fees, lifeguard fees, etc.

Name of Organization: UI Men's Club Soccer
(please list full name)

Umbrella: CSIL FSL (Sports Club)

Date constitution was last revised/reviewed: 9.8.17

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): 1

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:
"One must be invited...."

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? (Yes) No

CONSTITUTION OF UI Men's Club Soccer
ADOPTED 9/8/2017
ARTICLE I – Name

University of Iowa Men's Club Soccer

ARTICLE II – PURPOSE

Competitive Men's Soccer Club that competes in the Midwest Alliance Soccer Conference. We travel around the Midwest playing clubs from other Division 1 universities. We play year-round with our main season taking place during the fall.

ARTICLE III – MEMBERSHIP

One must be invited to join the team after trying out and must pay the dues.

ARTICLE IV – MEETINGS

Practices are held on Mondays and Tuesdays at the HTRC from 8-10 pm.

ARTICLE V – EXECUTIVE BOARD

President-Manage funds, Create practice Schedule, create season schedule.

Vice President- attend mandatory meetings, schedule referees for games, order uniforms.

ARTICLE VI – ELECTIONS

At the end of the season there will be elections and the candidate with the most votes will be the next president.

ARTICLE VII – FUNDS

Dues of $200 will be collected at the start of the season.

ARTICLE IX – AFFILIATIONS

University of Iowa.

ARTICLE X – ADVISOR

Laurel-hanna@uiowa.edu

Name of Organization:
(please list full name) Iota Chi Chapter of Sigma Delta Epsilon, Graduate Women in Science

Umbrella: CSIL (FSL) Sports Club

Date constitution was last revised/reviewed: (?)

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution) Missing Info

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? (Yes) No

CONSTITUTION and BYLAWS OF IOTA CHI CHAPTER of SIGMA DELTA EPSILON, GRADUATE WOMEN IN SCIENCE

CONSTITUTION

The Constitution of Iota Chi Chapter of Sigma Delta Epsilon, Graduate Women in Science, Inc. is modified from that of the National Organization of Sigma Delta Epsilon, Graduate Women in Science, Inc.

BYLAWS

ARTICLE I. MEMBERSHIP

Section 1. Qualification

A person is eligible for membership in Iota Chi Chapter if qualified for membership in Sigma Delta Epsilon, Graduate Women in Science, Inc. as specified in the National Constitution and Bylaws.

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. Rights of Membership

a. To vote and hold office
b. To petition the National Council in writing on matters of concern to the National Organization; and
c. To attend all meetings of the chapter and organization to gain a hearing.

Section 3. Categories

a. A Full Member is one who meets the requirements as stated in this Article, Section 1 and who pays full national dues.
b. A Graduate Student Member is one who is registered for an advanced degree as described in Article II, Section 3 of the National Bylaws. She or he shall pay not more than one-half the annual national dues and shall have all rights of membership.
c. Emeritus Member. A full member may become an Emeritus Member for reasons of health or age. She shall pay not more than one-half the annual national dues and shall have all the rights of membership.
d. A Chapter Honorary Membership may be conferred upon a member of any Chapter. She shall pay national dues according to the National Bylaws (Article II, Section 3a(1).
e. Affiliates

There may be Non-voting Affiliate members as described in the National Bylaws (Article II, Section 3c).

1. Undergraduate science majors and elementary and secondary science teachers (see National Bylaws, Article II, Section 3c(1) for requirements) may become non-voting affiliate members. They shall not pay national dues, but shall pay a designated amount for the national newsletter.
2. Non-Scientists may also become non-voting affiliate members. Their memberships shall be approved by the National President as described in the National Bylaws. They shall pay a designated amount for the national newsletter.

f. Inactive Members

A member who has resigned or has allowed her membership to lapse by non-payment of dues for one (1) year shall be inactive. She may be reinstated without payment of back national dues only once, by payment of the current year's national and chapter dues.

g. Transfer of Membership

A member may transfer from one chapter to another chapter. If dues have already been paid to the former chapter, the new chapter shall waive dues for the current year and that there is clear information about your leadership selection process in general.

ARTICLE II. GOVERNMENT

Section 1. Officers

a. The officers shall be President, Vice-President, Secretary, Treasurer, Social Chair, and National Liaison. All officers must be affiliated with the University of Iowa and registered GWIS members.

b. The officers shall constitute the Executive Committee which will be the governing and decision-making body of the chapter.

Section 2. Committees

Committees can be made *ad hoc* by the Executive Committee.

Section 3. Disbandment

a. The chapter may elect to disband and forfeit its charter.

b. Upon disbandment of the chapter, the assets must be distributed in a manner according to the amended Certificate of Incorporation and Article VII, Section 5 of the National Bylaws. A full report shall be made to the National Treasurer.

Section 4. Inactive Status

a. The chapter may request 'inactive status' for stated reasons, such as the inability to comply with Article III, Section 6 of the National Bylaws. The request shall be in writing to the National Council (see Nat'l Bylaws, Art. III,

Sections 8 and 9.

b. If granted by National Council, the chapter may become inactive for up to five years without losing its charter.

Name of Organization:
(please list full name)
Oowa Andhi
Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution) Not included

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
Creed	
Color	
Religion	
National origin	
Age	
Sex	X
Pregnancy	
Disability	
Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

Uh the purpose it states Andhi is an all female dance team, but there is nothing in the membership that requires the student to be female

What is contradictory language related to?

(Membership) Leadership participants/events Other (please explain)

Does this constitution need further review? (Yes) No

CONSTITUTION OF ANDHI

Preamble: Iowa Andhi

Date: October 1st, 2012

Article I

Purpose: To organize and develop an all-female competitive dance team in the style of Bollywood dance that will travel and compete across the country representing the University of Iowa. The team will also strive to spread awareness of Indian dance styles and culture to members of the community and campus through entertainment.

Article II

Membership

a) **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.

b) **The goal is to keep the group around 10-16 members.**

c) **There are no different classes of membership.**

d) **Members will be selected through an audition process. Members will have their membership revoked if they fail to put the necessary time and effort towards the team.**

e) **Members will have their membership revoked if:**
   a. **If they fail to comply with the signed contract.**
   b. **Come to Andhi practices and events under the influence of any substance.**

c. **The captains find that they are hindering or compromising the team in any way: hindering cohesiveness, disruption of practice, disrespect, passing of crucial information, etc.**

Article III

Officers and Duties

Captains (2 positions):

- In charge of running all rehearsals.
- Ensures all officers and members are completing tasks on time.
- Representatives of the team.
- Qualifications:
    - Must be comfortable with public speaking.
    - Must be reliable.
    - Must have good management skills.
    - Must have been part of the team for at least one academic year.

Sponsorship Chair:

- In charge of finding sponsors.
- Will coordinate fundraisers with the Treasurer.
- Qualifications:
    - Must have good communication skills.
    - Should be open to various opportunities.

Publicity Chair (2 positions):

- In charge of publicizing the team's performances around campus.
- In charge of finding events so the team can perform.
- Qualifications:
    - Must have good communication skills.
    - Must have good computer skills.

EXHIBIT B-3

University of Iowa student groups – CHART 3

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Feminist Union	Sex/multiple	https://orgsync.com/17479/chapter and http://uiowafeministunion.tumblr.com/	1701-1706	No date listed.	No.	Any student "who agrees with the Feminist Majority Foundation's purposes and principles as stated above …"	"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."
Spectrum UI	Sexual orientation	https://orgsync.com/17495/chapter	1717-1726	5/7/14	Yes.	"Membership in Spectrum UI is open to anyone who supports the mission of the student organization" which includes to "eliminate homophobia, transphobia, sexism, prejudiced views and discrimination on our campus."	Leaders must "follow general conduct procedures."

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Chinese Basketball Club	Race	Website disabled.	1734-1745	1/14/17	Yes.	Membership limited to Chinese students and alumni.	
Tau Sigma Military Dental Club	Military Service	https://orgsync.com/104361/chapter	1753-1758	No date listed.	Yes.	"Eligibility – all full-time, military-sponsored (Health Professions Scholarship) students"	
UI Veteran's Association	Military Service	https://orgsync.com/19598/chapter	1764-1771	2/2/16	Yes.	"General members shall be any University of Iowa student who is military associated. Military associated is defined as past or current military personnel, dependents of past or present military, any student who is using G.I. benefits..."	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Multicultural Nursing Association	Race and sex and religion	https://orgsync.com/96780/chapter and https://nursing.uiowa.edu/diversity/mna	1772-1780	5/9/16	No decision regarding further review.	"Members shall be individuals from racial/ethnic groups and cultural backgrounds historically under-represented within the nursing/pre-nursing community, including but not limited to men, persons of color, religious minorities, and international students"	
Chinese Students and Scholars Association	Race	https://orgsync.com/17434/chapter and https://cssa.org.uiowa.edu/	1787-1794	2/15/15	Yes.	"Membership is only open to enrolled Chinese students and scholars"	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Chinese Music Club	Race	https://orgsync.com/164007/chapter	1802-1809	7/15/17	Yes.	No explicit restrictions, but "Chinese Music Club is devoted to creating and developing the music performance on campus especially for Chinese students."	
International Tennis Club in Iowa City	Sport	https://orgsync.com/19556/chapterand ttp://163544.orgsync.com/org/tennisclubinternational/home	1823-1825	10/13/03	No indication.	No explicit restirctions.	
International Student Outdoor Recreation Association	Sport		1831-1842	11/8/15	No.		Leadership circled, but no explicit restrictions.

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Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Secular Students at Iowa	Religion	https://orgsync.com/76817/chapter and https://secularstudents.org.uiowa.edu/	1854-1864	8/30/15	No.	No explicit restrictions, but the "mission is to advocate for secular values and foster a positive secular community."	
Turkish Student Association	Race	https://orgsync.com/19570/chapter	1872-1875	No date listed.	No.	No explicit restrictions.	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Trans Alliance	Gender	https://orgsync.com/123203/chapter and https://uitransalliance.org.uiowa.edu/	1876-1881	No date listed.	No.	No explicit restrictions, but purpose is "to create and strengthen community for trans and non-binary students, staff, faculty, and community members."	They must have "drive to execute the established goals."
Global Buddies	Race	https://orgsync.com/32672/chapter	1882-1885	2/8/11	No indication.	"Membership is limited to American University of Iowa students who have attended the University for at least a full academic semester and international exchange students on a J-1 visa.	

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Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
National Association of Black Journalists - Unity	Race	https://orgsync.com/35760/chapter and http://uiowa.orgsync.com/org/uinabj	1886-1889	5/6/11	No indication.	No explicit restrictions.	
National Society of Black Engineers	Race	https://orgsync.com/18205/chapter and http://user.engineering.uiowa.edu/~ui_nsbe/	1890-1893	5/15/02	No.	No explicit restrictions, but "mission is to increase the number of culturally responsible black engineers who excel academically, succeed professionally and positively impact the community."	Must be willing "to put forth the effort to accomplish the goals of the organization."

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Multi-Ethnic Engineering and Science Association	Race	https://orgsync.com/63886/chapter and http://user.engineering.uiowa.edu/~mesa/Welcome.html	1894-1896	No date listed.	No.	"Membership is open to all under-represented (multi-ethnic) engineering students in the undergraduate and graduate program. Membership is also open to faculty, stuff and community members, and all other persons interested in issues of concern to minority engineering students at the University."	Must be willing "to put forth the effort to accomplish the goals of the organization."
Sri Lankan Students' Association	Race	https://orgsync.com/21959/chapter	1897-1903	4/14/10	Yes.	No explicit restrictions.	
South Asian Student Alliance	Race	https://orgsync.com/115389/chapter	1904-1909	No date listed.	No.	No explicit restrictions, but "dedicated to uniting all students with South Asian descent"	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Society of Hispanic Professional Engineers	Race	https://orgsync.com/29731/chapter and https://shpe.org.uiowa.edu/	1910-1914	10/11/10	No	No explicit restrictions, but mission to "changes lives by empowering the Hispanic community to realize its fullest potential and to impact the world" and "Promote the advancement of Hispanic engineers and scientists in education and in future employment."	None, but see: https://shpe.org.uiowa.edu/people
American Indian Student Association	Race	https://nasa.org.uiowa.edu	1915-1920	9/11/11	No	No explicit restrictions, but "The purpose of the American Indian Student Association is to promote, advance, and support Native American Student academic success, retention and social activities and to serve as an academic, cultural support system for the Native American community and the community at large."	Missing portion of Human Rights Clause

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Nepalese Student Association	Race	https://orgsync.com/126312/chapter	1921-1926	5/5/18	No	No explicit restrictions, but purpose is "to unite Nepalese students who are pursuing their education at University of Iowa and to promote and advance the general welfare of all Nepalese students"	
Latino Medical Student Association	Race	https://orgsync.com/60127/chapter	1927-1935	5/2/18	Unclear No.	"individuals whose interests are consistent with the objectives and who meet the requirements for membership as provided by the Bylaws." Where the first objective is the " Recruitment and admission of Latinos who exhibit the potential to benefit their community into the health professions programs."	Missing part of the human rights clause.

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
LGBT Advocates for Public Health Equity	Sexual orientation	https://orgsync.com/154752/chapter	1936-1940	10/18/16	Uncertain	No explicit restrictions but "an organization for lesbian, gay, bisexual, transgendered, and allied individuals enrolled or formally affiliated with the College of Public Health."	
oSTEM@Iowa	Sexual orientation	https://orgsync.com/135319/chapter	1941-1946	1/31/16	No	No explicit restrictions, but "exists to provide support, community, and networking opportunities for GSSM (Gender, Sex, & Sexual Minorities) people in STEM majors."	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
National Organization for the Professional Advancement /Black Chemists & Chemical Engineers	Race	https://orgsync.com/18203/chapter and http://uiowa.orgsync.com/org/nobcche and http://www.nobcche.org/	1947-1952	11/5/04	Unclear	No explicit restrictions.	
Hispanic/Latino Law Student Association	Race	https://orgsync.com/18174/chapter	1953-1958	No date listed.	No	No explicit restrictions.	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Black Law Student Association	Race	https://orgsync.com/110474/chapter and https://blsa.org.uiowa.edu/	1959-1965	No date listed.	Unclear	No explicit restrictions, but "The mission of the BLSA is to focus on sensitizing the legal establishment to the needs of the black community, to promote the professional needs of black law students, and to assist in the recruitment, retention, and placement of students of color."	None, but see: https://blsa.org.uiowa.edu/people
Black Student Union	Race	https://orgsync.com/17411/chapter	1966-1975	4/19/16	No	No explicit restrictions, but "Our vision is to encourage retention and recruitment of Black Students at the University of Iowa."	
Caribbean Student Association	Race	https://orgsync.com/158921/chapter	1976-1983	3/28/17	No	None, but "The mission of Caribbean Student Association (CSA) is to create a foundation and safe space for students who identify as Caribbean and/or West Indian descent."	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
African Student Association	Race	https://orgsync.com/17261/chapter	1984-1987	1/31/13	Unclear	Africans and non-Africans (constitution); members "who behaves in a manner contrary to the spirit of constitution" are removable.	
Association of Latinos Moving Ahead	Race	https://orgsync.com/17263/chapter	1988-1997	9/15/16	Unclear	No explicit restrictions, but "The purpose of ALMA is to offer a sense of community to latinx students."	
Arab Students Association	Race	https://orgsync.com/17299/chapter and http://uiowa.orgsync.com/org/arab/home	1998-2004	9/10/17		No explicit restrictions.	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Students Against Casteism (aka Hindus Against Casteism)	Religion	https://orgsync.com/167433/chapter	2016-2023	8/30/17		No explicit restrictions.	
Russian-Speaking Students and Scholars Association	Race	https://orgsync.com/123372/chapter	2029-2034	8/20/15	No	No explicit restrictions, but "aims to create a community for Russian students and scholars away from home."	
Semper Fidelis Society	Military Service	https://orgsync.com/105497/chapter	2042-2046	10/7/14	Unclear	No explicit restrictions.	
Pre-Health International Association	Race	https://orgsync.com/160435/chapter	2047-2052	No date.	Unclear	No explicit restrictions, but "a student organization that specifically serve international students who are thinking about pursuing a career in health science."	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Hispanic Dental Association	Race	https://orgsync.com/17551/chapter	2053-2056	No date listed.	Yes	No explicit restrictions, but technically gender binary. Current constitution has removed the flagged language but has introduced language indicating preferential treatment for the Hispanic community.	
Hong Kong Student Association	Race	https://orgsync.com/154750/chapter	2092-2096	No date listed.	Yes	No explicit restrictions.	
Persian Student Organization	Race	https://orgsync.com/18229/chapter	2097-2100	No date listed.		Open to anyone who has "the same goals as Article 1" which includes "To increase awareness of Persian history and culture through a series of events and activities, also to act as a support group for Persians in the community."	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Outlaws	Sexual orientation	https://orgsync.com/18226/chapter and https://outlaws.law.uiowa.edu/	2125-2128	No date listed.	No	No explicit restrictions, but purpose is "to promote the interests of LGBT law students, provide education on LGBT issues to the legal community, and increase awareness of LGBT law students."	
Asian Fitness Association	Race	https://orgsync.com/82510/chapter	2129-2135	No date listed.	No.	"Aims to provide a platform for helping Asian students ..." "Current UI students, faculties especially Asian students and Asian faculties who are interested in participating in our organization are welcomed."	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Chinese Dance Club	Race	https://orgsync.com/99746/chapter	2141-2144	1/30/18	Unclear	No explicit restrictions Missing portion of Human Rights Clause	
Thai Student Association	Race	https://orgsync.com/19557/chapter	2145-2148	No date listed.	No.	No explicit restrictions, but exists "to unite Thai students at The University of Iowa and to assist new Thai students."	No explicit restrictions.
Taiwanese Student Association	Race	https://orgsync.com/19550/chapter	2149-2151	No date listed.	No.	No explicit restrictions, but "dedicated to promote Taiwanese culture, and bring people from Taiwan closer in the community."	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Malaysian Student Society	Race	https://orgsync.com/18183/chapter and https://mssui.org.uiowa.edu/	2152-2164	3/13/89	Yes.	Vague, but probably no limitation. "Any non-Malaysian shall be eligible to apply for associate membership with the MSSUI."	None, but see: https://mssui.org.uiowa.edu/people
Middle Eastern Law Students Association	Race and national origin	https://orgsync.com/123476/chapter	2165-2168	No date listed.	No.	No explicit restrictions, but mission is "to articulate and promote the professional needs and goals of Middle Eastern law students."	
Korean Conversation Group	Race, national origin	https://orgsync.com/100812/chapter	2174-2178	9/10/14	Yes.	"Members must exhibit an optimistic attitude towards Korean culture and language."	

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Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Latina/o Graduate Student Association	Race	https://orgsync.com/18173/chapter	2179-2183	No date listed.		"Anyone who supports the purpose of the organization, and is willing to commit to its objectives."	
SistaSpeak	Sex	https://orgsync.com/50534/chapter	2184-2190	No date listed.	No.	"All persons who identify with SistaSpeak's vision and mission" which is "to develop a community of women…"	
Saudi Students Club	Race	https://orgsync.com/139659/chapter	2191-2194	No date listed.	No.	No explicit restrictions, but the "purpose of the organization is to gather all the Saudi students on national holidays and special occasions and activities and to help new students from Saudi Arabia that comes to the University of Iowa and build effective relationship with community. "	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Multiracial Student Association	Race	https://orgsync.com/165941/chapter	2202-2212	No date listed.	No.	Explicitly no limit, but "a community for students who identify as multi- or bi-racial and their allies."	
Pakistani Student Association	Race	https://orgsync.com/131179/chapter and http://uiowa.orgsync.com/org/pakistanistudentassociation/home	2213-2221	No date listed.	No.	No explicit restrictions, but aims "to aid incoming international students from Pakistan as well as Americans of Pakistani descent."	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Persatuan Mahasiswa Indonesia di Amerika Serikat (Indonesian Student Organization)	Race	https://orgsync.com/74886/chapter	2222-2224	6/28/13	No.	No explicit restrictions, but the "goal is to unite Indonesian students, friends, and community members."	
Reaching OUT in Business	Sexual orientation	https://orgsync.com/162746/chapter	2225-2232	No date listed.	No.	No explicit restrictions, but purposes include to "provide a support group for people who are out, coming out, or who have not come out" and "Membership can be revoked if one acts unrepresentative of the organization."	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Indian Student Alliance	Race	https://orgsync.com/17556/chapter and https://indianstudentalliance.org.uiowa.edu/	2233-2241	No date listed.	No.	No explicit restrictions.	None, but see: https://indianstudentalliance.org.uiowa.edu/board-members/executive-board-2017-2018/
Society of Black Graduate & Professional Students	Race	https://orgsync.com/18297/chapter	2242-2245	Spring 2018	No.	No explicit restrictions, but goal is "encouraging and promoting excellence in teaching and research among Black graduate and professional students."	
Korean Uiowa Students Association	Race	https://orgsync.com/18166/chapter	2246-2249	2/1/16	No.	No explicit restrictions, but purpose to "Initiate and maintain fellowship among Korean students and faculty."	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
American Association of Women Dentists	Sex	https://orgsync.com/17280/chapter	2258-2261	04/2018	No.	No explicit restrictions, but "organized to provide a global network of mentors and support for female dentists in their professional growth, academic endeavors and personal lives. Additionally, the association is dedicated to enhancing and promoting participation and leadership roles for women in organized dentistry."	
Association of Multicultural Scientists	Race	https://orgsync.com/104318/chapter	2267-2272	4/30/18	No.	No explicit restrictions.	

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Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Vietnamese Student Association	Race	https://orgsync.com/19597/chapter	2273-2278	8/13/15	No.	No explicit restrictions, but "representatives for the Vietnamese-American and Vietnamese international community."	
Women in Business	Sex	https://orgsync.com/19609/chapter and https://www.biz.uiowa.edu/wib/	2279-2281	No date listed.	No.	No explicit restrictions, but purposes include to "address the needs and concerns of faculty, graduate and undergraduate women."	
Women in Science and Engineering (WISE) Ambassadors	Sex	https://orgsync.com/24965/chapter	2324-2327	5/6/10	No.	No explicit restrictions, but "a community of women pursuing degrees in STEM."	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
House of Lorde: a space for Black Queer Individuals	Race and sexual orientation	https://orgsync.com/168948/chapter	2328-2335	No date listed.	No.	Students who will "maintain the purpose of the organization as a space for Black Queer individuals and/or the support thereof."	
Organization of Women Law Students & Staff	Sex	https://orgsync.com/18223/chapter	2342-2347	No date listed.	No.	Open to all "who subscribe to the purposes for the organization" which include "to study the changing needs and problems of women in the legal profession, and develop, recommend and implement new programs."	
Organization for the Active Support of International Students	Race	https://orgsync.com/18222/chapter and https://oasis.uiowa.edu/	2348-2351	No date listed.	Yes.	No explicit restrictions, but purpose is "to better address the interests and concerns of the on-campus international student body."	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
50-50 in 2020	Sex	https://orgsync.com/158939/chapter	2352-2356	2/12/17	No.	No explicit restrictions, but the mission is "To assist in the recruitment, training, and mentoring of women to run for political office" and "To educate members of the campus and surrounding community about gender inequality in politics, with the ultimate goal of women having 50% representation in Iowa politics by 2020."	
Asian American Coalition	Race	https://orgsync.com/17305/chapter	2364-2367	1/11/18	No.	No explicit restrictions, but a group "that aims to promote and preserve Asian American culture and empower Asian American" organization.	

Name	Category	Link	Bates Range (Irrelevant Pages Omitted)	Date (reviewed, approved, etc.)	Marked for further review?	Membership restriction	Additional leadership restriction
Edge Student Organization	Race	https://orgsync.com/26373/chapter	2369-2376	No date listed.	No.	No explicit restrictions, but "The Iowa Edge Student Organization is open to all University of Iowa students with particular emphasis for students of color, first generation students, and all those who strive to enrich diversity and student success at the University of Iowa campus."	
Hallyu@Iowa	Race	https://orgsync.com/164865/chapter	2382-2389	8/30/??	No.	No explicit restrictions but "works to promote awareness and appreciation for all things Korean Pop Culture and Entertainment."	
Heart Workshop	Race	https://orgsync.com/77680/chapter	2397-2404	2/5/14	No	No explicit restrictions but "aims to provide an environment to care about the psychological-cultural well-being among Chinese students and scholars"	

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

Name of Organization: Spectrum UI
(please list full name)

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: 05/07/14

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? (Yes) No

Constitution of Spectrum UI

Article 1: Name

Spectrum UI

Article 2: Purpose and Mission Statement

Purpose: To provide a safe and welcoming space for all members of the University community to explore aspects of sexual orientation and gender identity/expression in a welcoming and accepting atmosphere, regardless of race/ethnicity, age, orientation, ability, or background.

Mission Statement: Spectrum UI is a student-run organization that strives to provide a safe space for all members of the university community to explore aspects of sexual orientation and gender identity/expression in a welcome and accepting atmosphere, regardless of race/ethnicity, age, orientation, ability, or background. Spectrum UI is committed to providing information and education that enhances the educational experience and overall quality of student life on the University of Iowa campus. Spectrum UI is working to promote advocacy, support, visibility, and diversity through events, education, and activism. In pursuing this mission, Spectrum UI strives to promote full inclusion of LGBT+ persons and their allies at the University of Iowa and to eliminate homophobia, transphobia, sexism, prejudiced views and discrimination on our campus.

Article 3: Membership

Section 1: Eligibility

- This organization does not discriminate in the selection of its members or appointments when discrimination is defined as denying individuals membership or appointment on the basis of sex, age, disability, race, color, religion, marital status, veteran's status, national or ethnic origin, gender identity or expression, place of residence, or sexual orientation.
- Membership in Spectrum UI is open to anyone who supports the mission of the student organization.
- This student organization shall consist of at least six currently enrolled members. Non-students will be allowed to participate in any student organization activity and can also be a voting member, or an elected or appointed officer of said organization. A non-student is someone who is not currently enrolled at the University of Iowa for the fall or spring semester.

Section 2: Methods of Selecting Members

- Membership selection is based solely on an individual's desire to participate in Spectrum UI.

Section 3: Types of Members

- Voting membership shall be open to any non-students or currently registered UI students that have attended at least one meeting prior to voting.

Section 4: Methods of Revoking Membership

- If any member of Spectrum UI feels threatened or menaced by another member of Spectrum UI they may request that the threatening member be expelled from Spectrum UI. A complaint of threatening or menacing behavior must be presented in writing to the Executive Board. The Executive Board will review the complaint and present it to the University, if necessary.
- A two-thirds majority of the voting members present at that meeting will be required to expel any member from Spectrum UI.
- The Executive Board is empowered to recommend alternative actions to expulsion (i.e. written apologies, etc.) in less extreme cases.
- Any person expelled from Spectrum UI may petition the Executive Board in writing for reinstatement. The Executive Board shall present such a petition before the membership for a vote at the next general meeting. A two-thirds majority of the voting members present at that meeting is required to grant reinstatement.

Article 4: Executive Board

Section 1: Functions of the Executive Board

The executive board will meet weekly and plan for the upcoming general meetings. The board will plan events and head programming related to and on behalf of Spectrum UI.

Section 2: Number of Executive Members and Eligibility (community members)

There will be six members of the executive board. One must be the LGBT constituency senator. In order to be a member of the executive board, a candidate must be elected using the guidelines found under Article 4 Section 4. Executive board members can be university students or community members. At least two (non-senator) executive board members must be students at the University of Iowa, and the LGBT constituency senator must also be a student at UI.

Section 3: Delegations of Executive Board Responsibilities and Terms

Chair

- Compiling Resources
- Secondary Signer
- Membership outreach (collaboration with media)
- Head meetings / transitioning

Name of Organization: Chinese Basketball club
(please list full name)

Umbrella: CSIL FSL (Sports Club)

Date constitution was last revised/reviewed: Jan 14, 2017

Do they have the Human Rights Clause verbatim? Yes (No) NOT AT ALL

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
Creed	
Color	
Religion	
National origin	X
Age	
Sex	
Pregnancy	
Disability	
Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:
membership limited to Chinese students and alumni

What is contradictory language related to?

(Membership) Leadership participants/events Other (please explain)

Does this constitution need further review? (Yes) No

The University of Iowa Chinese Basketball Club General Regulations of the Members

Article I - Purpose

a) **Chinese name**: 爱荷华大学华人篮球俱乐部

b) **English name**: The University of Iowa Chinese Basketball Club

c) **Club Nature**: Non-political, non-religious, and non-profit autonomy students and scholars group

d) **The purpose of the club**: Establish an organized and disciplined Chinese Basketball Club to provide a platform for basketball amateur where they can make more friends and learn basketball skills while enjoy the pleasure of basketball.

e) **The culture of club**:

1. Help each other and solve problems for each other in the club;

2. No gap, no distance and talkative between the members as well as the inferior and superior;

3. All members can develop themselves and grow up quickly together on the platform provided by this club on basis of mutual understanding and mutual trust;

4. All members try the best to complete every work, and provide their own ability to achieve the aim of the club and help its progress;

5. The members can enjoy the joy and memories brought by other members of the club while working.

Article II Membership

a) **Membership**: [redacted] (mainland China, Hong Kong, Macao and Taiwan) students, [redacted] must acknowledge the aim of the club, support the actives of the club and abide by the rules of the club.

b) **Admission:**

1. At the beginning of each semester, the club will recruit new members according to the needs of the work;

2. The applicant must fill in and submit the application form, and the content in the application form must be real.

3. The new members can be a formal member after the interview, basketball skills and probation, and then set up files for management.

c) **Quit the membership:**

1. The member who applies for withdrawing the membership shall submit the application to the management department, and the members of the management department can approve the application after discussion;

2. The members who are incompatible with the membership of Article V shall be removed;

3. The members who are irresponsible and can't correct after the criticism education shall be removed;

4. The members who are not eligible for attendance point system shall be removed;

5. The members who do not abide by the rules shall be removed;

6. The members who seriously damage the public image of the club due to personal behavior shall be removed;

7. The members who are removed due to various reasons will no longer be employed in principle.

d) **Members rights:**

1. Have the right to vote and to stand for election indistinguishably;

2. Participate in all activities held or sponsored by the club;

3. The members are equal within the student autonomy category;

4. The members can apply to the management department for protection in the name of the club when their legitimate rights and interests are violated;

5. The members can put forward their opinions and suggestions to the rules of the club through proper ways.

e) **Members obligations**

1. Acknowledge the aim of the club, and abide by the rules of the club;

2. Protect the reputation of the club, and avoid damaging the image of the club;

3. Support the work of the club, participate in the club activities, and implement the decision of the club;

4. The members shall not infringe on the legitimate rights and interests of other members.

f) **Membership fee**:

1. The membership fee shall be determined by the management department and financial department jointly;

2. Paying membership fee is a premise to be a member of the club.

Article III Club Structure

a) The supreme leadership of the club is the management department. The management department shall have one captain, one manager and one manager assistant.

b) The club has three departments: management department, financial department and player department.

c) **Club structure**:

Management department

Name of Organization:
(please list full name)
T2 Military Dental Club
Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? (Yes) No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): 1 & 2

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
Creed	
Color	
Religion	
National origin	
Age	
Sex	
Pregnancy	
Disability	
Genetic information	
Status as a U.S. veteran	8
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:
Members of the Club must be military sponsored

What is contradictory language related to?
(Membership) Leadership participants/events Other (please explain)

Does this constitution need further review? (Yes) No

Constitution of the TΣ Military Dental Club

ARTICLE I
Purpose of the Organization

The TΣ Military Dental Club seeks to promote oral health in the Iowa City community, to welcome new military-sponsored students (see Article III section A #2) into the College of Dentistry, and to participate in fund raising initiatives for Iowa area homeless and disabled veterans.

ARTICLE II
Meetings

Section A. A general meeting is valid if at least one-half of the executive officers are present.

Section B. Procedure.

1. The Roll Call: the secretary calls the role for the executive board.
2. President's Agenda: after roll call, the president conducts the meeting according to the official agenda established by the executive board. The agenda includes reports from all executive board members.
3. Open Forum: after the agenda, the meeting is opened to new proposals and ideas. The floor remains open to all members so that anyone can bring new issues to the organization for discussion.

ARTICLE III
Membership and Voting
GENERAL MEMBERSHIP

Section A.

1. University of Iowa Human Rights Clause
    a. 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. Eligibility – all full-time, military-sponsored (Health Profession Scholarship) students at the University of Iowa College of Dentistry are eligible for group membership.
3. Definition of a Member

a. Must be a full-time, military-sponsored student at the University of Iowa College of Dentistry.

4. Membership Annual Dues
   a. Dues will be determined at the beginning of the Fall semester by the current standing executive board prior to the first club meeting of the academic year.
5. Gifts
   a. Club members will comply with existing guidelines from the military code of ethics regarding the donation and acceptance of gifts.

Section B.

1. All members have one vote on a given issue (officers are not given extra weight for their vote).
2. Procedure
   a. Voting is carried out either by open hand or by closed ballot. A decision is reached by the majority vote on a particular issue or issues being raised at the meeting.
   b. In the case of any election or vote that results in a tie, the executive board members vote.
   c. Tie votes in elections are settled by the executive board members (excluding candidates running for the position in question).

ARTICLE IV
Officers and Qualifications

Section A. The Executive branch consists of eight officers.

1. President
   - Provides leadership, direction and organization for the club.
   - Oversees all aspects of the activities, events, and contacts that occur during his or her term in office.
   - Sets the meeting agenda.
2. Vice-President
   - Works closely with the president to accomplish the tasks designated by the president.
   - Has the power to speak for the president with consent in the president's absence.
   - Assumes all presidential responsibilities if the president cannot fulfill his/her duties and/or must step down.
   - Is responsible for all room, technical, and facility reservations.
3. Secretary
   - Is responsible for keeping records of all general and executive meetings, including taking roll to document attendance at all meetings.
   - Sends out all written and e-mail correspondence to the membership and general correspondence to non-members.
4. Treasurer

Name of Organization: UI Veteran's Association
(please list full name)

Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed: 2.2.16

Do they have the Human Rights Clause verbatim? (Yes) No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): 2

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
Creed	
Color	
Religion	
National origin	
Age	
Sex	
Pregnancy	
Disability	
Genetic information	
Status as a U.S. veteran	X
Service in the U.S. military	X
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:
"General members shall be comprised of any University of Iowa student who is military associated. Military associated is defined as: past or current military personnel, dependats of past or present military personnel, any student who has or currently is using GI Bill benefits...."

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? (Yes) No

Constitution of University of Iowa Veteran's Association

Date Summited: 5 January 2016

Date Ratified 2 February 2016

Article I - Purpose

The mission and purpose of this organization is to provide University of Iowa military associated students esprit de corps among fellow military associated students, to promote understanding of veterans' issues on campus, to cultivate Student Veteran's concerns through scheduled meetings, to create an organization where military associated students can come together and feel a sense of connectivity given the nature of their unique past experiences, and to create an infrastructure within the University of Iowa for the purpose of establishing a network of support systems for military associated students.

Article II - Membership

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.

- Executive Council (must be a member in good standing)
  - President (Primary Representative)
  - Vice President (Secondary Representative)
  - Treasurer (Authorized Signer 1) and must be a different individual than the President
  - Secretary
  - Communications Director
  - UISG Liaison
- General Members:

- General Members shall be comprised of any University of Iowa student who is military associated. Military associated is defined as: past or current military personnel, dependents of past or present military personnel, any student who has or currently is using GI-Bill benefits and any member of the campus community that is interested in supporting members of the armed forces and their family members.

- Members in Good Standing:
  - To be a member in good standing, one must have paid dues (if applicable) and attend one third of official meetings. Members in Good Standing have the right to vote as well as seek and hold an elected/appointed office or position.

- Membership may be revoked for reasons including but not limited to: inappropriate behavior, being delinquent in paying dues without explanation, and one-year inactive membership (not attending or being involved in communication with the officers or the organization). Revocation of membership may occur due to situations that arise both outside of club functions and those that arise during club functions. Complaints pertaining to another member can be submitted by any member in good standing to any member of the Executive Council. Membership will be revoked if a two thirds majority of executive Council members agree on revocation.

- All situations of revoking membership will be evaluated on a case by case basis by the officers of the club, who are in charge of the revocation process.
- Individuals may appeal the revocation of their membership by contacting an officer and will appeal to a committee of members supervised by either an advisor, an officer, or a combination of officers, members, and the advisor.
- A person may not regain membership after having it revoked until a period of no less than six months after the last written notice or appeal has passed. The officers of the organization will evaluate the situation before a person may regain membership, and situations of regaining membership will be handled on a case by case basis.

- Revocation of a member can be suggested by any member.
- The President can veto any membership revocation vote.

Name of Organization: Multicultural Nursing Association
(please list full name)

Umbrella: (CSIL) FSL Sports Club → College of Nursing?

Date constitution was last revised/reviewed: ~~July 24, 2014~~ May 9, 2016

Do they have the Human Rights Clause verbatim? Yes (No – old version)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): 1, 2, 3

Which of the protected classes or characteristics is language inconsistent referencing?

Race	X
Creed	
Color	
Religion	
National origin	
Age	
Sex	X
Pregnancy	
Disability	
Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	X
Associational preferences	X
Any other individualized classification	

Please summarize inconsistent language:

limited to members of racial/ethnic groups or cultural backgrounds which are underrepresented

limited to full-time nursing students

What is contradictory language related to?

(Membership) Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

THE UNIVERSITY OF IOWA
COLLEGE OF
Inspiring Excellence, Exceeding Expectations

"Constitution of the University of Iowa College of Nursing

Multicultural Nursing Association (MNA)"

Developed July 24, 2014

Article I - Organizational Basics

Organization Name: University of Iowa Multicultural Nursing Association, also referred to as UI MNA

Organization Theme: ***V.O.I.C.E.S.*** (Variety of Individuals Championing Equity and Success) in Nursing

Organization Tagline: Making Nursing Accessible!

Organization Website: http://www.nursing.uiowa.edu/diversity/mna

Organization Governance: Executive Team (E-team) consists of President, President-in-Training, Vice President, Secretary, Treasurer, Communications Ambassador, and Cohort Liaison(s)

Article II – Purpose

Our purpose is to recruit, support, mentor, and network UI multicultural nursing interest students (aka pre-nursing), BSN, MSN, DNP, and PhD nursing students, and nurse professionals to develop career empowerment. Multicultural nursing population is defined as individuals from racial/ethnic groups and cultural backgrounds historically under-represented within the nursing community, including but not limited to men, persons of color, religious minorities, and

international students who are interested in promoting diversity, inclusion, and cultural responsiveness within the College of Nursing and in the community.

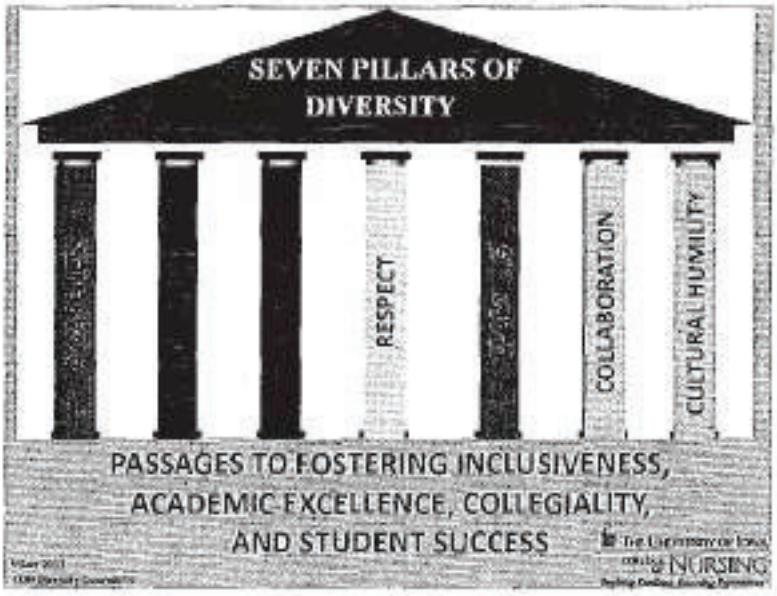
Our purpose is to provide educational and informational forums related to current nursing practice, policy, research and leadership; to provide continuous exploration of diversity and/or cultural competence issues as well as any other topics that could empower nursing students and the community.

Our purpose is to provide service learning and/or volunteer opportunities where MNA members can participate in outreach programs including but not specific to minority populations and organizations in the community.

Article III - Background

MNA is a student organization for aspiring nurses from under-represented backgrounds. Our mission is to recruit, support, and mentor multicultural students in all levels of nursing (i.e., pre-nursing, BSN, MSN, DNP, & PhD) and local UIHC nurses, increase the diversity of the nursing workforce, and promote cultural proficiency among students, faculty, and staff to enhance culturally-responsive care of patients. MNA is dedicated to:

- Developing student and nurse leaders
- Networking among multicultural nursing
- Diversifying nursing education pipeline and nursing workforce
- Developing and implementing best practices for delivering culturally responsive patient care
- Advocating for continued research, education, dissemination of information and policy-making about diversity and health
- Providing public service and outreach to local communities
- Advancing professional career pathways
- Honoring multicultural nursing pioneers



Developed July 24, 2014
Revised May 9, 2016

MNA strives to cultivate educated multicultural nurses to meet the needs of an ever-increasing diverse patient population statewide (IA), nationally (US), and globally (world). MNA is Making Nursing Accessible by supporting the CON's Seven Pillars of Diversity and designing programs based on our six Cultural Cores: CONNECTS, Career, Communications, Human Relations, and Leadership.

- CONNECTS: This is our community service, service-learning, and outreach arm, which stands for "College of Nursing Networks and Engagement in Communities Through Service."
- Career: This core supports career development and progression. We are dedicated to helping students in the nursing career journey... "*It's a journey, not a race.*"
- Communications: This arm of MNA focuses on staying connected with the membership base and alumni through email, social media, and website updates.
- Human relations: We celebrate and salute all multicultural nurse pioneers and leaders. Also, this core is dedicated to training nursing students, nurses, and healthcare professionals the caring and respecting aspect of nursing diverse individuals.
- Leadership: This core is dedicated to enhancing students' leadership development, understanding their strengths and weaknesses, and providing tools to excel as emerging nurse leaders.

Article IV - Membership

In no aspect of MNA's 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.

limiting

1. Members shall be individuals from racial/ethnic groups and cultural backgrounds historically under-represented within the nursing/pre-nursing community, including but not limited to men, persons of color, religious minorities, and international students who are interested in promoting diversity, inclusion, and cultural responsiveness within the College of Nursing and in the community.

Name of Organization: Chinese Students and Scholars Association
(please list full name)

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: [redacted] 2/15/2015

Do they have the Human Rights Clause verbatim? (Yes) No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): 1 & 2

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:
Only Chinese students are eligible members of the org & can vote.

What is contradictory language related to?

(Membership) Leadership participants/events Other (please explain)

Does this constitution need further review? (Yes) No

Constitution

Article 1- Purpose

Chinese Students and Scholars Association is a student organization that helps Chinese students to adapt their lives in campus and introduce traditional Chinese culture to people from all over the world.

Article 2- Membership

- **UI human Rights Clause**
- 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.

- **Membership Classification**
  - President (Primary Representative)
  - Vice-President (Secondary Representative)
  - Department Directors (Primary Department Representative, seven positions available)
  - Vice-Department Directors (Secondary Representative, seven positions available)
  - General Members:
    - UI Chinese students (must comprise 80% of the total organization membership) who are eligible to vote, volunteer or hold office within the organization.

- **Procedure For Selection Of Membership**
- Membership is only open to enrolled Chinese students and scholars in University of Iowa at the current time point.

- **Procedure For Addition Or Revocation Of Membership**
  - The organization shall admit anyone who passes all the recruit procedures, including application and interview as a member.
  - Memberships can be revoked by the following reasons:
    - Being absent from any of the regular meeting without any appropriate reasons.
    - Being absent from the regular meeting with personal reasons for twice.
    - Showing up late at the regular meeting without any appropriate reasons for three times.
- Members who does not meet the basic requirement during the final evaluation held at each end of the semesters will be warned by department directors. If the member does not showing any passion on supporting subsequent activities, department of human resource have the right to revoke the membership.

Article 3- Officers/Executives and Duties

- **Officers or executives must be enrolled University of Iowa students. They represent the organization membership. These individuals are selected from the ranks of the organization's voting membership.**

- **Positions Available, Duties & Responsibilities**
  - The elected officers of the organization shall be:
    - President; a candidate of president shall have to already be in, at least, a vice-department manager position.
    - The duties of the President shall include, but shall not be limited to:

Name of Organization: Constitution of Chinese Music Club
(please list full name)

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: 07/15/2017

Do they have the Human Rights Clause verbatim? (Yes) No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

1

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:
Purpose is only to showcase UI Chinese music performers

What is contradictory language related to?

Membership Leadership (participants/events) Other (please explain)

Does this constitution need further review? (Yes) No

Title: Constitution of Chinese Music Club

Date Submitted: Date of submission to Center for Student Involvement & Leadership

Article I - Purpose

Chinese Music Club is devoted to creating and developing the music performance on campus especially for Chinese students. Since there's a great Chinese Dance Club which serves dancing performance on campus for Chinese students, but there's still not any platform for Chinese music performers to show their talents. Based on this background of UI, our organization is established to provide UI Chinese music performers a chance showing their talents and also to create a sufficient performer resources for other UI organizations who need performing partners like singing groups, instrument players, bands, and Chinese traditional music performers. More specifically, we would like to have our own activities like the showcases, meetings, picnics; moreover, the output of performances to other organizations' gala shows will also be quality-assured. Besides the concentration on music quality, we're developing in the stage effects overall. Hope to bring the brand new music in good quality to UI.

Article II - Membership

a) *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.*

b) Classes of Membership

- Executive Board (must be a member in good standing)
  - President (Primary Representative)
  - Vice-President (Secondary Representative)
  - Treasurer (Authorized Signer 1) and must be a different individual than the President
- General Members:

- UI Students (must comprise 80% of the total organization membership) are eligible to vote and hold office within the Organization.
- Non-UI Students (cannot exceed 20% of total organization membership) are not eligible to vote or hold office within the organization.

- Members in Good Standing:

  - To be a member in good standing, one must have meet no more than three times absence of regular meeting with excuse and complete their assigned work. Members in Good Standing have the right to vote as well as seek and hold an elected/appointed office or position.

c) Selection of membership.

- 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 the general public, as long as 80% of the active members of this organization are currently enrolled UI undergraduate or graduate and professional students. There's only one category for membership: Full Membership. All University of Iowa students could apply for full membership in the organization, requiring an interview and certain attendance to stay as a member of Chinese Music Club.

- The person who want to join the Chinese Music Club must fill an application form and participate the interview. The application contains serval questions that related to the interview. After the interview, the executive board member and the director of each department will evaluate the person can join in the Chinese Music Club or not. People will receive the interview result via email.

d) Revocation of membership.

- To be removed from this organization, a member must miss three consecutive meetings with unexcused absences. When this occurs, that individual's membership status will have a meeting with executive board and evaluate the standing and decide to remove from the organization or not. After the meeting, if this membership still misses a regular meeting, this member will be automatically removed from the Chinese Music Club. Membership can also be removed if one acts unrepresentative of the organization. More complicated situation could be discussed by the executive board.

Article III - Officers/Executives and Duties

Name of Organization:
(please list full name)
International Tennis Club in Iowa City
Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution) Not included

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

CONSTITUTION OF International Tennis Club in Iowa City
International Tennis Club in Iowa City
October 13, 2003

Article I

Purpose The purpose of International Tennis Club in Iowa City, or ITCIC is to promote the health of students, and staffs who are interested in tennis and to provide opportunities for interaction between students, and staffs with playing tennis regularly.

Article II

Membership

a) 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.

b) Students and staffs of University of Iowa shall be eligible for the membership of ITCIC.

c) All students and staffs of University of Iowa, who have an expressed interest in the activities of ITCIC and who have paid due membership fee, are to be considered members of ITCIC.

Article III

Officers and Duties

a)

President

The President's duties shall include, but not be limited to, coordinating meetings and leading in the planning of activities. The President takes care of Annual Reports to the members of ITCIC and files forms for organizational funding and recognition.

Secretary

Secretary's duties shall include, but not be limited to, assisting the President, especially in the coordination of group activities. In the absence of the President, the Secretary shall assume all Presidential duties.

Webmaster

The Webmaster's duties shall include, but not be limited to, recording the activity of meetings, and maintaining the SLASG website.

b) Every member of ITCIC and be nominated for and assume office.

c) Officers are to be elected for a 12-month term at regular ITCIC membership meetings in December, as necessary. Officers elected in December shall assume office in two weeks. If the President graduates before his or her term expires, or resigns for any reason, the Secretary shall assume all Presidential responsibilities until the next election. If either the Secretary or Webmaster the leaves office before his or her term is up, the vacant position will be filled by appointment at the discretion of the president until next election.

d) Any officer that is perceived to be derelict in his or her duties may be removed by action of a majority of the official membership.

Article IV

Advisor

The advisor can be appointed by actions of a majority of the official membership.

Name of Organization: *(please list full name)* International Student Outdoor Recreation Association

Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed: Nov. 8, 2015

Do they have the Human Rights Clause verbatim? Yes No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): N/A

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership (Leadership) participants/events Other (please explain)

Does this constitution need further review? Yes (No)

Title: "International student Outdoor Recreation Association"
Date Submitted: Nov.8.2015

Article I - Purpose

Our purpose is to bring international student and scholar who loves outdoor activities together and create a community that will attract more international students who has no previous outdoor experiences.

Article II - Membership

a)

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.

b)

- Executive Board (must be a member in good standing)
  - President (Primary Representative)
  - Vice-President (Secondary Representative)
  - Treasurer (Authorized Signer 1) and must be a different individual than the President

- Secretary/Recorder
- General Members:
  - UI Students (must comprise 80% of the total organization membership) are eligible to vote and hold office within the Organization.
  - Non-UI Students (cannot exceed 20% of total organization membership) are not eligible to vote or hold office within the organization.

- Members in Good Standing:
  - To be a member in good standing, one must have paid dues (if applicable), and met meeting attendance requirements as set forth in the Article V(f). Members in Good Standing have the right to vote as well as seek and hold an elected/appointed office or position.
  - Members in Good Standing has privilege to vote.

c)

- Membership will be granted in one of two categories: General Membership, Resting Membership.
- General Membership in this organization 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 the general public, as long as 80% of the active members of this organization are currently enrolled UI undergraduate or graduate and professional students.
- All faculty, staff, and interested community members will receive general membership in the organization.
- Members who will be unable to participate in the club for an extended time will be granted resting membership. Resting membership can be due to situations including but not limited to study abroad programs, etc.

d) State the procedure for the addition or revocation of membership.

- The organization shall admit as a member any person who expresses interest, contacts the organization officers, and provides their name and contact information. Membership may be revoked for reasons including but not limited to: inappropriate behavior, being delinquent in paying dues(if applicable) without explanation, and six months inactive membership (not attending or being involved in communication with the officers or the organization). Revocation of membership may occur due to situations that arise both outside of club functions and those that arise during club functions.
- All situations of revoking membership will be evaluated on a case by case basis by the officers of the club, who are in charge of the revocation process.
- Revocation of membership occurs after two written warnings in one semester and will involved a written notice.
- Individuals may appeal the revocation of their membership by contacting an officer and will appeal to a committee of members supervised by either an advisor, an officer, or a combination of officers, members, and the advisor.
- A person may not regain membership after having it revoked until a period of no less than six months after the last written notice or appeal has passed. The officers of the organization will evaluate the situation before a person may regain membership, and situations of regaining membership will be handled on a case by case basis.
- To be removed from this organization, member who must miss three meetings in a semester with unexcused absences. When this occurs, that individual's membership status will be voted on by the organization and must obtain a majority vote in favor to stay a member. Membership can also be suspended if one acts unrepresentative of the organization.

Name of Organization: Secular Students at Iowa
(please list full name)

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: Aug. 30, 2015

Do they have the Human Rights Clause verbatim? (Yes) No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): n/a

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes (No)

Constitution for Secular Students at Iowa (SecSI)

Drafted September 11, 2013

Last amended August 30, 2015

Article I - Purpose

Secular Students at Iowa (SecSI) aims to provide a voice and community for secular students at the University of Iowa through four core principles:

- Advocacy for church/state separation, freedom of belief, skepticism, science, and secular values.
- Service for ethical fulfillment, improving humanity, and humanist values.
- Education for scientific literacy, critical-thinking skills, religious literacy, expanding perspectives, and rationality.
- Community and support for secular students, community members, and friends.

Article II - Membership

Section 1: UI Human Rights Statement

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.

Secular Students at Iowa would like to stress that individuals of any religion and/or ideology are welcome to attend meetings and/or become members

Section 2: Definition

There shall be several different classes of membership in Secular Students at Iowa. The following descriptions provide information on each class of membership and the benefits and responsibilities associated with each class:

Officers:

All Officer positions are listed below. Roles of the positions are defined in Article III of the Constitution:

- President
- Vice-President
- Membership Officer
- Advocacy Officer
- Treasurer
- Public Relations Officer
- Education Officer
- Secretary

General Member:

- General Members must be University of Iowa students and shall make up no less than 80% of the total membership of Secular Students at Iowa
- General Members shall be eligible to run for Officer and Assistant Officer positions
- General Members shall be asked by the officer board to vote on constitutional amendments, officer appointments, and other matters as the need arises.
- Priority on attending events, conferences, and trips that Secular Students at Iowa helps to fund shall be given to General Members

Additional privileges and responsibilities may be created as Secular Students at Iowa deems necessary.

Community Member:

- Community Members are members of Secular Students at Iowa which are not University of Iowa students and shall not make up more than 20% of the total membership in Secular Students at Iowa

- Community Members shall not be eligible to run for Officer and Assistant Officer positions
- Community Members shall be asked by the officer board to vote on constitutional amendments, officer appointments, and other matters as the need arises
- Community Members shall be able to attend events that Secular Students at Iowa helps to fund but these opportunities are dependent on availability of resources after General Members have decided whether or not to attend

Additional privileges and responsibilities may be created as Secular Students at Iowa deems necessary.

Section 3: Selection of Members

Membership shall be granted in one of two categories: General Member or Community Member. The process for membership is listed below for each class of membership.

General Member Selection Process:

All University of Iowa students shall be eligible for status as General Membership in Secular Students at Iowa. There shall be one step to apply to become a General Member:

1. Join the Secular Students at Iowa Orgsync Page

Community Member Selection Process:

Any individual can apply to become a Community Member in Secular Students at Iowa. There is one step to apply to become a Community Member:

1. Join the Secular Students at Iowa Orgsync Page
2. Applicant shall submit their name and contact information to the membership officer.

All General Membership forms completed shall be accepted unless information on the form is deemed to be inaccurate or inappropriate by the Membership Officer or if the addition of a new Community Member were to cause the percentage of total Community Members to exceed 20%. If information is found to be inaccurate or inappropriate, the Membership Officer shall be required to send an email to the applying individual detailing the reason for rejection and encouraging the individual to reapply with accurate and appropriate information.

Section 4: Renewal of Membership

Name of Organization: Society of Women Engineers
(please list full name)

Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes No old version

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

CONSTITUTION OF THE SOCIETY OF WOMEN ENGINEERS
SECTION H057

Submitted May 4, 2007 to the Office of Student Life

ARTICLE I – NAME AND OBJECTIVES

Section 1. Name

The name of this organization shall be the H057, University of Iowa section (hereinafter called "the section") of the Society of Women Engineers (hereinafter called "the Society" or "SWE").

Section 2. Purpose

The Society of Women Engineers (SWE) is a not-for-profit educational and service organization that empowers women to succeed and advance in the field of engineering, and to be recognized for their life-changing contributions as engineers and leaders. Founded in 1950, SWE is the driving force that establishes engineering as a highly desirable career for women through an exciting array of training and development programs, networking opportunities, scholarships, outreach and advocacy activities, and much more.

Section 3. Objectives

The section is an organizational unit whose purpose is to further the objectives of the Society.

Section 4. Powers

The section is empowered by the Society to pursue the objectives of the Society under these bylaws and in consonance with the bylaws of the Society and in consonance with the rules and regulations of University of Iowa.

ARTICLE II – MEMBERSHIP

Section 1. Members

Members of the section are those members of the Society assigned to the section. In accordance with the Society's policies and purposes, the section shall not discriminate in connection with its membership and its services to the public at large. All members of the section shall have the right to attend all in-person section and executive council meetings.

Section 2. Discrimination

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. Grades of Membership

Members shall have the same membership grade in the section as they have in the Society. Collegiate members shall be voting members of the section.

Section 4. Membership Selection

Name of Organization: Turkish Student Association
(please list full name)

Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes (No)

CONSTITUTION OF TURKISH STUDENT ASSOCIATION

I. The name of this organization shall be Turkish Student Association of the University of Iowa.

II. The purposes of this organization shall be:
- (i) to function as a student organization
- (ii) to encourage participation in the organization
- (iii) to encourage friendship among the members of the organization
- (iv) to organize cultural and social events related to the objectives of the organization
- (v) to represent Turkish Community in Iowa City and constitute friendly relationships between Turkish students, faculty, staff and members of their families
- (vi) to improve the relationships between Turkish citizens in Iowa City and other members and organizations of the University of Iowa
- (vii) to help to introduce and represent Turkish culture in the United States of America.

III. Membership and Dues:
- (i) Membership in this organization shall be open to all the University of Iowa students, faculty, staff, and members of their families. 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.
- (ii) Anybody who is not affiliated with the University of Iowa but residing in the United States of America can be accepted as a member depending upon the approval of the Executive Committee.
- (iii) Membership shall be maintained by the payment of the deus which are established by the Executive Committee.

IV. Officers:
- (I) The officers of the organization shall consist of a President, a Secretary and a Treasurer.
- (ii) Duties and powers of the officers:
  - (a) The duties of the President shall be to preside at all meetings, call special meetings, represent the organization in the inter-organizational meetings, and supervise the other officers in their duties.
  - (b) The duties of the Secretary shall be to keep an accurate and permanent record of the minutes and proceedings of the organization, take charge of all correspondence, notify the members of meetings and activities, make necessary reports, to perform the duties of the President in her/his absence.
  - (c) The duties of the Treasurer shall be to keep an accurate and complete record of all monetary transactions, collect the dues,

Name of Organization: UI Trans Alliance
(please list full name)

Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes (No)

Constitution of UI Trans Alliance

The name of this organization shall be the UI Trans Alliance.

Article I: Purpose

The UI Trans Alliance shall serve as a base for activism regarding issues of transgender rights and policies at the University of Iowa and the community at large. It will also spread awareness of transgender issues and work to increase public knowledge of the transgender population. The transgender population, as defined by the UI Trans Alliance, consists of all those who do not solely associate with their gender assigned at birth and those who do not conform to the gender binary. The UI Trans Alliance will work to influence University of Iowa policies that relate to transgender students, faculty, and staff in order to promote a safer, more accepting campus atmosphere, and living situation.

Article II: Terms of Membership

Section 2.1—*Discrimination statement. 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 2.2—*Membership.* The UI Trans Alliance is open for any community member to join at any point during the year. There is no selection process, and anyone is welcome to attend regular meetings. Members may be asked to leave the group if they fail to meet standards of respect or behavior as set forth by the UI Trans Alliance executive officers. Although the UI Trans Alliance functions to serve the transgender population of the University of Iowa, cisgender people are strongly encouraged to participate and become members.

Article III: Officers and Duties

Section 3.1—*Office positions.* There are three officer positions that make up the executive board of the UI Trans Alliance: President, Vice President, and Secretary Treasurer. Any University of Iowa student may hold office.

(a) *President.* The President of the UI Trans Alliance shall:

- Serve as primary advocate for activism undertakings

- Initiate all general meetings and lead introductions
- Ensure that the organization stays active
- Communicate with outside parties including venues, businesses, and University of Iowa faculty and staff
- Compile community resources and serve as a resource for members
- Serve as secondary signer

The President should be someone with strong organizational skills, communication skills, and motivation and passion for transgender issues. This person should have forward vision and ideas for improving conditions for transgender people, as well as the drive to execute the established goals.

(b) *Vice President.* The Vice President of the UI Trans Alliance shall:

- Perform Webmaster duties including, but not limited to managing the organization's:
  - Email
  - Listserv
  - Orgsync
  - Social media
- Maintain and establish public relations
- Reserve all meeting and event locations well in advance
- Serve as third signer

The Vice President should possess organizational and communication skills, as well as drive to accomplish the organization's goals. They should also be equipped with knowledge of the aforementioned programs and websites.

(c) *Secretary Treasurer.* The Secretary Treasurer of the UI Trans Alliance shall:

- Take attendance at general meetings
- Take minutes at executive board meetings
- Serve as primary signer
- Maintain membership and historical records
- Organize and maintain finances
- Lead fundraising undertakings

This person should be dependable as their attendance is of utmost importance at all meetings. They should also possess good note-taking skills, organization, adequate skill with numbers and number-processing software, and commitment for follow-through on projects including grant applications.

Name of Organization:
(please list full name)
UI Global Buddies
Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution) Not included

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

TITLE CONSTITUTION OF UNIVERSITY OF IOWA GLOBAL BUDDIES

PREAMBLE UNIVERSITY OF IOWA GLOBAL BUDDIES

DATE 08 FEBRUARY 2011

Article I

Purpose

To welcome and serve the University of Iowa's International Student community, in efforts to make their transition and stay at the University of Iowa better. Also, we strive to build and strengthen relationships between American and exchange students and to create more opportunities in which they can interact and become acquainted with Iowa.

Article II

Membership

a) In no aspect of its programs shall there by 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
b) All members must be current students at the University of Iowa
c) Membership is open to American students of the University of Iowa who have attended the University for at least one full academic year and are prospective or returning study abroad students. Membership is also open to any current exchange students of the University of Iowa.
d) If a student in any way offends or discriminates against a fellow member or exchange student, he or she will be up for possible expulsion from the organization.

Article III

Officers and Duties

a) There will be two Co-Presidents and a Secretary-Treasurer. The Co-Presidents' responsibilities will include coordinating events together for the group, arrange meetings, process and decide membership. The Secretary-Treasurer's responsibilities will be to take notes from the meetings, email the members who were absent at the meeting, and calculate and manage the finances needed and spent for events.

Name of Organization: National Association of Black Journalists
(please list full name)

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: May 6, 2011

Do they have the Human Rights Clause verbatim? Yes No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

missing sentence

Page number(s): Page (1Front)

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
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Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

Constitution of the UI National Association on Black Journalists
Unity Chapter

Preamble - We the UI National Association on Black Journalists – Unity Chapter have founded this organization in an effort to improve issues of diversity in journalism through the preparation of a broad membership that will enter into the professional field and the creation of a local newspaper each semester, NURU, to increase awareness of diverse issues at the University of Iowa.

Date – Constitution ratified - May 6, 2011

Article I
Purpose – The UI National Association of Black Journalists – Unity Chapter is designed as a social and professional organization. The organization will:

- enhance and develop the skills of students interested in writing in general and journalistic skills specifically. There is a skills based function where students will learn to research, write, edit and layout articles for NURU.
- enhance and develop the mentoring opportunities for students who are journalism pre-majors, undergraduate and graduate journalism majors helping each other better prepare for a career in journalism.
- enhance and develop broader connections with the National Association of Black Journalists through scholarships, internships, regional and national conferences.

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.

There are no limitations to membership, however participants should be interested in reporting, writing, editing and publication design. Membership is open to all undergraduate and graduate students. Students will be admitted to membership based on their interest, attendance and participation. Students will be removed from membership based on their lack of interest, attendance and participation.

Article III
Officers and Duties –

President - The President of the UI NABJ – Unity Chapter also serves as the Editor of the NURU newspaper. The President of NABJ/Editor of NURU is nominated by the NABJ Advisor and Managing Editor of NURU.

Name of Organization: National Society of Black Engineers
(please list full name)

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: May 15, 2002

Do they have the Human Rights Clause verbatim? Yes (No) - old version

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): n/a

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
Creed	
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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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes (No)

TITLE: CONTSTITUTION OF NATIONAL SOCIETY OF BLACK ENGINEERS (NSBE)

PREAMBLE: The National Society of Black Engineers (NSBE) organization is designed to promote the development of African-Americans in engineering, science and other technical professions to achieve educational excellence, economic opportunity and social equity. It is intended to be a service and social organization, that actively pursues a program of high academic standards, group representation, career development, and as a support mechanism in these and other activities of interest to African-American engineers at the university.

DATE: last updated Wednesday, May 15, 2002

ARTICLE I

Purpose

a) To promote interaction amongst African-American engineers at the University.
b) Promote and encourage recruitment of undergraduate and graduate students in engineering at the university.
c) To assist and promote African-American engineers toward academic excellence through the identification of tutoring services.
d) Inform African-American engineers of career and summer job opportunities available.
e) To provide a communication link between the College of Engineering administrators and students.
f) Seek interaction among other organizations within the College of Engineering that promotes the engineering profession.
g) Serve as a support group, provide encouragement, and understanding of concerns unique to students.
h) Provide information to students via bulletin board, email.

ARTICLE II

Membership

a) "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.
b) Membership is open to all engineering, science and other technical professions, students in the undergraduate and graduate program. Membership is also open to faculty, staff and community members, and all persons interested in issues of concern to students at the University.
c) Members are requested to participate in at least one activity per semester.

Name of Organization: Multi-Ethnic Engineering & Science Association
(please list full name)

Umbrella: (CSIV) FSL Sports Club

Date constitution was last revised/reviewed: n/a

Do they have the Human Rights Clause verbatim? Yes (No) - old version

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): n/a

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
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Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes (No)

TITLE: CONSTITUTION OF THE MULTI-ETHNIC ENGINEERING AND SCIENCE ASSOCIATION

PREAMBLE: This organization is designed to encourage interaction among under-represented (multi-ethnic or minority) engineering students from diverse backgrounds and cultures. It is intended to be a service and social organization for multi-ethnic students, that actively pursues a program of high academic standards, group representation, career development, and as a support mechanism in these and other activities of interest to minority engineers at the university.

ARTICLE I

Purposes, aims, functions:

1.) To promote interaction amongst minority engineers at the university.
2.) Promote and encourage recruitment of undergraduate, and graduate students in engineering at the university.
3.) To assist and promote minority engineers toward academic excellence through the identification of tutoring services.
4.) Inform minority engineers of career and summer job oppoetunities available from the placement office.
5.) To provide a communication link between the College of Engineering administrators and minority students.
6.) Seek interaction among other organizations within the School of Engineering that promotes the engineering profession.
7.) Serve as a support group, provide encouragement, and understanding of concerns unique to minority engineering students.
8.) Provide information to students via bulletin board.

ARTICLE II

Membership:

1.) 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 access to membership, programming, facilities, and benefits shall be open to all persons.
2.) Membership is open to all under-represented (multi-ethnic) engineering students in the undergraduate and graduate program. Membership is also open to faculty, staff and community members, and all other persons interested in issues of concern to minority engineering students at the University.
3.) Members are requested to participate in at least one activity per semester.
4.) Members are requested to attend at least one monthly meeting per semester.
5.) Complete the application for membership.
6.) All other decisions related to membership are decided by majority vote by the organizational board members.

ARTICLE III

Officers and Duties:

1.) The MESA board shall consist of: a.) President, b.) Vice-president, c.) Treasurer, and d.) Secretary. In the case this positions are absent, the President shall distribute the positions and responsibilities amongst the filled positions on the board.
2.) Qualifications for board members are: 1.) Currently enrolled student to served at least one semester to a year. 2.) Willingness to put forth the effort to accomplish the goals of the organization.
3.) Officers will be elected by majority vote of registered members of the organization.
4.) Removal from office will be determined by majority vote of registered members.
5.) The board retails the discretion to resolve any issues of concern to the organization not covered in this constitution in the most democratic means.

Name of Organization: Sri Lankan Students' Association
(please list full name)

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: 04/14/2010

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
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Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? (Yes) No

CONSTITUTION OF THE SRI LANKAN STUDENTS' ASSOCIATION (SLSA)
UNIVERSITY OF IOWA

PREAMBLE

We, the members of the "Sri Lankan Students' Association" (SLSA) of the University of Iowa, hereby establish this constitution in order that our purposes are realized to their fullest extent.

DATE 14th April 2010

ARTICLE I – NAME AND PURPOSE

Section I This organization shall be known by the name Sri Lankan Students' Association, hereinafter referred to as the 'SLSA' in this Constitution.

Section II The SLSA is established with the motive of promoting intellectual, social, and cultural interaction among those allied to the University of Iowa.

Section III The objectives of the SLSA shall be as follows:

a. To bring together individuals who wish to promote Sri Lankan life and culture in the University of Iowa and the local community of the Iowa City.
b. To promote the ethnic diversity and multicultural understanding at the University of Iowa.
c. To promote harmonious co-operation and interaction between the SLSA of the University of Iowa and the Sri Lankan communities of other universities within the United States.

Section IV The SLSA shall be a non-profit organization formed to carry out its objectives as listed in above. The SLSA understands and is committed to fulfilling its responsibilities of abiding by the University of Iowa policies.

ARTICLE II – MEMBERSHIP

Section I The SLSA open to any University of Iowa faculty, staff, students and spouses and will not discriminate on the basis of race, color, creed, age, gender, sexual orientation, marital status, personal appearance, religion, national origin, political affiliation, physical or mental disability, veteran status or on the basis of the exercise of rights secured by the First Amendment of the United States Constitution.

The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all personal.

The SLSA is also open to University of Iowa Alumni and non University of Iowa personnel who are interested and willing to participate in activities of the SLSA.

Section II Voting rights and the enjoyment of the privileges of the SLSA shall be open to all members.

Section III Any person interested in working with or serving on SLSA shall complete an enrolment form, whereupon she/he shall become a general member of the SLSA.

ARTICLE III – OFFICERS AND DUTIES

Section I The "Sri Lankan Student Association" will be governed by an executive committee elected by the members of the SLSA.

Section II The executive committee and its general responsibilities shall be as follows;

a. An elected president will preside at all meetings of the SLSA and serve for one year from date elected.
b. SLSA members shall also elect a Vice President. The Vice President shall preside at all meetings and functions that the President cannot attend.

Name of Organization: South Asian Student Alliance
(please list full name)

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: N/A

Do they have the Human Rights Clause verbatim? (Yes) No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes (No)

Constitution of South Asian Student Alliance (SASA)

ARTICLE I
Purpose and Mission of SASA

SASA's mission is to unite all students with South Asian descent regardless of creed, country of origin, or affiliations. We hope to unite the student body through philanthropy, events, service and culture. We hope to spread the knowledge of our culture(s) to UIowa and the surrounding community. We hope to build and maintain a strong community of South Asians and Individuals interested in our culture.

ARTICLE II
Membership

I. 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.

II. SASA is not strictly for South Asians, we welcome all with a shared interest in South Asian culture.

III. Members of SASA are eligible for the following benefits:

a. The right to vote on specific issues brought forward by the SASA Board.
b. The right to vote in the SASA elections. Board positions as stated as under the election guidelines listed in Article VI
c. The right to run for open SASA Board positions as stated under the election guidelines listed under Article VI
d. Individual benefits as determined by the current SASA Board.
e. The Right to petition decisions made by SASA Board.

ARTICLE III
Positions and Duties

The SASA Executive Board will comprise of a minimum of ten member positions whose duty descriptions follow. Although these descriptions provide a general account of each member's role in the organization, roles are subject to revision based on organizational needs.

President
Note: This position may only be filled by an individual who has previously served as a board member.

i. Oversee the proceedings of associate board members

Name of Organization: Society of Hispanic Professional Engineers
(please list full name)

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: 10/11/2010

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes (No)

TITLE

Constitution of Society of Hispanic Professional Engineers (SHPE).

PREAMBLE

The Society of Hispanic Professional Engineers (SHPE) is committed to the advancement of minorities in the field of engineering at the University of Iowa.

DATE

Date ratified: October 11, 2010
Date Submitted to OSL: October 25, 2010

ARTICLE I

The name of the organization is The Society of Hispanic Professional Engineers, University of Iowa Student Chapter. Henceforth, the organization shall be referred to as "IOWA SHPE ".

ARTICLE II

PURPOSE & OBJECTIVES

1. Promote the advancement of Hispanic engineers and scientists in education and in future employment.
2. Improve the retention and enrollment of Hispanic students in engineering and science.
3. Develop and participate in programs with the university and industry which benefit students seeking technical and science degrees.
4. Provide a forum for the exchange of information pertinent to the development of future Hispanic professionals.
5. Develop opportunities in the local Hispanic community.
6. Develop interest in science and engineering to future engineers in local middle school and high schools.

ARTICLE III

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.

1. College students pursuing a degree in any course of study are eligible for membership.
2. Active Members are those members that:
    - A. Attend no less than 60% of the general meetings, from the time they attend their first meeting.
    - B. Pay the dues established by SHPE National.*

Name of Organization: American Indian Student Association
(please list full name)

Umbrella: (ESIL) FSL Sports Club

Date constitution was last revised/reviewed: Sept. 8, 2011

Do they have the Human Rights Clause verbatim? Yes (No) -old version

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
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Disability	
Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes (No)

Constitution of the American Indian Student Association

American Indian Student Association (AISA)

Date of submission: September 12, 2011
Date of ratification: September 8, 2011

Article I

The purpose of the American Indian Student Association is to promote, advance, and support Native American Student academic success, retention and social activities and to serve as an academic, cultural support system for the Native American community and the community at large.

Article II

Section I: In no aspect of its programs shall there be any difference in the treatment of person 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 II: Limitations of Membership: Each member shall be entitled to participate in the organizational functions. Each member shall be entitled to all privileges of AISA, and to attend meetings and events. Every member shall follow the UI student organization policies.

Section III: Different Classes of Membership General membership will consist of those students, alumni, faculty, staff and community members who have become members of AISA.

Section IV: Selection Process and Revocation of Membership Any person(s)advancing and promoting AISA's mission statement and is willing to stay active will be a member of AISA.

Article III

Section I: Officers and Duties

President;
-Prepares an Agenda
-Notifies all members of meetings
-Presides over meetings of the organization
-Calls special meetings of the organization
-Facilitates for meetings of the organization
-Prepares and files any report required

Name of Organization: Nepalese Students Association
(please list full name)

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: May 5, 2018

Do they have the Human Rights Clause verbatim? (Yes) No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): n/a

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
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National origin	
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Pregnancy	
Disability	
Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes (No)

NEPALESE STUDENTS ASSOCIATION

MAY 5, 2015

Article I - Purpose

The name of the organization shall be Nepalese Student Association (NSA). The NSA is a student organization at University of Iowa, Iowa City. This organization's purpose shall be to unite Nepalese students who are pursuing their education at University of Iowa and to promote and advance the general welfare of all Nepalese students at the University of Iowa and the Iowa City community.

With the NSA purpose in mind the objectives of the Nepalese Student Association shall be to get students involved in the campus life, give them an opportunity to learn about and orient themselves in the culture of the community they live in. This organization shall also organize and hosts cultural, educational, social, and charitable events designed to promote the Nepalese student community.

Article II - Membership

a) *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.*

b) Membership:

- **Executive Council:**
  - President (Primary Representative)
  - Vice-President (Secondary Representative)
  - Treasurer (Authorized Signer 1) and must be a different individual than the President
  - Secretary/Recorder

- **General Members:**
  - UI Students (must comprise 80% of the total organization membership) are eligible to vote and hold office within the Organization.
  - Non-UI Students (cannot exceed 20% of total organization membership) are not eligible to vote or hold office within the organization.

- **Members in Good Standing**:
    - To be a member in good standing, one must have paid dues. Members in Good Standing have the right to vote as well as seek and hold an elected/appointed office or position.

Executive council holds the right to form workgroups or subcommittees and is responsible for the provision of rights to use the organization's name.

c) 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 the general public, as long as 80% of the active members of this organization are currently enrolled UI undergraduate or graduate and professional students.

d) Membership will cease at the member's own request or from the members of executive council, upon departure or graduation from the University of Iowa.

Article III - Officers/Executives and Duties

a) Officers or executives must be enrolled University of Iowa students. They represent the organization membership. These individuals are selected from the ranks of the organization's voting membership.

b) The elected officers of the organization shall be:

- President: The duties of the President include calling and chairing all meetings, preparing the agendas, representing the official position of the organization to the University and all external individuals and groups, delegating responsibilities, and any other duties that the membership might assign.
- Vice-President: The Vice-President shall fulfill the duties assigned by the President. In case of a vacancy in the President, the Vice-President will assume the duties of the chair until a special election can be held to fill the President position.
- Secretary: The Secretary shall record and keep the minutes of all meetings and shall make those minutes available to any member upon request. The Secretary shall make and distribute copies of the minutes according to policy established by the elected officers. The Secretary shall be responsible for the design and maintenance of the organization's website.
- Treasurer: The Treasurer shall handle all financial transactions, keep the financial records of the organization, ensure the organization is meeting all University policies, and federal and state laws. The Treasurer will also make periodic reports to membership.
- Special Events Coordinator - The Special Events Coordinator shall lead and facilitate the planning and implementation of group social, educational, and service activities. The Special Events Coordinator shall fulfill other duties as assigned by the President.

- The elected officers of the organization shall constitute the Executive Council.
- Appointed positions shall be created and/or filled by the Executive Council with the approval of a majority vote of those members present at any official meeting.

Name of Organization:
(please list full name)
Latino Medical Student Association
Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution) Not included

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
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Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

CONSTITUTION OF Latino Medical Student Association – University of Iowa Roy J. & Lucille A. Carver College of Medicine

Date: October 8, 2012

ARTICLE I - NAME

The name of this organization shall be the Latino Medical Student Association – University of Iowa Roy J. & Lucille A. Carver College of Medicine, hereinafter designated as the LMSA-UICCOM. The LMSA-UICCOM is a member of the Latino Medical Student Association, hereinafter designated as LMSA.

ARTICLE II - PURPOSE

The purpose of the LMSA-UICCOM is to address the health needs of the Latino community, as well as to create an environment for academic and social support for individuals in the health care professions who will strive to improve the access and delivery of healthcare to Latinos and medically underserved populations.

ARTICLE III - OBJECTIVES

Immediate:

1. Recruitment and admission of Latinos who exhibit the potential to benefit their community into the health professions programs.

2. Retaining our members in the health professions programs by supporting academic and social activities and by fostering close ties among members.

3. Educating ourselves in areas of concern to our communities which may not be part of the health profession or allied health school curricula, such as preventive and community medicine, politics of health care systems, mechanics of urban city primary care, and family practice.

4. Orientation of our members towards actively accepting our principles of unity and aims of our organization.

5. Community involvement for the purpose of strengthening working relationships with community groups and the overall aim of benefiting the community.

6. Support and encourage prospective health professions school applicants throughout the admissions process. Writing and circulating our ideas and fostering the refinement and development of research skills among our members.

7. Encourage the development of courses which better prepare our members to become high quality health care providers serving our community.

8. To educate and sensitize the entire medical community to the specific needs and differences of the Latino regarding health and human well-being.

Long Term:

1. Improve the health care delivery to Latino communities.

2. Advocate for the rights of Latino patients.

3. Participate in the planning and implementation of research activities designed to identify the health care needs of our community.

4. Network with other organizations at the local and national levels to achieve common objectives.

ARTICLE IV - MEMBERSHIP

SECTION 1. The membership of the LMSA-UICCOM shall consist of individuals whose interests are consistent with the objectives and who meet the requirements for membership as provided by the Bylaws.

SECTION 2. LMSA-UICCOM shall be a recognized chapter of Latino Medical Students Association (LMSA). Any student of the University of Iowa may apply through LMSA-UICCOM to be a member of LMSA in accordance with the rules and regulations of LMSA

SECTION 3. Members of any classification may be dropped from membership for non-payment of dues, or for conduct that can cause detriment to, adversely affect the reputation of, or contradict the objectives of LMSA-UICCOM or LMSA.

SECTION 4. Any person interested in the objectives of LMSA-UICCOM or LMSA shall be eligible for membership of a class for which he or she is qualified.

SECTION 5. The amount and method of collection of dues of the members shall be as provided in the Bylaws.

SECTION 6. This organization supports the principles of equality, equal opportunity, and equal treatment under the law. This organization opposes discrimination in any form.

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. This organization does and will abide by all governmental regulations relating to equal opportunity and non-discriminatory practices.

Name of Organization: LGBT Advocates for Public Health Equity
(please list full name)

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: 18 Oct 2016

Do they have the Human Rights Clause verbatim? (Yes) No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

Constitution of LGBT Advocates for Public Health Equity
18 October 2016

Article 1 (purpose)
LGBT Advocates for Public Health Equity is an organization for lesbian, gay, bisexual, transgendered, and allied individuals enrolled or formally affiliated with the College of Public Health (CPH). We are dedicated to helping make CPH an accessible and inclusive space for all people and promote scholarly inquiry on related public health issues.

Our mission is to serve as a bridge between the lesbian, gay, bisexual, transgender (LGBT), and straight communities by creating a safe-space within CPH for students, faculty, and staff; advocating for and informing greater inclusion of LGBT health issues in the academic programming of CPH, and contributing to broader community level discussions on LGBT issues.

Article 2 (membership)
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.

Membership is considered for students, faculty, and staff associated with the College of Public health. All members must remain in good academic standing with the College of Public Health to be eligible to participate. Members must attend a majority of meetings and events inside of an academic period to be eligible to vote on group matters. Executive Council members must attend eighty percent (80%) of meetings and events to remain in good standing. Executive Council members must inform fellow members of leadership in advance of anticipated absences prior to the event. Prospective members should contact the University of Iowa chapter by email at ui.cphadvocates@gmail.com or current executive council members at their University of Iowa email address.

Article 3 (officers and duties)
For election process, see Article 6

The Executive Council

- Whenever possible, voting members should come from each department in CPH (presently comprised of Biostatistics, Epidemiology, Community and Behavioral Health, Health Management and Policy, Occupational and Environmental Health, Undergraduates, along with a general MPH/Joint Program representative)

Name of Organization: oSTEM
(please list full name)

Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed: 1/31/16

Do they have the Human Rights Clause verbatim? (Yes) No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
Creed	
Color	
Religion	
National origin	
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Sex	
Pregnancy	
Disability	
Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes (No)

Constitution

Article I – Purpose

Section 1: Name

Out in Science, Technology, Engineering, and Mathematics (oSTEM) is an organization with the purpose of becoming a Chapter associated with the national organization. Henceforth, this organization will be referred to as oSTEM@Iowa.

Section 2: Purpose

oSTEM@Iowa exists to provide support, community, and networking opportunities for GSSM (Gender, Sex, & Sexual Minorities) people in STEM majors.

Article II – Membership

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 1: Classes of Membership

Membership shall be separated into the following categories:

Executive Board (Class of Full Members)

President

Vice-President

Treasurer

Secretary

Full Members

UI Students (must comprise 80% of the total organization membership) are eligible to vote and hold office within the Organization.

General Members

Non-UI Students (cannot exceed 20% of total organization membership) are not eligible to vote or hold office within the organization.

Members in Good Standing

To be a member in good standing, one must have paid dues (if applicable), met GPA requirements as set forth in By-Laws, and met meeting attendance requirements as set forth in the By-Laws. Members in Good Standing have the right to vote as well as seek and hold an elected/appointed office or position.

Section 2: Criteria of Membership

Full membership:

Executive board members and University of Iowa students

General membership:

Non-UI students, public members, and advisors

Resting membership:

Members who will be unable to participate in the club for an extended time

Section 3: Procedure for the addition or revocation of membership

Membership can be suspended if one acts unrepresentative of the organization. Such a member will have their membership status revaluated at an official general meeting. The revaluation will take place 3 to 6 months after the infraction as determined by the executive board. Membership can be terminated at the member's own request.*

Article III – Duties of Officers/Executives

Section 1: Terms of Duty

In order to serve as an Executive Board Member, an individual must be in good standing with the organization and The University of Iowa (both academic and conduct). Duty will begin at the start of the Spring Semester and end at the start of the Spring Semester of the following year.

Section 2: Descriptions of Duties

President:

The President shall be responsible for calling and chairing all meetings, preparing agenda, speaking on behalf of oSTEM@Iowa, and serving as the main contact person of the organization.

Vice President:

The Vice President will be responsible for planning events, raising awareness in the straight ally community, and assisting the President. Should there be a vacancy in the President's position, the Vice President will serve as acting President until a special election can be held to elect a new President.

Treasurer:

The Treasurer shall be responsible for all financial transactions, keeping track of the organization money, meeting all University of Iowa policies, following all state and federal laws, and presenting financial updates to the membership.

Secretary:

The Secretary shall be responsible for recording minutes of all meetings and making those minutes available to any member upon request. The Secretary shall be responsible for the organization's website and any advertisements.

Name of Organization: National Organization for the Professional Advancement of Black Chemists and Chemical Engineers
(please list full name)

Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed: 11.05.04

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
Creed	
Color	
Religion	
National origin	
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Disability	
Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

Constitution of the National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBCChE)

The name of the organization shall be National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBCChE) at the University of Iowa. The organization will be referred to as NOBCChE Student Chapter.
11/05/04

Article I

Purpose: NOBCChE is committed to the discovery, transmittal, and application of knowledge in the fields of science and engineering. The mission of NOBCChE therefore is to build an eminent community of scientists and engineers by increasing the number of minorities in these fields. NOBCChE will achieve its mission through diverse programs designed to foster professional development and encourage students to pursue careers in science and technical fields.

Article II

Membership: **In no aspect of its programs shall there be any difference in the treatment of persons because of race, national origin, color, creed, religions, 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.**
Membership must be renewed on an annual basis through the national headquarters. Any student serving in any capacity whatsoever with the NOBCChE Student Chapter (either by elected office or by general membership) must comply with the Statutes in the Constitution of the NOBCChE Student Chapter. Any willful and deliberate disregard of any statute provisions shall subject the student to removal from that capacity by proper procedure.

Article III

Officers and Duties:

President:
a) shall preside over all NOBCChE Student Chapter meetings.
b) shall be the Student Accountable Officer in all fiscal matters pertaining to the Student Chapter.
c) shall see that all elections and meetings are scheduled and conducted.
d) shall have the authority to delegate any NOBCChE Student Chapter members to carry out any specific duties of his/her office for a limited

Name of Organization: *(please list full name)* The Hispanic and Latino Law Student Association (HLLSA)

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? (Yes) No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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Genetic information	
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Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes (No)

The Constitution
Of
The Hispanic and Latino Law Student Association (HLLSA)
Formerly known as "LLSA"

We, the members of the Hispanic and Latino Law Student Association, hereafter referred to as "HLLSA", join to promote the Hispanic and Latino Community within Iowa Law School through supporting other diverse students and the Iowa City Community and increase the number of Latinos in the legal field.

Article I

The purpose of HLLSA is:

1. To promote, encourage, and increase Latino enrollment at the College of Law;
2. To be committed to the improvement of legal services to the Latino community;
3. To provide time and skill in assisting students in the Law School and University who wish to pursue a legal education;
4. To educate and involve its members in the social and ethical obligations of the profession of law while;
5. To promote all members of the diversity community in Iowa

Article II

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 1: Active Membership:
All students at the University of Iowa College Of Law shall be eligible to participate for membership at all times. Each member shall be entitled to participate in the election of officers and to hold office or appointment. Each member shall be entitled to all privileges of HLLSA and to attend meetings and events.

Section 2: Termination of Membership:

Delinquent Terminations: Failure to pay membership dues shall result in a member's termination of their membership if upon notification of termination the member's account continues to be delinquent.

Conduct Terminations: In the interest of creating a safe place for all HLLSA members and diverse law student, any member who's conduct threatens such environment may have their

membership terminated. Such conduct includes (but is not limited to) any kind harassment of any member; degrading or disruptive comments directed to any diverse community within the College of Law; or other behavioral violations outlined in the Iowa College of Law Student Handbook (2016–2017).

Subsection A: Termination Evaluations
All situations of revoking membership will be evaluated on a case by case basis by the officers of the club, who are in charge of the revocation process. Revocation of membership occurs after two written warnings in one semester and will involved a written notice. Individuals may appeal the revocation of their membership by contacting an officer and will appeal to a committee of members supervised by either an advisor, an officer, or a combination of officers, members, and the advisor. A person may not regain membership after having it revoked until a period of no less than six months after the last written notice or appeal has passed. The officers of the organization will evaluate the situation before a person may regain membership, and situations of regaining membership will be handled on a case by case basis.

Article III

Section 1: Executive Board
The Board shall consist of a President, Vice President, Secretary, Treasurer, Social Chair, 1L Representative, and Event Coordinator. These positions will be known as "officer" positions

Section 2: Officer Eligibility
Any member may become President, Vice President, Secretary, Treasurer, and Social Chair. In the interest the longevity of HLLSA, only first year law students can become the 1L Representative and Event Coordinator.

Section 3: President
The President shall set agendas and organize all meetings and events for HLLSA. The President must contact the Faculty Advisor of all meetings and decisions of HLLSA. The President shall serve for one year after their election or until the President's successor has been installed.

Section 4: Vice President
The Vice President shall assist the President in all matters of HLLSA. The Vice President has the duty to act as President when the President is not present. The Vice President shall serve for one year after their election or until the Vice President's successor has been installed.

Section 5: Treasurer
The Treasurer shall collect dues, maintain a record of the funds, disburse funds, and submit a budget to the president and the appropriate University organization or department. The Treasurer shall serve for one year after their election or until the Treasurer's successor has been installed.

Section 6: Social Chair

Name of Organization: Black Case Students Association
(please list full name)

Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed: ?

Do they have the Human Rights Clause verbatim? Yes No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
Creed	
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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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

CONSTITUTION OF THE
BLACK LAW STUDENTS ASSOCIATION
OF THE
UNIVERSITY OF IOWA COLLEGE OF LAW

Article I: Name

The name of this organization shall be the Black Law Students Association (BLSA).

Article II: Mission

The mission of the BLSA is to focus on sensitizing the legal establishment to the needs of the black community, to promote the professional needs of black law students, and to assist in the recruitment, retention, and placement of students of color.

BLSA also strives to articulate and support the professional goals of black law students and instill a greater awareness of commitment to the black community. We seek to promote, foster, and encourage the academic well-being of black law students while encouraging cooperation and closer ties between members of the law school's black community and other members of the law school.

Article III: Membership

Membership shall be restricted to students currently enrolled at the University of Iowa College of Law and undergraduate students with an interest in law school at the University of Iowa. 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 IV: Executive Board

The Executive Board shall consist of the President, Vice-President, Treasurer, Secretary, Community Events Chair, and the Social Events Chair. In the event that there are not enough BLSA members to fill the Executive Board positions, duties must be consolidated so that all duties are attended.

Name of Organization: *(please list full name)* Black Student Union

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: April 19, 2016

Do they have the Human Rights Clause verbatim? Yes (No) - old version

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
Creed	
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National origin	
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Pregnancy	
Disability	
Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes (No)

Preamble:

Black Student Union

Date:

4/19/16

Article I

Purpose: The Black Student Union (BSU) is dedicated to fostering Unity through community involvement, cultural activities, and academic excellence among self-identified black students. Our vision is to encourage retention and recruitment of Black Students at the University of Iowa. We are also dedicated to creating unity within the larger University of Iowa student population and promoting diversity for the academic advancement, including, but not limited to cultural competence.

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.

Section 1: Members of this organization must be currently registered at the University of Iowa, and with the executive Cabinet of the BSU (BSU officers have the right to see the students identification card if the registration of a member of perspective member is questioned). If a student is no longer enrolled for any reason, their membership in the BSU is automatically cancelled pending the reinstatement of the student.

Section 2: Rights and responsibilities of Members

A. Members must attend at least two general body meetings a semester.
B. Members have full voting rights.
C. Only BSU members can run for office.

Name of Organization: Caribbean Student Association
(please list full name)

Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed: March 28, 2017

Do they have the Human Rights Clause verbatim? Yes No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): n/a

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

Caribbean Student Association

Article I

Purpose:

The mission of **Caribbean Student Association (CSA)** is to create a foundation and safe space for students who identify as Caribbean and/or West Indian descent.

Our aim is to promote awareness of our presence on this campus, as well as appreciation for our colorful cultures. **CSA** strives to give our members a home away from home by creating a soft bridge between the Caribbean and The States.

Over the next few years, we aspire to partner with our countries and our campus to create care packages and study abroad opportunities for current students. We intend to expand **CSA** beyond our campus, by recruiting and including prospective students, through establishing scholarships and orientation trips. Finally, we would like to connect with other CSA's nationwide.

All of we is one.

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:

- Executive Board (must be a member in good standing)
    - President (Primary Representative)
    - Vice-President (Secondary Representative)
    - Treasurer (Authorized Signer 1) and must be a different individual than the President
    - Secretary/Recorder

Name of Organization:
(please list full name)
UI African Association
Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:
January 31, 2003
Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution) Not included

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
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National origin	
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Pregnancy	
Disability	
Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

The University of Iowa

UI African Association
Student Activities Center
Iowa Memorial Union (IMU)
Iowa City, IA 52242
(319) 335-2869

Title: **THE CONSTITUTION OF THE AFRICAN STUDENT ASSOCIATION**

DATE: First submitted in 1972, last update on January 31, 2003

Preamble: The name of the association shall be The African Student Association

Article I

PURPOSE:
The purpose of the Association shall be:

(a) To create an environment which enhances the educational development of Africans in the University of Iowa and its surrounding communities.
(b) To stimulate interest in African affairs among Africans and non-Africans in the University of Iowa and surrounding communities.
(c) To create a more secure, comforting environment for Africans in Iowa.
(d) To promote and uphold the legitimate interests of Africans in the University of Iowa and its surrounding communities.

Article II

MEMBERSHIP

(a) 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, sexual orientation, gender identity, or associational preferences, or any other classification which would deprive a person of consideration as an individual. The organization will guarantee that equal opportunity and access to membership, programming, facilities, and benefits shall be open to all persons.
(b) Membership shall be automatic to all Africans and non-Africans in Iowa City and its surrounding communities, who are interested in the aims of the association.
(c) Voting rights and the enjoyment of the privileges of the Association shall be open to all members.

Article III

OFFICERS

(a) Officers of the Association shall consist of the following:
1. President
2. Vice-President
3. Executive Secretary
4. Assistant Secretary
5. Publicity Chair
6. Treasurer
7. Two members elected by the membership

Name of Organization:
(please list full name)
Association of Latinos Moving Ahead
Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:
September 15, 2016
Do they have the Human Rights Clause verbatim? (Yes) No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

CONSTITUTION OF THE

ASSOCIATION OF LATINOS MOVING AHEAD

September 15, 2016

Preamble

The University of Iowa ALMA Organization commits itself to:

1. Strive to create a coalition, among latinx organizations, where we aim to strengthen the latinx community on campus by better understanding the needs of students and committing to addressing them.
2. Promoting student involvement in various student organizations while creating support networks for latinx students on campus.
3. Offering the opportunity for involvement on campus by promoting student leadership positions.
4. Creating community service events, which include outreach to underserved minority students, to promote and encourage higher education.
5. Promoting social activities that foster a sense of community.
6. Educating members in efforts toward social justice.
7. Fostering cultural awareness throughout the University of Iowa and surrounding community.
8. Contributing to diversity on campus, while attempting to build relationships with a variety of different student organizations.

Article I

The purpose of ALMA is to offer a sense of community to latinx students. To better understand and address the needs of the latinx community on campus, facilitate a support, and to promote higher academic success among the latinx student community at the University of Iowa.

Article II

Membership

a. ALMA membership is open to any University of Iowa student who support the purpose of the organization, and adhere to its objectives.

b. 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.

c. In the event that any member of the organization engages in conduct in violation of University of Iowa policy and/or Article II, section b, of the ALMA constitution, the organization reserves the right to deny membership and access to ALMA sponsored meeting and events, decided by a 2/3 executive majority vote.

d. To be considered as an active member, you must have attended 2/3 of the general meetings. Only active members have the right to vote as well as seek and hold Executive Board positions.

Article III

Executive Board

ALMA will be governed by the input of members, and an Executive Board consisting of a President, Vice-President, Secretary, Treasurer, Head representatives of the cabinets.

a. ***Officers***

1. **President**: Expected to attend and facilitate all organization meetings, to call special meetings of the organization when required, and to prepare/file any report required by the University.

I. Duties

- President and Vice-President, should meet on a weekly basis at their own discretion, to discuss topics pertaining to the organization, and construction of agenda.
- Maintaining open communication with manager of the LNACC.
- Follow through to completion of tasks by fellow executive members.

II. Responsibilities

- Will see completion of the impeachment process for any executive member and cabinet positions, with the exception of the president's position.
- Prepare and coordinate state of ALMA address.

2. **Vice-President**: Will take the duties of the president when the president is unable to attend meetings or programs.

I. Duties

- Meet with positions under him/her on a monthly basis, to access performance and aid their leadership development.
- Act as a liaison between board members and president.

II. Responsibilities

Name of Organization:
(please list full name)
Aldo Student Association
Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:
September 10, 2017
Do they have the Human Rights Clause verbatim? (Yes) No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
Creed	
Color	
Religion	
National origin	
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Pregnancy	
Disability	
Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

CONSTUTION OF THE ARAB STUDENTS ASSOCIATION

Arab Students Association

September 10, 2017

Article I

ASA aims to

- Increase awareness of Arab culture, history, traditions, and political issues.
- To expose the University of Iowa community to events and activities that would promote diversity and cultural exchange.
- Through a series of political and cultural events, the group will work on strengthening the bonds between the members of the University of Iowa Arab community.
- The group will promote political dialogue and exchange of cultural ideas and collaboration with other student organizations on campus.

Article II: Membership

a) *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.*

b) There are no determined limitations of membership.

c) Membership to ASA shall be classified into two categories:

Active: Students who are members of the executive board and ones that would like to get involved in organizing and planning events. Active members are expected to devote at least 2-3 hours per week for meetings and planning. Active members have the right to vote during the executive board decision making

process.

Associate: Refers to all other members who are not on the Executive Board and planning committee. This membership does not carry with it the right to vote.

d) The organization shall admit any person who shows interest in joining ASA, contacts an officer, and provides necessary contact information.
e) Revocation of a member will be discussed by the Executive Board. Anyone in the organization may request the removal, but the decision of revocation/demotion is to be made by the Executive Board.

Article III: Officers and Duties

The Arab Students Association will consist of many positions to effectively run and manage the responsibilities and affairs of the group;

The ASA will consist of three primary decision-making bodies:

A) Officers
B) Executive Board
C) Planning Committee

A) Officers: Shall consist of the four primary position of the ASA - President, Vice President, Secretary, and Treasurer.

1. The President shall:

i. Preside over all Executive Board meetings.

ii. Prepare for the meetings of the Board Committee.

iii. Represent ASA on all official matters.

iv. Plan for the promotion of good external relations.

v. Ensure that the Constitution and Process Rules are followed.

vi. Ensure that all ASA related events are carried out successfully and in the spirit of this Constitution.

2. The Vice President shall:

i. Replace the President in his/her absence or when s/he is incapable of performing his/her duties, but all decisions must be discussed with and approved by the president.

ii. Help the President in his/her duties.

Name of Organization: Voices of Soul
(please list full name)

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes (No) old version

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): n/a

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes (No)

CONSTITUTION OF VOICES OF SOUL

Preamble

Voices of Soul is an organization dedicated to the maintenance of the musical heritage of African American people.

The mission of Voices of Soul is to provide a means by which African American musical culture can be nurtured and enhanced. We are considered to be the center of African American musical enrichment, creating an atmosphere which not only allows students to share their musical awareness with each other, but also helping students to expand their cultural awareness of the rich traditions of the African American music.

Article I
Organization

Section One: Title. This organization shall be known as the Voices of Soul.

Section Two: Purpose. This organization is a gospel choir representing the African American tradition.

Article II
Membership

Section One: Qualifications. The membership of Voices of Soul is open to all undergraduate and graduate students at the University of Iowa and to members of the Iowa City community. Each member is expected to attend rehearsals regularly and to be prompt.

Section Two: Fees. All members of Voices of Soul must pay a $5.00 membership fee. The fee is to be used for travel and other expenses for Voices of Soul.

Section Three: Promise of Equality. 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.

Article III
Administration

Section One: Elections. The nomination committee, which shall include all active members in good standing, shall make nominations one week prior to elections. Nominations may be declined. The voting shall be done by voice, by show of hands, or by secret ballot and be determined by a simple majority of a proper voting quorum. Only the President and Secretary may count the votes. If one of these officers has been nominated, he or she may not assist in counting the votes. No one person shall hold more than one office.

Section Two: President. The President calls and presides over all meetings and is one of the spokespersons and contact persons for the choir. The President has the power to call special

Name of Organization: Hindus against casteism
(please list full name)

Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed: 8/30/17

Do they have the Human Rights Clause verbatim? Yes No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): n/a

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

Constitution of Hindus Against Casteism
Date Submitted: August 30, 2017

Article I - Purpose

The goal of Hindus Against Casteism is to end the discrimination associated with the caste system in India, specifically for those that are born into the lowest class. To accomplish our goal, we need to raise awareness of the injustice of caste discrimination as well as build a group to help support our cause. While some Hindus feel the need to end this discrimination on a personal level, the organization is open to everyone who feels that every person deserves fair treatment, no matter what role they hold or are born into in society.

Article II - Membership

Section 1 - UI Human Rights Clause

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 - Membership

Executive Board

The executive board will consist of the following positions:

- President (Primary Representative)
- Vice President (Secondary Representative)
- Treasurer (Authorized Signer 1) and must be a different individual than the President
- Secretary
- Event Planning Director/ Coordinator
- Recruitment Chair
- Multimedia Chair
- Affiliate Liaison Chair

General Members

UI Students (must comprise 80% of the total organization membership) are eligible to vote and hold office within the Organization. Non-UI Students (cannot exceed 20% of total organization membership) are not eligible to vote or hold office within the organization.

Section 3 - Procedure for Selection of Membership

Membership in this chapter is open to anyone officially connected to the University of Iowa as students, faculty, or staff, as long as 80% of the active members of this organization are currently enrolled UI undergraduate or graduate and professional students.

Section 4 - Addition and Revocation of Membership

Membership is open to any student who expresses interest in joining and contacts an executive board member for further information. Membership may be revoked for reasons including but not limited to: inappropriate behavior, being delinquent and lacking respect, one year inactive membership (without explanation to an executive board member), and situations that occur during and outside of club functions that affect club members. All situations of revoking membership will be evaluated on a case by case basis by the executive board. Revocation of membership occurs after two written warnings in one semester and will involve a written notice. If an action is deemed inexcusable, one warning may be issued or an immediate revocation may be voted on. Individuals may appeal the revocation of their membership by contacting an officer and will appeal before the executive board and advisor. Membership may be regained after a period of six months. On a case by case basis, the executive board of the organization will assess the situation and decide whether a person may regain membership. Removal of a member will be conducted by a ¾ majority from the executive board.

Article III - Officers/Executives and Duties

Section 1

Executive board members represent the organization membership and must be enrolled University of Iowa students. These individuals are selected by the voting members of the organization.

Section 2 - Positions and Duties

President (Primary Representative):

The president shall act as the public spokesperson and voice of the organization. Other duties include registering the group once a year within the first week of the month, filling out group descriptions and the officer rosters, and ensuring the group constitution is valid and updated every two years. The president shall also be responsible for overseeing activities of all directors and officers, as well as their own responsibilities.

The president shall be responsible for coordinating a bi-weekly board meeting schedule in the Fall and Spring semester as well as planning at least two events per semester, including welcome events in the Fall and more awareness based events in the Spring. The president will also register for recruitment events. Along with events, the president creates fundraisers in the spring to

Name of Organization: Russian-Speaking Students and Scholars Association (RSSA)
(please list full name)

Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed: Aug. 20, 2015

Do they have the Human Rights Clause verbatim? Yes No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): n/a

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

CONSTITUTION OF RUSSIAN-SPEAKING STUDENTS AND SCHOLARS ASSOCIATION (RSSA) AT THE UNIVERSITY OF IOWA

DATE SUBMITTED: 20 August, 2015.

Article I. Purpose

The phrase "Russian-speaking" does not solely refer to the people from the Eastern Europe and Central Asia (EECA) region, either ethnically or residentially, but all who identify to this description in any way.

1. RSSA shall represent its members on all matters pertaining to their general welfare as students and scholars.
2. RSSA shall serve to bring together those who show interest in matters of the following countries: Russian Federation, Ukraine, Belarus, Kazakhstan, Turkmenistan, Armenia, Azerbaijan, Georgia, Kyrgyzstan, Moldova, Tajikistan, Uzbekistan, Estonia, Latvia, Lithuania origin and culture.
3. To provide for the welcoming and orientation for new full-time students from the specified region.
4. To promote the culture of international friendship and collaboration at the University of Iowa.
5. To facilitate communication between students (scholars) and the administration.
6. To organize events to celebrate common festivals in order to promote cultural exchange and diversity.

Article II. Membership

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 1: Membership Criteria

1. Membership to RSSA is open to the entire University of Iowa community.
2. RSSA shall not discriminate on the basis of race, creed, religion, color, age, sexual orientation, disability, veteran status, marital status, or national origin.
3. All members are members of their own will.
4. Members of RSSA shall not practice any physically or psychologically abusive hazing behaviors either intentionally or unintentionally.

Section 2: Classes of Membership

1. RSSA membership consist of two (2) types: *General Members, Members in Good Standing.*
2. All members have the same rights, among them the right to nominate a member, themselves or otherwise, for either an executive or representative position.
3. All members who are part of University of Iowa community are eligible to vote and hold office.
4. Members in Good Standing are eligible to become a part of Executive Board within the organization.
5. *Member in Good Standing* status shall be placed upon those who will have attended at least one (1) General Body Meeting (GBM) and one (1) major RSSA event by the end of academic year.
6. *Member in Good Standing* status shall be identified through regular attendance at meetings, participation and organization of RSSA events.

7. A database of attendance and a record of participation shall be updated at the beginning of every academic semester here at University of Iowa.

Section 2: Procedure for Selection, Addition and Revocation of Membership

1. Membership in RSSA 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 the general public, as long as 80% of the active members of this organization are currently enrolled UI undergraduate or graduate and professional students.
2. *Member in Good Standing* status can be withdrawn if the person does not fulfil the requirements stated in Section 2 with unexcused absences.
3. Organization membership can also be suspended after a year of inactive membership (not attending or being involved in communication with the officers or the organization).
4. Membership can be lost if the member acts unrepresentative of the organization.
5. When any of this occurs, the individual's membership status will be voted by the organization and must obtain a majority vote in favor to stay a member.
6. Regaining of membership is only possible with recommendation of at least one Member in Good Standing.
7. Regaining of membership is impossible after second membership revocation.
8. Any member of the organization can suggest the removal of a member.
9. Membership can be ceased by the member's own request without voting.

Article III. Officers/Executives and Duties

Section 1: Officers. Officers or executives must be enrolled University of Iowa undergraduate or graduate and professional students. They represent the organization membership. These individuals are selected from the ranks of the organization's voting membership UI.

1. The Executive Board of RSSA shall be composed of the following elected officers:
    a. President
    b. Vice President
    c. Treasurer
    d. Public Relations Officer
    e. Secretary
2. Each officer, upon accepting office, shall agree to abide by the provisions of this Constitution.
3. The term of office for all executive positions shall be one fiscal years.
    a. EXCEPTION: Members may be elected to be a part of the executive board in exceptional elections caused either by resignation or removal from office. These members shall hold their office until the end of the term of office of the members they have replaced.

Section 2: Officer's Duties

1. By duties of the President shall be to:
    a. Preside at all meetings and/or other functions of RSSA;
    b. Serve as the official chairman/spokesperson of the association;
    c. Oversee executive decisions and goals of the association;
    d. Serve as a liaison between RSSA, University of Iowa and other associations on/off campus.
    e. Appoint officers/committees as deemed necessary.
2. The duties of the Vice-President shall be to:
   Assist the President and assume all the duties of the President in his/her absence;
    a. Arrange and plan all events of the organization;
    b. Overseeing the emails and social networking correspondences sent to and from the organization;
    c. Overseeing the duties of Public Relations Officer.
3. The Treasurer shall:

Name of Organization: Religion Graduate Student Org
(please list full name)

Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes No Not Verbatim

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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National origin	
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Pregnancy	
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Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

Religion Graduate Student Organization Constitution

Title: "Constitution of Religion Graduate Student Organization (hereafter RGSO)"

Date Submitted: TBD

Article I – Purpose

RGSO is a graduate student group which forms the core of the graduate student experience at the University of Iowa's Department of Religious Studies. It fosters collegiality, stimulates academic success, provides social support, and helps prepare students to transition into the professional context. Among the activities it helps coordinate are those related to professional development, service, and social gatherings.

Article II – Membership

a) *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. Eighty percent (80%) of this organization's membership must be composed of UI students.*

b) **The Executive Board consists of the following offices:**
- Co-Coordinator (two-year term)
- Co-Coordinator (two-year term)
- Secretary/Treasurer
- Social Event Chair (three positions)
- AAR Representative (two-year term)
- Faculty Chair
- Graduate Student Senator
- Lecture Committee (two positions)
- Graduate/Undergraduate Liaisons (two positions)
- Mentor Program Chair
- Religion, Literature, and the Arts Conference Organizers (two positions, as needed)
- Undergraduate Studies Chair
- COGS Representative
- Social Media and Marketing

General Members:

- UI students (must comprise 80% of the total organization membership) are eligible to vote and hold office within the organization.
- Non-UI Students (cannot exceed 20% of the total organization membership) are not eligible to vote or hold office within the organization.

Members in Good Standing:

- To be a member in good standing, one must be currently enrolled in the M.A. or Ph.D. program in Religious Studies. Members in Good Standing have the right to vote as well as seek and hold an elected/appointed office.

c) **Selection of membership**
Membership in this organization is open to anyone officially connected to the Department of Religious Studies at the University of Iowa as graduate students, faculty, or staff, as long as 80% of the active members of this organization are currently enrolled UI graduate students in Religious Studies.

d) **Revocation of Membership**
Membership will cease at the member's own request or upon departure or graduation from the University of Iowa.

Article III – Officers/Executives and Duties

a) Officers or executives must be enrolled in the M.A. or Ph.D. program in the Department of Religious Studies at the University of Iowa. They represent the organization membership. These individuals are selected from the ranks of the organization's voting membership.

b) The elected officers of the organization shall be:
- Co-Coordinator (two positions): Provides general management of RGSO activities and programs. This position has a two-year term and has signing authority for the organization. Organizational skills and a willingness to deal with "red tape" required. Requires a two-year commitment.

- Secretary/Treasurer: Takes minutes at RGSO meetings and keeps account of RGSO finances. Also serves as an authorized signing representative.

Name of Organization: *(please list full name)* Semper Fidelis Society

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: 02.7.2014

Do they have the Human Rights Clause verbatim? (Yes) No !!

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

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Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

Contains the financial clause, too! p. 4

Title: Constitution of the Semper Fidelis Society

Date Submitted: October 7, 2014

Article I – Purpose

The purpose of the Semper Fidelis Society is to educate, inform, and motivate men and women who have a general interest in the United States Marine Corps. Any University of Iowa student, including all prior-enlisted or current Marines, are welcome to join the organization. Education and training will be carried out through classroom instruction, team building events, physical fitness events, and tactical field exercises. The Semper Fidelis Society will also offer students the opportunity to learn about the various officer programs the Marine Corps offers. All of these programs involve summer training at Officer Candidate School (OCS) in Quantico, Virginia. Trained officer candidates will provide guidance to Semper Fidelis Society members on how to best prepare for the rigors of OCS as well as how to apply for the competitive program. At all times, Semper Fidelis Society members will provide a welcoming environment to anyone who wants to learn more about the Marine Corps.

Article II – Membership

a) Human Rights Clause
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. Eighty percent (80%) of this organization's membership must be composed of UI students.

b) Different Classes of Membership
- President (Primary Representative)
- Vice – President (Secondary Representative)
- Treasurer
- General Members
  - UI students are eligible to vote and hold office within the organization
  - Non-UI students are not eligible to vote or hold office within the organization

c) Procedure for selection of membership
- Membership in this chapter is open to anyone officially connected to the University of Iowa as students, faculty, and staff as well as those from the community such as alumni and the general public as long as 80% of the active

members of this organization are currently enrolled UI undergraduate or graduate and professional students.

d) Procedure for the addition or revocation of membership
   - The organization shall admit as a member any person who expresses interest, contacts the organization's officers, and provides their name and contact information.
   - All situations of revoking membership will be evaluated on a case by case basis by the officers of the club, who are in charge of the revocation process.

Article III – Officers/Executives and Duties

a) Officers or executives must be enrolled University of Iowa students. They represent the organization membership. These individuals are selected from the ranks of the organization's voting membership.
b) Positions available and their term lengths, duties, and responsibilities
   - President: The duties of the president include organizing and scheduling all meetings and events as well as creating the strategic plan for the organization's future
   - Vice-President: The duties of the vice-president include maintaining accountability during all meetings and events as well as carrying out all necessary administrative tasks that are integral to the proper functioning of the organization. The vice-president will carry out all other duties as directed by the president.
   - Treasurer: The duties of the treasurer include handling all financial transactions, maintaining the financial records of the Semper Fidelis Society, and ensuring the organization is meeting all University policies, and federal and state laws. The treasurer will also make periodic reports to membership.
   - General Members: The duties of the general members include attending and participating in meetings and events hosted by the organization as well as demonstrating motivation and commitment to the team.

Article IV – Advisors

a) Advisor role and duties
   - The advisor for the organization will be an active duty officer in the United States Marine Corps who is currently carrying out a billet as an officer selection officer at Officer Selection Station Iowa City in Coralville, Iowa.
   - The advisor will provide general guidance to the president and vice-president in order to ensure that the members of the organization are receiving the best education and training as possible.

Name of Organization: Pre-Health International Assn
(please list full name)

Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

Constitution

Article I - Purpose

The purpose of this student organization is to specifically serve international students who are thinking about pursuing a career health science (Nursing,Pre-nursing, Pharmacy, Pre-med, Pre-physical therapy, Pre-dentistry, and etc.). Typically, we have two main goals. First, promoting the connection among international students who share the same interest in health sciences. Second, helping students solving question which they meet about immigration, admission for medical school, work permission, and construction of future career path.

Article II - Membership

UI Human Rights Clause

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.

President: (Main representivitve)

- Represent PHIA to The University of Iowa and others
- Lead group meetings and gatherings
- Serves as the spokesman of the organization
- Maintains contact with the organization advisor
- Evaluates the work of the executive members

Vice president: (Secondary representitive)

- Second representative of PHIA to The University of Iowa and others
- Leads group meetings and events in absence of the president
- Collabrates with presendent
- A (Mass Email)

Department chair: for every department (pre-medicine, pre-dentistry, pre-nursing, pre-pharmacy, pre-physical therapy...)

- Facilitate events in thier department
- Lead planned events
- Record the meeting material and send to each person

Secretary:

- Record meetings fully and keep record of what was discussed

Name of Organization: *(please list full name)* Hispanic Dental Association

Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? ~~Yes~~ No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): 1

Which of the protected classes or characteristics is language inconsistent referencing?

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	X
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

"...to encourage and empower young men and women..."

Gender Binary

What is contradictory language related to?

Membership Leadership ~~participants~~/events Other (please explain)

Does this constitution need further review? Yes No

CONSTITUTION OF THE HISPANIC DENTAL ASSOCIATION

Iowa Chapter

PREAMBLE

In order to promote understanding in the Hispanic population regarding oral health, to encourage and empower young men and women to consider and pursue careers in the dental health professions, and provide service in local communities, we the Hispanic Dental Association Iowa chapter members establish this constitution.

Article I

The purpose of the Hispanic Dental Association (HDA) is to provide oral health education to young children. In addition, the HDA works to encourage young people to consider and pursue careers in dental health. Through community based outreach programs the HDA meets these purposes. The HDA works together with other organizations with similar goals in order to reach more individuals.

Article II

a) With regards to membership: 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.
b) There shall be no limitations to membership in the HDA. Any individual willing to commit to the goals and purposes of the HDA and participate in its programs shall be allowed membership.
c) The HDA does not retain the right to revoke or withhold membership from any individual making the above commitment.

Article III

Officers and Duties

a) President: The president shall be the voice of the HDA in all matters pertaining to the organization. The president shall in counsel with the secretary prepare the agenda for HDA meetings and preside at all meetings. The president must submit a quarterly report to the Hispanic Student Dental Association HSDA national office.
b) Vice-president: The vice president shall assist the president as an advisor in all matters relevant to the HDA. He/she shall assume the duties of president in his/her absence. The Vice president shall also assist the president in submitting a quarterly report to the national office and chair the HDA meetings.
c) Treasurer: The treasurer shall assist the president as an advisor in all matters relevant to the HDA, operational costs, fund-raising, and chapter support. The treasurer shall prepare a budget for the HDA based on its programs and activities. He/she shall also submit a quarterly financial report to the HSDA national office.

Name of Organization: Hong Kong Student Association
(please list full name)

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
Creed	
Color	
Religion	
National origin	X
Age	
Sex	
Pregnancy	
Disability	
Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	X
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:
P9 | freshmen → first-year students
II e members in America
Exclusive to only those of
national origin

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)
purpose / audience

Does this constitution need further review? (Yes) No

Constitution of Hong Kong Student Association
Iowa City, IA

I. Name

The official name of the organization shall be "Hong Kong Student Association (hereafter HKSA)."

II. Purpose

The purpose of this association shall be:

a. To promote culture exchange and enhance mutual understanding on the rich culture of Hong Kong.
b. To provide social activities for students and faculty from Hong Kong, and others who are interested in HKSA.
c. To raise public awareness of the current issues in Hong Kong and develop interests towards Hong Kong culture.
d. To provide a platform for members to give and receive support from each other while away from home, and help incoming freshmen integrate and adapt to the local Iowan culture.
e. To promote the unique Hong Kong local culture (e.g. food, language...) to students and faculty members in America.

III. Membership

a. 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.
b. A voting member of HKSA (hereafter member) shall be those who agrees to follow this constitution and is currently an active member of the association. All others shall be considered non-voting members.
   i. Definition of active member:
      An active member shall participate in over 70% of regular events.
c. Active members have the right to suggest proposals, elect, and run for the offices of this association, and have priority in attending in any activity sponsored by this association.
d. Members shall fill in a simple form providing basic contact information when signing up to become a member of HKSA.

e. Any members may withdraw from HKSA by giving a notice to the executive committee.

f. If any regular member would like to make complaints about their experiences in HKSA, executive committee members will encourage the member to talk to any of the executive members first. After an official complaint is received, a special committee meeting will be held (with the subject of complaint present) to discuss any concerns and offer support. If there is no consensus or remediation plan within the committee on how to resolve the issues of complaint, then the complaint will be brought to our advisor's attention and the advisor will hold authority to make the final decision.

g. Any official complaints made towards committee members shall be received by the president. After an official complaint is received, the president shall hold a committee meeting with the all committee members (including the committee member who the complaint is targeted towards) present to discuss any concerns and offer support. If there is no consensus or remediation plan within the committee on how to resolve the issues of complaint, then the complaint will be brought to our advisor's attention and the advisor will hold authority to make the final decision.

H. Any official complaints made towards the president shall be received by the vice-president. After the official complaint is received, the vice-president shall hold a committee meeting with all the committee members (including the president) present to discuss any concerns and offer support. If there is no consensus or remediation plan within the committee on how to resolve the issues of complaint, then the complaint will be brought to our advisor's attention and the advisor will hold authority to make the final decision.

I. HKSA committee members reserve the right to rescind membership of any members who have received over 2 complaints, and/or any members whose actions are considered inappropriate or threaten the safety of other HKSA members.

IV. Finance

a. Hong Kong Student Association 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 divide or disbursed to Asian Pacific American Cultural Center. 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 years from last account activity, funds in our "00 account" will revert to an account specified for this purpose within student

Name of Organization:
(please list full name) Persian Students Organization

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: No date

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution) Missing ↑

Page number(s): pg #1 s/he → not All gender inclusive.

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
Creed	
Color	
Religion	
National origin	
Age	
Sex	X
Pregnancy	
Disability	
Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? (Yes) No

Constitution of Persian Students Organization

Preamble

The official name of the organization is Persian Students Organization.

Article I

The purpose of Persian Students Organization is to increase awareness of Persian history and culture through a series of events and activities, also to act as a support group for Persians in the community, and create a forum for the exchange of ideas pertaining to Iran. (There is NO political or religious goal for this organization, only to create awareness of human diversity and appreciation of it).

Article II

Membership:

A) "In no aspect of its program 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 association 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.

B) In order to be considered a member, one needs to attend 2/3 of the meetings in a year. Also, the members should be involved in a minimum of ONE organization sponsored activity or help out in preparation of such activity(ies) in a school year. This would allow members only, to vote on issues and motions raised in meetings. In order for the votes to count s/he must be present at the meeting. No voting is allowed on e-mail.

C) New members are welcome in accordance with Article II and as long as they have the same goals as Article I.

D) Membership in the organization may be revoked on the basis of one or combination of the following violations:

1) The person in question has violated the written constitution.

2) The person in question is found to be disruptive to organization functions.

A general meeting shall be called to consider the revocation of any individual's membership in the organization. A minimum of 2/3 votes of those present at this meeting will be required for the revocation of that person's membership. The person to be ejected shall be given a fair opportunity to defend him/herself before the voting is to take place.

Name of Organization: OutLaws
(please list full name)

Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes (No)

CONSTITUTION
of the
OUTLAWS

Preamble

This association is being formed by queer law students and attorneys to provide a common forum for gay, lesbian, bisexual and transgendered persons interested in the law, and to provide for a climate of mutual support, protection and professional advancement. This association shall be known as the OutLaws.

ARTICLE I

Purpose

The OutLaws shall work toward the following ends:

A. To create a law school environment free from discrimination, bias and fear of violence.

B. To foster academic programs concerning lesbian, gay, bisexual and transgendered issues and to facilitate discussion about those issues within the legal community.

C. To work towards the extension of basic human rights to lesbian, gay, bisexual and transgendered residents of the State of Iowa through appropriate legislation.

D. To foster academic, professional and social interaction among the membership, and to aid in the creation of a network within the state and between alumni to provide professional opportunities to lesbian, gay, bisexual and transgendered professionals, and legal advice to lesbian, gay, bisexual and transgendered residents.

ARTICLE II

Membership

The OutLaws affirms, in accordance with the University of Iowa's Policy on Human Rights, that 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 OutLaws guarantees that membership is open to any person who agrees to uphold the provisions of the Constitution of the OutLaws and upon payment of the annual dues. Membership may include students,

staff, alumni and faculty of the University of Iowa College of Law and any other person interested in supporting the goals of the OutLaws.

Any member may be expelled for cause by a unanimous decision of the two coordinators, except that a person so expelled may appeal to the general membership at a regular meeting, where a simple majority of those present shall be required to uphold the coordinators' action. The person whose status is in question may not vote.

ARTICLE III

Officers

The OutLaws shall have two officers, known as coordinators, elected by a simple majority of members present at the Election Meeting held during April of each year, to take office the day following the election. Any vacancy which occurs during the year shall be filled at the next regular meeting. A coordinator may be removed by the general membership at a general meeting with a simple majority vote of those present. The coordinators shall co-ordinate the activities of the OutLaws and shall have additional duties as determined by the membership. Any student who is currently enrolled at the University of Iowa College of Law and who agrees to uphold the Constitution of the OutLaws is qualified to fill the position of coordinator.

ARTICLE IV

Advisor

The advisor shall be selected by the coordinators and shall have those duties and responsibilities assigned by the coordinators.

ARTICLE V

Meetings

Regular Meetings shall be called as needed by, and only by, the coordinators to conduct OutLaws business. An Election Meeting is the meeting to be held annually in April of each year and at which the coordinators will be voted into office for the following year. At least ten (10) working days notice will be given for an Election Meeting. A meeting, regular or otherwise, as the term is used in this Constitution, is one where an attempt is made to inform all of the members of the time, place, and location of the meeting and the business to be transacted.

Name of Organization: *(please list full name)* Asia Fitness Association

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: 1/24/2014

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): Page 1

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes (No)

Constitution of Asian Fitness Association

Asian Fitness Association

1/24/2014

I. **Purpose**

Asian Fitness Association is a non-profit UI student organization aims to provide UI Asian students a platform to gain knowledge of fitness and to help them obtain their fitness goals. With these two major purposes, it serves UI Asian students with body-training sessions and speeches about fat loss, muscle-building, body-shaping, etc. Our organization can also provide internship and volunteer opportunities.

II. **Membership**

a) 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.

b) There are no limitations of membership at the beginning period which can be a semester long.

c) There are two classes. The officers and the members. Officers are required to fulfill their duties. Members are required to participate in events and contribute to the organization as well as attended at the very least three meetings or activities per semester. Members are encouraged to attend every fitness training session to achieve their goals.

d) Current UI students, faculties especially Asian students and Asian faculties who are interested in participating in our organization are welcomed.

III. **Officers and Duties**

President:

- Presides over meetings of the organization
- Calls special meetings of the organization
- Facilitates executive board meetings
- Prepares and files any report required
- Maintains contact with organization adviser (if we have one in the future)

Name of Organization: University of Iowa Chinese Dance Club
(please list full name)

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: 01/30/2018

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

Constitution of University of Iowa Chinese Dance Club

University of Iowa Chinese Dance Club

Date: 9/26/2014

Article I

Purpose

The purpose of The University of Iowa Chinese Dance Club is to provide members with the opportunity to dancing and making dancing friends in college. Each class will consist of improving technique through choreographed dance combinations. We aim to provide dancers with improved technique, full routines and encourage members to perform at University of Iowa Chinese Students and Scholars Association's semi-annual shows and at the shows to which they are invited.

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.

There is no limitations of membership. There are two classes of membership. One is general membership, and another is CDC Cut. General members are those who pay the flat fee at the beginning of each semester and come to dance class, while members in Cut are those who dance extraordinarily well and are recommended by their team leader. To become a member, there is a flat fee at the beginning of each semester. After the fee is paid, the member can go to any classes they like.

Article III

Officers and Duties

Position: President
Duties: Be the primary representative of the organization and should be a dance team leader; head of the Executive Board
Position: Vice President
Duties: Should either be a leader or in the Executive board; second representative of the organization
Position: Dance Team Leader (numbers of this position depends on the number of genres that the selected dance team leaders have)
Duties: Provides dance combinations and improved technique to members
Position: Secretary
Duties: Has the duty to deal with the routine issues of CDC, such as marketing, collecting member basic information and spread news of the club.

Name of Organization: Thai Student Association Constitution
(please list full name)

Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes (No)

Thai Student Association Constitution

Preamble: Thai Student Association

Article I: Purpose of the organization

The purpose of the organization is to help new students settle in this university environment. This includes picking up new students from the airport, finding a place to stay, introducing to other students and giving advices as needed to the new students.

Article II: Membership requirements:

a. Any students who are studying at this university and nearby community and individuals who wish to join.
b. There is no limitation to the number of membership. There is no membership due.
c. There is no different class of membership. Everybody has equal rights.
d. Procedure for revocation of membership: majority voted by all members that present at the meeting.
e. In no aspect of its programs shall there be any differences 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 access to membership, programming facilities, and benefits shall be open to all persons.

Article III: Officers and Duties

a. **President**: responsible for organizing the meetings, be a representative of the association to various functions.
   Vice president: helps president in such duty that he/she cannot handles.
   Treasurer: responsible in recording transactions, holding a saving book and reporting all transactions to the association members.
   Officers have to help new students or any other students who seek help in appropriate matter.
b. Qualification: any registered students studying at the University of Iowa can hold the office.
c. Selection: a majority vote by members is needed to endorse each position.
d. Filling vacates office: president can appoints a new officer and/or members majority vote approving the new officer.
e. Removing on office-holder: members majority vote needed to remove an office-holder.

Name of Organization: Taiwanese Student Association
(please list full name)

Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes (No)

Constitution of Taiwanese Student Association
at The University of Iowa
Iowa City, Iowa

I. **Name**

The official name of this organization shall be "Taiwanese Student Association at the University of Iowa (hereafter TSA)."

II. **Purpose**

The purpose of this association shall be:

a. To promote cultural exchange and to enhance mutual understanding with other peoples,

b. To promote social activities for students, faculty, and others who come from Taiwan,

c. To promote public awareness of the concerns of Taiwan and its people from the standpoint and interests of Taiwanese,

d. To provide a forum for exchanging research findings or expertise in cultural, social, economic, educational, environmental, and political developments in Taiwan.

III. **Membership**

a. In no aspect of TSA's programs shall there be any difference in the treatment of persons because of race, creed, color, national origin, disability, age, gender, any consideration based on affectional, sexual, or associational preference, or any other classification which would deprive the person of consideration as an individual. TSA will guarantee that equal opportunity and access to membership, programing, facilities, and benefits shall be open to all persons.

b. A voting member of TSA (hereafter member) shall be those person who agrees to follow this constitution and has applied membership in TSA. All others shall be considered non-voting members.

c. Members have the right to suggest proposals, elect, and run for the offices of this association, and have priority in attending any activity sponsored by this association.

d. Any member may withdraw from TSA by giving a notice to the executive committee.

IV. **Organization**

a. <u>General Assembly</u>

i. The general assembly has the supreme authority.

b. <u>Executive Committee</u>

i. The seven officers of this committee shall be divided into four sub-committees: Activity Affairs, Newsletter Editing Affairs, Student Service Affairs, and Treasuring Affairs.

ii. The duties of the officers shall be:

1) The officers shall form the executive committee (hereafter committee) which shall decide and manage the affairs of the association.

2) The committee shall present an annual budget proposal to relevant student government.

Name of Organization: *(please list full name)* Malaysian Students' Society of UI

Umbrella: (CSL) FSL Sports Club

Date constitution was last revised/reviewed: 3/13/09

Do they have the Human Rights Clause verbatim? Yes (NO) - Not word for word

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): 2

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
Creed	
Color	
Religion	
National origin	X
Age	
Sex	
Pregnancy	
Disability	
Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

Malaysian students can be member

All others can be Associate Members

What is contradictory language related to?

(Membership) Leadership participants/events Other (please explain)

Does this constitution need further review? (Yes) No

RECEIVED MAR 13 1989
S'NLZ.

MALAYSIAN STUDENT SOCIETY
UNIVERSITY OF IOWA
IOWA CITY, IOWA

THE CONSTITUTION
AND
BY LAWS

Financial Clause

MALAYSIAN STUDENTS' SOCIETY of the UNIVERSITY of IOWA

These are the amendments made to our constitution:

Article II

a) Membership: 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.

Article VII

c) Upon dissolution, state money and mandatory student fees revert back to the granting organization.

d) Upon dissolution, the remaining group fees will be used towards social causes in the Iowa City area. (For example, the money will either go to the crisis center, or the homeless shelters, or the Children's Hospital, or other places that the current President of the organization chooses to give the money to.)

The New Constitution and By-Laws of the MSSUI

(Formally revised and adopted on the 1st of February,1989)

Article 1 : Name

1.1 : The society shall be known as the Malaysian Students' Society at the University of Iowa and hereafter referred to as MSSUI in this constitution.

Article 2 : Aims and Objectives

2.1 : To foster goodwill, patriotism and fellowship among all Malaysians in Iowa City.

2.2 : To foster friendship and cooperation with all students in the United States, irrespective of race, religion, sex, age, color, creed or nationality.

2.3 : In no aspect of its programs shall there be any difference in the treatment of persons because of race, creed, color, national origin, disability, age, gender, affectional and associational orientation, or any other classifications that deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and access to membership, programming, facilities, and benefits shall be open to all persons.

2.4 : To promote and organize activities that shall encompass and enhance the national, academic, religious, social and cultural values and interests of all Malaysians in Iowa City.

2.5 : To provide any assistance possible in matters regarding the welfare of all Malaysians in Iowa City.

2.6 : To ensure that all activities of the MSSUI shall :

2.6.1. entail the Malaysian spirit in accordance and concordance with the principles entrenched in the Constitution and the "Rukun Negara" of Malaysia.

2.6.2 enhance the good image of Malaysia.

2.7 To keep the members informed of developments taking place in Malaysia through MSSUI publications and the organization of such activities as dialogue sessions and forums.

2.8 : To interact closely with the Malaysian Embassy and the Malaysian Students' Department in the United States and also with the Office of International Educational Services and the Student Senate of the University of Iowa in all matters concerning Malaysian students and/or their dependants at Iowa City.

2.9 : To ensure that the MSSUI shall not be affiliated to or aligned with any organization in the United States but may fully cooperate with any such organization and participate in any activity that does not contravene Article 2.5 of this constitution.

Article 3 : Membership

3.1 : All Malaysians in Iowa City together with the students, faculty and staff of the University of Iowa shall be eligible to become members of the MSSUI.

3.2 : Membership fees for members shall be as stipulated in the MSSUI By-Laws.

3.5 : A member of the MSSUI is one who has complied and conformed with Article 3 of this constitution and Article 1 of the By-Laws.

3.6 : Any non-Malaysian shall be eligible to apply for associate membership with the MSSUI.

3.3 : The spouse and children of members shall become associate members automatically.

3.4 : Any associate member can opt to become a regular paying member.

Article 4 : Rights And Privileges of Members and Associate Members.

4.1 : All members shall be eligible to participate in any activitity of the MSSUI including voting and running for office.

4.2 : Associate members shall be eligible to participate in any MSSUI activity but may not contest for posts or vote.

Article 5 : The Annual General Meeting

5.1 : The Annual General Meeting shall be the supreme decision and policy making body of the MSSUI.

5.2 : The Annual General Meeting shall constitute of all members who are present at the meeting on that.

5.3 : The Annual General Meeting shall be held on any suitable day within the first thirty days of the Spring semester of the University of Iowa.

5.4 : The quorum and procedures for the Annual General Meeting shall be in accordance with Article 5 of the By-Laws.

5.5 : The election of the inconing Executive Committee shall be conducted at the Annual General Meeting itself through secret ballot.

Article 6 : The Extraordinary General Meeting and the General Meeting

6.1 : The Extraordinary General Meeting shall have the same powers as the Annual General Meeting.

6.2 : The Extraordinary General Meeting can be called for under any one of the following conditions :

6.2.1. If a written request calling for an Extraordinary General Meeting is signed by at least 30 members or by 30% of the membership, whichever is less, and is submitted to the Secretary.

Name of Organization: Middle Eastern Law Student Association
(please list full name)

Umbrella: (CSH) FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? (Yes) No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

CONSTITUTION OF THE
MIDDLE EASTERN LAW STUDENT ASSOCIATION
OF THE
UNIVERSITY OF IOWA COLLEGE OF LAW

ARTICLE I: NAME

The name of this organization shall be the Middle Eastern Law Student Association (also referred to as "MELSA").

ARTICLE II: MISSION

The mission of the Middle Eastern Law Student Association is to articulate and promote the professional needs and goals of Middle Eastern law students. We seek to promote, foster, and encourage the academic well-being of Middle Eastern law students while encouraging cooperation and closer ties between members of the law school's Middle Eastern community and other members of the law school.

ARTICLE III: MEMBERSHIP

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 IV: EXECUTIVE BOARD

The Executive Board shall consist of the President(s), Vice-President, Treasurer, and Secretary.

Section 1. Duties of the President(s). The President(s) shall oversee the entire operation of the organization; be the contact person(s) for the organization; and organize, schedule, and run board and general meetings; reconcile financial transactions for the organization.

Section 2. Duties of the Vice-President. The Vice-President shall assist in the duties of the President(s) and assist in administrative activities.

Name of Organization: *(please list full name)* Matti Cultural Business Association

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes (No) Not verbatim

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

Multicultural Business Student Association Bylaws

Article I

The mission of the Multicultural Business Students Association is to encourage the pursuit of business as a career by providing activities and resources to make business education relevant to future career opportunities.

Article II

Section A

In no aspect of its programs shall there be any difference in the treatment of persons because of race, national origin, creed, color, religion, sex, disability, veteran status, sexual orientation, age, 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 access to membership, programming, facilities, and benefits shall be open to all persons.

Section B

Membership is limited to University of Iowa undergraduates.

Section C

All University of Iowa undergraduates, who express interest, will be offered membership.

Name of Organization:
(please list full name)
Korean Conversation Group
Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution) Not included

Page number(s): 1

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
Creed	
Color	
Religion	
National origin	X
Age	
Sex	
Pregnancy	
Disability	
Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:
KCG is open to all students who portray a positive interest in Korean Language & Korean Culture

What is contradictory language related to?
(Membership) Leadership participants/events Other (please explain)

Does this constitution need further review? (Yes) No

CONSTITUTION OF KOREAN CONVERSATION GROUP

Preamble: Korean Conversation Group

Date: September 10, 2014

Article I

Purpose: The purpose of the Korean Conversation Group (KCG) at the University of Iowa is to introduce and offer students an opportunity to learn Korean Language and culture. Through cross-cultural activities and through a language learning environments students can expect to gain a basic grasp of Korean cultural aptitude, and basic Korean language skills.

Article II

Membership

a) 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.

b) Members must exhibit an optimistic attitude towards Korean culture and language.

c) KCG is composed of members, executives, and the University faculty/staff.

d) Membership is non-selective and open to all students that portray a positive interest in Korean Language and Korean culture. Anyone whose actions are harmful to the goals, ideals, and reputation of KCG is subject to member termination. In order to terminate a member, the executive board will vote on the matter.

Article III

Name of Organization:
(please list full name)
Latina/o Graduate Student Association
Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution) Not included

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

Latina/o Graduate Student Association [LGSA) Constitution

September 7, 2004

Preamble

Recognizing the need for a community of Latina/o scholars at the University of Iowa, the LGSA commits itself to:

1. Creating an intellectual and social community for Latina/o graduate students.
2. Advocating support networks for graduate students
3. Facilitating professional development among Latina/o graduate students.
4. Promoting recruitment and retention of Latina/o graduate students.
5. Encouraging Latina/o students to pursue higher education.
6. Actively engaging in efforts toward social justice.
7. Fostering cultural awareness throughout the University of Iowa and surrounding community.

Article I

The purpose of the Latina/o Graduate Student Association (LGSA) is two-fold: A.) to encourage professional collaboration and professional development of Latina/o graduate students. B.) To facilitate a community of social and cultural support for Latina/o graduate students across departments at the University of Iowa.

Article II
Membership
a) **"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" (OSL). The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons.**

b) LGSA membership is open to anyone who supports the purpose of the organization, and is willing to commit to its objectives.

c) Membership dues: N/A.

d) Memberships will be open in accordance with the University of Iowa

Name of Organization:
(please list full name) Sista Speak

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: March 19, 2012

Do they have the Human Rights Clause verbatim? Yes No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Missing last sentence

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

Constitution of SistaSpeak

Article I- Name and Purpose.

Section A. The name of this organization shall be SistaSpeak.

Section B. The mission and strategies for this organization are as follows:

SistaSpeak aims to develop a community of women with lives of purpose who reform negative attitudes held by and against women and reshape misguided societal norms and beliefs. We also aim to promote physical, emotional, and mental health, specifically among, but not limited to women of color.

1. Develop a community and support system that fosters excellence among its members.
2. Increase awareness of current issues that affect health and their contribution to women's well being.
3. Create a safe and secure environment where women can communicate about sensitive issues and topics.
4. Encourage positive attitudes and relationships by promoting self-awareness, positive self-perception, and healthy interactions among one another and the opposite sex.
5. Strengthen ties between the University and the community.

Article II- Membership.

Section A. 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 B. Limitations of Membership.

All persons are eligible for membership.

Section C. Classes of Membership.

SistaSpeak will include two classes of membership.

1. Foundation members.
    a. Any member who attends over 50 percent of meetings in a semester.
2. Family
    a. Any member who attends at least one meeting a semester.

Section D. Selection and Revocation of Membership.

1. Selection.
    a. All persons who identify with SistaSpeak's vision and mission and attend one or more meetings throughout the semester will be considered membership.
2. Revocation of Membership.
    a. Any person who fails to abide by the mandate of a safe and secure environment or who brings harm to themselves and/or

Name of Organization: *(please list full name)* SAUDI Students Club

Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed: No Date

Do they have the Human Rights Clause verbatim? Yes No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

SAUDI STUDENTS CLUB

Article 1

Purpose: the purpose of the organization is to gather all the Saudi students on national holidays and special occasions and activities and to help new students from Saudi Arabia that comes to the University of Iowa and build effective relationship with community.

Article 2

Membership:

a) *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.*

b) Any student can apply with one simple form.

Article 3

a) The executive board will be comprised of the following leadership Positions:

1) Club president (the primary student contact for the student organization and the "external spokesperson" of the group who regularly interacts with other student organizations and University officials, responsible for the operation of organization activity. The duties of the President shall include, but shall not be limited to:

- Maintaining the Constitution and University registration of the organization
- Keeping in contact with the organization ('s) advisor(s)
- Organizing and conducting periodic board meetings
- Preparing meeting agendas and collecting information from board members on projects/tasks
- Announcements prepared for meetings
- Settling disputes with the organization's Executive Board
- Assisting Officers with excessive duties

2) Vice president (a person who is secondary representative). The duties of Vice president shall include, but shall not be limited to:

- Assisting with meetings and matters concerning the organization
- Working with the President to complete tasks and succeeding the President in the event he or she is unable to perform assigned duties.

3) Treasurer, the duties of treasure shall include, but shall not be limited to:

- Managing financial matters.

Name of Organization: Multiracial Student Association
(please list full name)

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: n/a

Do they have the Human Rights Clause verbatim? (Yes) No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): n/a

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes (No)

Article I - Organization

Section I. Purpose

1. The mission of the Multiracial Student Association (MRSA) is to foster a community for students who identify as multi- or bi-racial and their allies. The organization strives to provide academic and social support from peers of similar backgrounds.
2. There is an ever-growing population of multiracial individuals on campus, and we strive to provide a network, improve academic retention, and further the pursuit of diversity on campus.
3. This organization will generate events that will foster community and scholarship through an organizational focus on improving members' physical, mental, and social health.

Article II - Membership

Section I. Eligibility

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. All members of the University of Iowa community are eligible to join the Multiracial Student Association.

Section II. Membership Status

1. Executive Board (must be a member in good standing)
    a. President (Primary Representative)
    b. Vice-President (Secondary Representative)
    c. Treasurer (Authorized Signer 1) and must be a different individual than the President
    d. Secretary
    e. Public Relations Coordinator
2. General Members

a. UI Students (must comprise 80% of the total organization membership) are eligible to vote and hold office within the Organization.
b. Non-UI Students (cannot exceed 20% of total organization membership) and members who are not in good standing are not eligible to vote or hold office within the organization.

3. Members in Good Standing
   a. To be a member in good standing one must have met active membership requirements stated in Article II Section III. Members classified as being in good standing have the right to vote as well as seek and hold an elected/appointed office or position.
   b. Previous Executive members of the Multiracial Student Association are placed in a status of permanent Good Standing. (NOTE: This does not grant immunity from membership revocation.)

Section III. Active Membership

1. Attend a minimum of 50% of the general meetings held per semester
2. Attend at least one event per semester
3. Attendance can be excused for a meeting by the agreement of the President and Vice President

Section IV. Selection of Membership

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 the general public, as long as 80% of the active members of this organization are currently enrolled UI undergraduate or graduate and professional students.
2. Before general membership is granted, the individual must join the Multiracial Student Association page on Orgsync.

Section V. Revocation of Membership

1. Membership may be revoked for reasons including but not limited to: inappropriate behavior and failure to fulfill one's responsibilities. Revocation of membership may occur due to situations that arise both outside of organization functions and those that arise during organization functions.
   a. All situations of revoking membership will be evaluated on a case by case basis by the officers of the club, who are in charge of the revocation process. Revocation of general membership requires a majority of the executive board to agree.

Name of Organization:
(please list full name) Pakistani Students Association (PSA)

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: No date

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Missing info for Human. Rights

Does this constitution need further review? Yes (No)

Constitution of the Pakistani Students Association (PSA)

ARTICLE I
Purpose and Mission of PSA

We aim to aid incoming international students from Pakistan as well as Americans of Pakistani descent at the University of Iowa. We also want to provide outreach at the graduate and undergraduate level to prospective students.

We hope to unite the student body through philanthropy, events, service and culture. We hope to spread the knowledge of our culture to University of Iowa and the surrounding community. We hope to build and maintain a strong community of Pakistanis and individuals interested in our culture.

ARTICLE II
Membership

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 association 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, facilities, programs and benefits shall be open to all persons.

II. PSA is not strictly for Pakistani's; we welcome all with a shared interest in Pakistani culture.

III. Members of PSA are eligible for the following benefits:

a. The right to vote on specific issues brought forward by the PSA Board.
b. The right to vote in the PSA elections. Board positions as stated as under the election guidelines listed in Article VI
c. The right to run for open PSA Board positions as stated under the election guidelines listed under Article VI
d. Individual benefits as determined by the current PSA Board.
e. The right to petition decisions made by PSA Board.

ARTICLE III
Positions and Duties

The PSA Executive Board will comprise of a minimum of 6 members positions whose duty descriptions follow. Although these descriptions provide a general account of each member's role in the organization, roles are subject to revision based on organizational needs.
[Note: (#) – The number indicated within the parentheses indicates the number of board members that can fill the respective position]

Name of Organization:
(please list full name) Persatuan Mahasiswa Indonesia di Amerika Serikat (Indonesian Student organization)

Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed: 6/28/13

Do they have the Human Rights Clause verbatim? Yes No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution) missing

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? ~~Yes~~ No

BLinC-Def 002222

CONSTITUTION OF PERMIAS

Persatuan Mahasiswa Indonesia di Amerika Serikat (Indonesian Student Organization)

University of Iowa

June 28, 2013

Article I

Purpose

The purpose of this student organization shall be to unite Indonesian students at the University of Iowa, friends, and community members in Iowa City and surrounding areas.

The functions of this student organization shall include, but not limited to, providing sources of information and support to new and current Indonesian students at the University of Iowa through networking and social activities; serving as resources for potential students; introducing Indonesian traditions, cultures, and languages to the community.

Article II

Membership

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.
2) Per rule set by the Center for Student Involvement and Leadership, there is a minimum of 5 members.
3) This student organization is open to any student in good standing rolled at the University of Iowa, faculty members, and administrative staff, as well as community members in Iowa City and surrounding areas. Member removal will be based on personal request of the said member or upon graduation of a University of Iowa student.

Article III

Officers and Duties

1) The officers of PERMIAS shall include the president, vice president, and secretary-treasurer.

Name of Organization:
(please list full name) Reaching OUT in Business

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? (Yes) No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
Creed	
Color	
Religion	
National origin	
Age	
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Pregnancy	
Disability	
Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes (No)

Title: Constitution of Reaching OUT in Business

Date Submitted:

Constitution

Article I – Purpose

Section 1: Name

Reaching OUT in Business

Section 2: Purpose

Reaching OUT in Business exists to:

Provide professional development opportunities to LGBTQ+ people and allies,
Provide a support group for people who are out, coming out, or who have not come out, and
Create an environment in the Tippie College of Business and University of Iowa in which LGBTQ+ people are embraced, not just accepted

Article II – Membership

In no aspect of Reaching OUT in Business' 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. At least eighty percent (80%) of this organization's membership must be composed of University of Iowa students.

Section 1: Classes and Criteria of Membership

Membership shall be separated into the following categories:

Executive Board (Class of Full Members)

President
Vice President
Director of External Affairs
Director of Marketing
Treasurer
Secretary

Full Members
University of Iowa students, who must comprise 80% of the total organization membership. Full members may be eligible to vote and hold office within the organization.

General Members
Non-UI students, including advisors and members of the public, who cannot exceed 20% of the total organization membership. General members are not eligible to vote or hold office within the organization.

Resting Members
Full or general members who will be unable to participate in the organization for an extended period of time. Resting members are not eligible to vote or hold office within the organization.

Members in Good Standing
To be a member in good standing, one must have paid dues (if applicable), maintain a 3.0 UI cumulative GPA, and attend at least 75% of general meetings and events per semester (excluding absences due to illness, exams, and emergencies). Full members in good standing are eligible to vote and may be eligible to hold office within the organization.

Section 2: Procedure for Revocation and Reinstatement of Membership

Membership can be revoked if one acts unrepresentative of the organization. A complaint can be filed with the Executive Board or advisor. At the next executive board meeting, the complaint will be reviewed and the respondent will have an opportunity to address the complaint before the executive board casts a vote on their membership status. To revoke membership, 2/3 of the executive board must vote to remove membership. Such a member shall have their membership status re-evaluated at an official general meeting that shall take place 3 to 6 months after the infraction as determined by the Executive Board. Membership can be terminated at the member's own request.

Article III – Duties of Officers

Section 1: Terms of Duty

To serve as an Executive Board member, an individual must be a full member in good standing with the organization and the University of Iowa (both academic and conduct). Duty shall begin at the start of the calendar year following elections, and end in December of that year. Partial-year terms may not be served.

Section 2: Descriptions of Duties

President:
The President shall be responsible for calling and chairing all meetings, preparing agendas, speaking on behalf of Reaching OUT in Business, and serving as the main contact person of the organization.

Name of Organization:
(please list full name) Indian Student Alliance

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: No Date

Do they have the Human Rights Clause verbatim? Yes (NO)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution) Missing 5

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
Creed	
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National origin	
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Disability	
Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? (Yes) (No)

Constitution of Indian Student Alliance (ISA)

ARTICLE I
Purpose and Mission of ISA

ISA's mission is twofold: facilitate interchange between community members with a reciprocal interest in the rich and diverse culture of India, and increase awareness of Indian political and social issues.

ARTICLE II
Membership

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 association 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, facilities, programs and benefits shall be open to all persons.

II. ISA is not strictly for South Asians, we welcome all with a shared interest in Indian culture.

III. Members of ISA are eligible for the following benefits:

a. The right to vote on specific issues brought forward by the ISA Board.
b. The right to vote in the ISA elections. Board positions as stated as under the election guidelines listed in Article VI
c. The right to run for open ISA Board positions as stated under the election guidelines listed under Article VI
d. Individual benefits as determined by the current ISA Board.

ARTICLE III
Positions and Duties

The ISA Executive Board will comprise of a minimum of ten member positions whose duty descriptions follow. Although these descriptions provide a general account of each member's role in the organization, roles are subject to revision based on organizational needs.

President

Note: This position may only be filled by an individual who has previously served as a board member.

i. Oversee the proceedings of associate board members
ii. Responsible for developing educational, cultural, social, and charitable events
iii. Organize/Advise ISA planning committees
iv. Chief Financial Officer of the organization

Name of Organization: Society of Black Graduate and Professional Students
(please list full name)

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: 03/08/2011

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
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Disability	
Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes (No)

The Constitution of the Society of Black Graduate and Professional Students

Preamble

As students of University of Iowa, we create this constitution for The Society of Black Graduate and Professional Students (SBGPS). The organization can also be referred to as BGAPS.

Date

August 8th, 2011

Article I

Purpose

BGAPS is a student run organization supported by both faculty and staff advisors and recognized by the University of Iowa's Office of Student Life and the Graduate College. The purpose of BGAPS is to create an academic and social environment conducive for successful completion of Graduate and Professional programs at the University of Iowa. Our goals include: playing a supportive role in helping to increase minority enrollment and retention in Graduate and Professional programs, and developing academic and social activities that will enhance Black Graduate and Professional students' quality of life while in Iowa.

Article II

Membership

a) 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.
b) There are no limitations of membership
c) There are no differentiation in classes
d) To become a number, one must express interest in the purpose and goals of the organization and attend one meeting or activity sponsored by the organization.

Article III

Officers and Duties

Name of Organization: *(please list full name)* Korean UIowa Student Association (KUSA)

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: Feb 1st, 2016

Do they have the Human Rights Clause verbatim? Yes No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

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Which of the protected classes or characteristics is language inconsistent referencing?

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Disability	
Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

Constitution of Korean UIowa Student Association
The University of Iowa

Preamble: Korean UIowa Student Association
Date: Feb.01.2016

Article I

Name

This organization shall be known as Korean UIowa Student Association of the University of Iowa (referred to as the KUSA)

Article II

Purpose

The purpose of KUSA is to:

1. Initiate and maintain fellowship among Korean students and faculty who are in the University of Iowa.
2. Build networks between students, faculty, alumni, school, and business professionals by facilitating interaction between each entity.
3. Provide the Korean students aids in professional development and career planning.
4. Introduce Korean traditional cultures to the UI community.
5. To achieve superior organization recognition from the University of Iowa and the Korean community in Iowa.

ArticleIII

Membership

1. "In no aspect of its program shall there be any difference of 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."
2. Members must be University students and have interest in Korean culture.
3. Every member will be equal in this organization. They all have a voice in any decision KUSA makes. The board members will gather and hold meetings.
4. Anyone who is interested in KUSA may join. Their membership will be revoked if they commit a felony and get in a trouble with the law. Once a member graduates, they will no longer be a member of KUSA.

ArticleIV

Officers and Duties

1. Officers include president, vice-president, treasurer, webmaster, design, reporter, event

Name of Organization:
(please list full name)
AAUW at Iowa
Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:
10/22/16

Do they have the Human Rights Clause verbatim? (Yes) No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
Creed	
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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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

Constitution of AAUW at Iowa

6/22/2016

Article I - Purpose

We are a group of undergraduate and graduate students who are devoted to AAUW National's mission of advancing equality for women and minorities through advocacy, education, philanthropy, and research.

Article II - Membership

a) UI Human Rights Clause

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.

b) Different classes of membership

- Executive Board (must be a member in good standing)

  President (Primary Representative)

  Vice-President (Secondary Representative)

  Treasurer (Authorized Signer 1) and must be a different individual than the President

  Secretary/Recorder

- General Members (must be a member in good standing)
- Members in Good Standing:

  To be a member in good standing, one must have paid dues (if applicable), met GPA requirements as set forth in By-Laws (if applicable), and met meeting attendance requirements as set forth in the By-Laws (if applicable).

Name of Organization:
(please list full name)
American Association of Women Dentists
Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution) Not included

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

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.

Name of Organization:
(please list full name)
Medical Women's Association Student Branch
Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution) Not included

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

Constitution of the University of Iowa American Medical Women's Association Student Branch

Preamble.
The name of this organization shall be the Branch #533 of the University of Iowa American Medical Women's Association, Inc.

Date.
Amended and submitted to Office of Student Life on September 11, 2002

Article 1.
Section 1. The purpose shall conform with those of the American Medical Women's Association:

The objectives of the Association are to bring together women medical students and physicians; to promote their education and training; to educate them and the public on health issues of women; to encourage women to study and practice medicine; to ensure them equal opportunity to do so; to cooperate with other organizations having comparable interests; and to support medical relief services.

Article II.
Section 1. 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 2. There will be four classes of active branch members.

1) Regular: A woman who holds the degree of Doctor of Medicine or Doctor of Osteopathy from an accredited medical/osteopathic school, who is either a resident or citizen of the U.S., who is in good professional standing, and who is a national AMWA member.

2) Resident: A woman intern, resident-in-training, fellow or physician in the first year of practice who is a national AMWA member.

3) Student: A woman student in an accredited medical school or accredited school of osteopathy in the U.S. who is a national AMWA member.

4) Associate: Any person who is not a national AMWA member but wishes to participate in the local branch.

Section 2. Members of branches may apply to the National Association for Emeritus Membership if they have been active members of the Association for 25 years or more, are over

the age of 65, and are retired. An Emeritus Member is exempt from payment of dues, but has all the privileges of an active member.

Such applications as provided by the National Office with all essential biographical data shall be sent to the National Office at least three weeks prior to the Annual Meeting so it may be processed for vote by the Executive Board.

Article III.

Section 1. The officers shall be a president, vice-president, secretary, and treasurer.

Section 2. Officers shall be elected annually at the end of the spring semester by the branch members. All student branch members are eligible to nominate themselves in the election for officers. Officers shall assume the duties of their respective offices at the end of the meeting at which they are elected.

Section 3. A special election to fill an office vacancy may be called at any point during the year by either the president or the vice-president. Members will be notified by mail at least one week in advance of a special election.

Section 4. The Executive Board shall consist of the elected officers and the chairpersons of standing committees.

Section 5. The names of officers and committee chairs should be forwarded to the National Office immediately after election has taken place and appointments made.

Section 6. To remove an officer from his/her office, a petition stating the reasons for removing the officer and signed by ¼ of the branch members must be presented and approved at a branch meeting.

Article IV.

Section 1. The duties of the president are to call and facilitate meetings, meet with the branch advisor, and maintain contact with the national association. The duties of the vice-president are to maintain membership records. The duties of the secretary are to take meeting minutes and conduct the annual election of officers. The duties of the treasurer are to keep financial records and conduct the financial business of the organization. They shall serve for a period of one year.

Section 2. Standing committees should conform with those of the American Medical Women's Association in order to further the work of the Association and to accomplish its purpose.

Article V.

Section 1. Nominations for office shall be received by the secretary. The secretary shall present a slate of candidates for election at the Annual Meeting.

Section 2. All members in good standing (paid current AMWA dues) are entitled to vote.

Article VI.

Name of Organization:
(please list full name)
Association of Multicultural Scientists
Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes No

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.

Not included

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
Creed	
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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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

Constitution of the
University of Iowa Association of Multicultural Scientists (AMS)

The Association of Multicultural Scientists (AMS) is a graduate student-run organization seeking to promote the advancement of diversity and inclusion within biomedical sciences by supporting individuals from groups that have historically been underrepresented in biomedical research and science. AMS is founded on the premise that in order to establish and maintain diversity within the scientific community, it is imperative that members belonging to historically underrepresented groups be present, active, and supported. AMS believes that in order to foster welcoming environments for all students, staff, and faculty, proactive initiatives must be in place. Our primary role is to assist members by offering programs and support which will meet academic, social, and professional needs in an atmosphere of cultural context and comfort. This organization is open to all students, faculty, and staff with an interest in fostering and supporting diversity in biomedical research and science.

AMS is a student organization formed and led by graduate students in the biomedical sciences at the University of Iowa.

We welcome new members:

- Undergraduate students
- Graduate students (including MSTP)
- Post-doctoral fellows
- Faculty

All individuals with an interest in fostering and supporting diversity in the biomedical sciences are invited to participate.

March 25, 2014

Article I

Purpose:
The purpose of the Association of Multicultural Scientists (AMS) is as follows:

- Assist students in the successful completion of their graduate studies by offering educationally purposeful activities and support in meeting their academic, professional, and social needs in an inclusive, safe, and welcoming environment.
- Promote awareness within the university's scientific community of the growing presence of well-rounded and qualified graduate students from a variety of cultures and backgrounds.
- Promote awareness of other student organizations and programs through joint sponsorships of activities.
- Improve the recruitment, retention, and support of students from traditionally underrepresented populations.

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.

There shall be one class of membership in the organization: Regular Membership. All current students in the Biosciences and graduate programs at the University of Iowa Carver College of Medicine are welcome along with those dedicated to the purpose of this organization shall be eligible for regular membership upon acceptance.

To become a member, one must complete the membership application form and return to the Secretary. No membership dues will be accepted at this time.

Article III

Officers and Duties (AMS Leadership)

Administration

The officers of this association shall consist of Administrative Chair (President), Records Chair (Vice President), Fiscal Management Chair, Social Chair, Professional Development Chair, and Membership/Recruitment Chair.

a. Administrative Chair (President) - Preside over all meetings and act as the official spokesperson of the association. Initiate Executive Committee meetings and serve as the chairperson for the committee.
b. Records Chair (Vice President) - Handle all correspondence and record the minutes of all meetings. Be responsible for Constitutional knowledge, recommendations, updates, and re-ratification. Be responsible for organization registration. Develop recognition materials for student members who experience personal or professional achievements.
c. Fiscal Management Chair- Produce semi-annual reports. Develop a budget for the organization for the next year and update as needed, in consultation with the Office of Cultural Affairs and Diversity Initiatives staff.
d. Social Chair- Coordinate social events, not related to professional development. Plan community service activities within and outside of the university.
e. Professional Development Chair – Organize events that support students in their efforts to complete their graduate and/or professional degree.
f. Membership/Recruitment Chair- Develop and organize organizational pamphlets, fliers, and other information that is used to recruit new members. Maintain membership list. Develop organization's newsletter. Be responsible for development and upkeep of the organization's email account and social media network accounts. Maintain a website for the organization.

Name of Organization: UI Vietnamese Student Association
(please list full name)

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: 8/13/2015

Do they have the Human Rights Clause verbatim? Yes (NO) Not Verbatim

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

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Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

Constitution

University of Iowa Vietnamese Student Association

Last Updated: 8/13/2015

Article I

Purpose

Since 1983, members of the Vietnamese Student Association have been the UI's representatives for the Vietnamese-American and international community. Through special events and outreach projects, our group of diverse members work together to build appreciation for the Vietnamese heritage and Vietnamese-American values. In addition to cultural awareness, the Vietnamese Student Association also encourages and promotes leadership development, team building, and growth as an individual.

Article II

Section I: Membership

a) "In no aspect of its programs shall there be any difference in the treatment of persons because of race, national origin, color, creed, religion, political affiliation, sex, age, disability, veteran status, sexual orientation, gender identity, 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.

b) Membership is open to everyone in the community who is interested in the Vietnamese culture.

c) At least 51% of members must be University of Iowa students. The minimum number of members is 5.

d) We will admit new members by familiarizing them with our organization and its goal and by including their names on the mailing list and OrgSync.

e) There is a $10 annual membership fee to participate in the Vietnamese Student Association. Fees include event supplies and VSA t-shirt.

f) Membership benefits include free access to all organization events and determines eligibility for conference and leadership opportunities.

Article III

Name of Organization: Women In Business
(please list full name)

Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed: ?

Do they have the Human Rights Clause verbatim? Yes No Not Verbatim

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

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Gender identity	
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Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

Constitution of the Women in Business Organization at the College of Business at the University of Iowa.

Article I: Name

Section 1: The name of this organization shall be Women in Business.

Article II: Purpose

Section 1: The purpose of the Women in Business organization is to:

- Address the needs and concerns of faculty, graduate and undergraduate women in the College of Business through professional and educational activities.
- Recognize ethical dilemmas and workforce challenges that may be of particular concern to women in business.
- Consider means to enhance the lives of business women including public policies and career development.

Article III: Officers

Section 1: Officers serving as the Executive Board shall be the Chairperson, Co-Chairperson, and Chairperson's of the following committee's:

Mentoring
Professional
Advertising
Finance
Technology

Section 2: The term of office for Executive Board members shall be two semesters in length or until their successors are elected.

Section 3: Executive Board members must be in good standing with the institution.

Section 4: The Adviser shall be a member of the institution's faculty or staff. The Adviser has no vote in the organization.

Article IV: Membership

Section 1: Membership is open to any student at the undergraduate or graduate level, faculty and staff and interested business professionals as mentors.

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.

Name of Organization: Women in Science and Engineering Ambassadors
(please list full name)

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: May 6, 2010

Do they have the Human Rights Clause verbatim? Yes (No) Not Verbatim

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

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Pregnancy	
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Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
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Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

Title: CONSTITUTION OF WOMEN IN SCIENCE AND ENGINEERING AMBASSADORS

Preamble:
WISE Ambassadors

Date:
May 6, 2010
May 2, 2010

Article I

Purpose:
The purpose of the Women in Science and Engineering Ambassadors is to expand and improve educational and professional opportunities for women in all fields of science, technology, engineering, and math. WISE Ambassadors use community outreach programs to teach young girls, to inspire their interests in science and technology, and to educate the community on the contributions of women in science and engineering.

Article II

Membership
a) In no aspect of its program 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 derive the person of consideration as an individual. The organization will guarantee the equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons.
b) Members are encouraged, but are not required, to be any of the following: a woman, a student in a science or engineering field, or interested in science and outreach to the community.
c) Different Classes of Membership:
A general member has to attend one meeting or event per school year.
A committee member is any general member that volunteers to help committee chairs plan events.
A committee chair oversees their area of involvement to plan and organize events. They must be a general member that volunteers to be a committee chair and is then voted in by other general members at the beginning of the fall semester of each year.
An officer is a general member that has been involved in the group for at least one school year. They volunteer for a position and are then voted in by other general members.
d) Members do not have to be selected or to apply to this organization. Anyone with an interest in joining should contact an officer, the advisor, or come to a meeting. Official Membership begins after the person attends one meeting or event. Revocation of membership will only happen in extreme circumstances as determined by the advisor and the officers. One example of misconduct would be representing WISE Ambassadors and the University of Iowa in a negative way.

Name of Organization: *(please list full name)* The House of Lorde

Umbrella: (CSI) FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? (Yes) No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes (No)

Preamble

We, the members of The House of Lorde, in order to bring actionable awareness and positive sustainable change to issues regarding Black and Queer individuals at the University of Iowa, Iowa City, and Johnson County, Iowa do establish this constitution for the governance of the House of Lorde this 14th of October of 2017 in Iowa City, Iowa. These are a few issues that affect Black queer individuals on campus that serve for the necessity of an organization devoted to social justice and support:

1. *No space on campus for the expressed support and solidarity for Black Queer individuals.*
2. *No event programming specifically for Black Queer individuals on campus or in the community.*
3. *No event programming that specifically calls for awareness and change to issues that affect Black Trans people of color.*
4. *No space on campus or in the community where intersectional feminism/womanism specifically includes the support of Black Queer individuals who've experienced trauma in the arena of domestic violence, HIV/AIDs/STD awareness, Legal support, and Housing.*

Article 1: Name

The name of this organization shall be "The House of Lorde," in reverence of Audre Geraldine Lorde (1934-1992) who was a self-described "Black, Lesbian, Mother, Warrior, and Poet" and dedicated her life to fighting the injustices of racism, sexism, and homophobia.

Article 2: Mission

The House of Lorde is a organization founded to advocate for the political interests of Black Lesbian et al GBTQPA+ students at the University of Iowa and metro Iowa City community.

Article 3: Executive Board

Primary Representative

- Selected by Voting members of the organization, serves as the primary representative and spokesperson of the organization.

Secondary Representative

- Selected by Voting members of the organization, the secondary representative stands in for the primary representative in the case of absence.

Treasurer and Fundraising Chair

- Selected by Voting members of the organization, the Treasurer and Fundraising Chair is responsible for the funds of the organization, including the allocation of budget and requesting and fundraising money for the support of the organizations goals that are aligned with the Mission.

Article 4: Membership of The House of Lorde

UI Human Rights Clause (updated 10/15/14)

"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."

Classification

Executive Board Members

- UI Students who are voted in office in the February will take office at the end of April after shadowing the current executive board members after their election through their inauguration.
- Non-UI Students are not eligible for executive board offices, instead can assist by being a community representative and advisor on the Advisor committee.
- All executive board members serve until the last week of April after training the newly elected officers.

Undergrad, Grad, & Professional Student Members

- UI Students (must comprise 80% of the total organization membership) are eligible to vote and hold office within the Organization.
- Non-UI Students (cannot exceed 20% of total organization membership) are not eligible to vote or hold office within the organization.

Staff & Faculty Members

- Any staff and faculty who wish to aid in the execution of the mission and use their staff and faculty resources are welcome to join as official Staff or Faculty non-voting member, unless addressing issues of staff and faculty concerns and social justice issues.

Community Members

- Community members who wish to aid in the execution of the mission are welcome to join as an official Community non-voting member, unless addressing issues of community concerns and social justice issues.

Selection

General Student Membership

- Students interested in joining the organization may contact the Membership Recruitment Chair.
- Selection of membership may be based off a general interview by the executive board or open by association. Either option will be discussed on an individual basis to maintain the purpose of the organization as a space for Black Queer individuals and/or the support thereof.

Staff & Faculty Membership

- Staff and Faculty members interested in joining the organization may contact anyone of the advisors or Membership Recruitment Chair.

Community Membership

- Community members may show interest by contacting the Community Representative and Advisor or the Membership Recruitment Chair.

Revocation of Membership

- Revocation of membership may occur due to situations that arise both outside of organizations functions and those that arise during organization functions, especially those that go against the support of Black Queer individuals and our Mission.

Article 5: Elections

- Elections will be held during the month of February. All qualified members who are interested in being on the executive board shall be given the role unless there is a run-off between two or more individuals for the role.
- For run-offs, the candidates running will be able to speak for a 3-5 minute period as to their suitability for the role before the general body votes.
- The newly elected officers will take office in April after shadowing the current officers to aid in transition. One goal will be to host an event between February and April separate but with the aid of the current officers to allow for a chance to explore their resources and truly see the challenges and benefits of being an officer.

Name of Organization: MBA Women International
(please list full name)

Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed: Nov. 5, 2012

Do they have the Human Rights Clause verbatim? Yes No old version

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): n/a

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
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National origin	
Age	
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Pregnancy	
Disability	
Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

CONSTITUTION OF MBA WOMEN INTERNATIONAL
HENRY B. TIPPIE SCHOOL OF MANAGEMENT
THE UNIVERSITY OF IOWA

November 5, 2012

Article I

Name and Purpose:

A. The organization governed by this constitution shall be known as the MBA Women International, The University of Iowa Chapter (MBAWI).

B. The purpose of The University of Iowa chapter of MBAWI is to be an educational resource for MBAWI schools and other relevant constituencies such as women in corporations, faculty, alumnae, and other professional businesswomen. The organization also seeks to provide increased opportunities for networking, visibility, and support for members' professional endeavors.

C. MBA Women International is dedicated to empowering women MBAs and graduate women in business in order to propel more women into leadership positions in corporate America and to enhance the diversity of the nation's workforce. MBAWI will seek to accomplish these objectives and contribute to the future success of its members by offering informational seminars, networking opportunities, social events, and community outreach programs that facilitate an open exchange of experiences and concerns.

Article II

Membership:

A. Membership is open to all graduate students, faculty, and staff who support the purpose of the organization. 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.

B. New members will be accepted during the Fall Semester.

C. All regular, active, voting members shall be Full-Time MBA students enrolled in

the Henry B. Tippie School of Management, The University of Iowa.

D. Associate membership (non-voting) may be given to those with direct interest in and association with graduate business education. For example, students enrolled in MBA for Professional Managers or students enrolled in the Executive MBA program.

E. The executive board with the consent of the full membership may withdraw regular or associate membership if the individual in question has violated the MBAWI constitution or bylaws.

Article III

Officers and Duties:

A. Officers shall consist of a three person executive committee: President, Vice President – Networking & Community Outreach, and Treasurer/Vice President – Professional Development.

B. Any regular member may be elected to an office.

C. Elections shall be held immediately preceding the spring semester of each year in order that the term of office is on a calendar year basis. Officers shall declare candidacy and then elected by a majority vote of those members present and voting.

D. Vacancies in the membership of the executive committee may be filled by appointment by the remaining members of the executive committee.

E. Executive committee members may be removed from office by a majority vote of the entire active membership.

F. All Executive committee members are expected to participate in all MBAWI events and assist in the planning of events as needed.

G. Position Descriptions:

1. President
    a. Serve as liaison between MBAWI and the MBA program, through meetings with the organization advisor, through representation in the MBA All-Presidents meeting, and with the Tippie staff.

    b. Act as a representative of MBAWI with the external stakeholders, including the undergraduate organizations, University groups,

    c. Provide guidance and give approval on the budget submitted to MBA Student Services, as well as final responsibility for expenditures.

Name of Organization: Organization of Women Law Students & Staff
(please list full name)

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: n/a

Do they have the Human Rights Clause verbatim? Yes (No) old version

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.

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Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes (No)

ARTICLE I: NAME

The name of this organization shall be the Organization of Women Law Students and Staff (O.W.L.S.S.), organized on September 21, 1973 at the University of Iowa College of Law In Iowa City, IA, Johnson County, Iowa 52242.

ARTICLE II: PURPOSE

The Organization of Women Law Students and Staff shall study the changing needs and problems of women in the legal profession and develop, recommend and implement new programs with particular emphasis upon the needs of women at the University of Iowa College of Law.

The Organization shall:

1. Work within the law school to promote the needs of women and to recruit women students, faculty and staff.
2. Focus on aiding recruitment efforts of prospective women students.
3. Serve as a support group for women within the College of Law.
4. Engage in all necessary efforts to improve opportunities for women.
5. Disseminate information relating to women and develop other educational programs on a local, regional and national level.
6. Provide assistance to communities, organizations, associations and other groups working toward the improvement of women's status.
7. Require the Board to develop an annual statement outlining specific objectives to serve as guidelines for activities during the following year.

ARTICLE III: MEMBERSHIP

The membership of the Organization of Women Law Students and Staff shall be open to all law students, law faculty members, and law staff members who subscribe to the purposes for the organization. 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 of Women Law Students and Staff will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons.

Each member shall:

1. Pay yearly dues, the amount of which is recommended by the board and included in the annual statement. Membership for the year is conferred upon payment of dues.

Name of Organization: Organization for Active Support of Christian Students
(please list full name)

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes (No)

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.

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Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? (Yes) No

OASIS (Organization for Active Support of International Students) Information Packet

University of Iowa Organization for the Active Support of International Students (OASIS) was created to better address the interests and concerns of the on-campus international student body. OASIS is a student run organization dedicated towards bridging various communities based on one's nationality, creating a cohesive UI/International student body, expanding awareness of the enriching presence of the international community to University of Iowa and the local/Iowa City community, and towards providing resources and pro-active support to all international students and scholars.

Being a board member of OASIS means a lot of responsibilities and a lot of fun. You will meet many good friends, work with them, gain/develop leadership as well as organization skills and enjoy the reorganization/appreciation from students and staff for what you have done for them through OASIS.

Eligibility: All students are encouraged and invited to join OASIS. The leadership skills and experience gained by being a member are invaluable for future success and can be applied in various ways in future endeavors.

In order to apply for board member position you must file the online application by Friday January 20, 2012.

Interview

Interviews will be held in the second week of school (Jan 23-Jan 27)

Notification of Results

All candidates will be contacted by Monday, January 30, 2012

OASIS Board Position Description and duties

---The listed duties are not intended to be all inclusive; however designed to give applicants a general idea of the duties required---

President, Vice President and Secretary don't have a committee but all the other directors will have a committee. Members in the three committees are the board members of OASIS and will be responsible for planning/coordinating ALL the events of OASIS. All the board members will be able to be elected as directors and President/Vice President after one semester in OASIS.

President: The role of the President is to coordinate and guide the board of OASIS for the successful production of cultural events throughout the year, and plan services for international student body in the university. *Job responsibilities will include but are not limited to the following*:

- Be at every OASIS related event, this includes meetings, orientations, student org fairs, fundraisers, sponsored events, etc.
- Lead the OASIS Executive Board

Name of Organization: 50-50 in 2020 @ Iowa
(please list full name)

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: 2/12/17

Do they have the Human Rights Clause verbatim? (Yes) No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): n/a

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes (No)

50-50 in 2020 @ Iowa Constitution
2/12/2017

Article I
Purpose

A. The mission of 50-50 in 2020 is twofold:
   1. To assist in the recruitment, training, and mentoring of women to run for political office.
   2. To educate members of the campus and surrounding community about gender inequality in politics, with the ultimate goal of women having 50% representation in Iowa politics by 2020.

Article II
Membership

A. Membership in 50-50 in 2020 @ Iowa is open to all University of Iowa students, faculty, and staff.
B. Active membership will grant voting privileges. To become an active member, one must attend two meetings per semester. Voting rights may be exercised at the second meeting attended.
C. If an individual achieves active membership during any given semester, active membership will continue into the next semester with attendance at a minimum of one meeting.
D. 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 III
Officers and Their Duties

A. **Chairman**
The Chairman of 50-50 in 2020 @ Iowa shall organize the agenda, delegate responsibilities to other Executive Board members, preside over all meetings, and serve as the liaison between 50-50 in 2020 @ Iowa and the local 50-50 in 2020 organization. He or she will also have the power to appoint additional positions upon approval of the Executive Board. The chairman is also responsible for all duties in the organization not already specified and will be the final voice and decision maker on all issues, projects, and delegations pertinent to the 50-50 in 2020 @ Iowa chapter. The Chairman and Vice Chairman also have the role of deciding the rest of the executive board through an interview process.

Name of Organization:
(please list full name) Asian American Coalition

Umbrella: (CSIL) FSL Sports Club

Date constitution was last revised/reviewed: 4/2016

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution) Missing ↑

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes (No)

Constitution for the University of Iowa
Asian American Coalition

Revised Spring 2016

Preamble

We are dedicated to not only providing a stronger Asian American community, but allowing students with an interest in East Asian cultures a chance to learn about the vast diversity in the region. We strive to create an environment where cultural diversity is welcomed and can thrive, where questions can be asked and answered, and where, most importantly, ties and friendships are forged that will last past graduation. We are an organization that reflects and changes as our members share their interests and passions, but some things are always consistent. A comfortable, home away from home atmosphere, a close knit group, and fun.

Article I: Purpose

The University of Iowa Asian American Coalition was created to better represent the interests and concerns of the on-campus Asian American community. AAC will accomplish this in two ways: by contacting multicultural organizations that may fall under and/or wish to characterize themselves as "Asian" and subsequently maintaining relationships built; and by fostering a stronger sense of Asian American community through social events and outreach projects. The refusal to define this organization by a specific national or professional concern, in addition to maintaining contact and facilitating meetings between representatives of other multicultural organizations, effectively makes the University of Iowa Asian American Coalition an "umbrella organization." In addition, designation as a constituent organization or an organization under the Asian American Coalition's "umbrella" does in no way allow or give the Asian American Coalition any power over how the constituent organization functions or what activities it carries out. Designation as a constituent organization simply designates that organization as willing to collaborate with fellow multicultural organizations within the umbrella, and also qualifies that organization to a vote in the election of, and only of, the UISG Asian Constituency Seat Representative during executive board elections.

Article II: Membership

A. 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.
B. There is no maximum limit to the membership. The minimum limit is five.
C. There are two classes of members:
    a. Voting Members:
        i. Must have attended at least 3 meetings or events throughout the entire year by time of executive board election.
        ii. Are allowed to participate in elections; however, there is no absentee voting permitted.
    b. Affiliate Members:
        i. Must have attended at least 1 meeting in the previous semester.
        ii. Are not allowed to vote.

Name of Organization: *(please list full name)* The Iowa Edge Student Organization

Umbrella: (CSL) FSL Sports Club

Date constitution was last revised/reviewed: No Date

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes (No)

University of Iowa
Constitution of
The Iowa Edge Student Organization

Article I. Organization

Section I. Purpose

1. The Iowa Edge Student Organization is a group focused for and by students of color, first generation to attend college, Iowa Edge Alumni, and Iowa Edge peer leaders. Our ultimate aim is to increase student retention, diversity, and the quality of life at the University of Iowa. We also strive to provide an enriching environment to foster and stretch our talents in order to become proactive members of society.
2. The organization will work to mobilize and motivate students through events aimed at helping build community and assist student success. This will be achieved by coordinating with the Iowa Edge Executive Committee, the Center for Diversity and Enrichment, and other faculty and staff associated with the University of Iowa.

Article II. Membership

Section I. Eligibility

1. The Iowa Edge Student Organization is open to all University of Iowa students with particular emphasis for students of color, first generation students, and all those who strive to enrich diversity and student success at the University of Iowa campus. In no aspect 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 II. Active Membership

1. Membership is achieved by attending at least 8 Iowa Edge Student Organization weekly meetings per semester and signing in upon arrival.
2. Attendance to Iowa Edge programs is strongly encouraged as it shows commitment to the organization.
3. Attend at least one Iowa Edge Student Organization event

Article III. Officers and Duties

Section I. Executive Committee

1. The Executive Committee is composed of the President, Vice President of Membership, Treasurer, Secretary, Vice President of Public Relations, and the Vice President of Programming.
2. Members of the Executive Committee must be in attendance at meetings and all mandatory events, with the exception of emergencies and extraneous circumstances.
3. Members of the Executive Committee must be proactive in all efforts pertaining to the Iowa Edge Organization during and outside of meetings.
4. All Members of the Executive Board are equally responsible in contributing to the organization's well-being which includes contribution to meetings, reading important notifications carefully, and sharing the workload of hosting a program and other events.

Section II. Good Standing

1. Members of the Executive Committee must attend ALL Executive Committee meetings and events, unless otherwise excused by the President, to maintain good standing.

Section III. Election of the Executive Committee

1. Any active Iowa Edge Student Organization member may be nominated for a position on the Executive Committee.
2. Elections shall be by ballot.
3. A majority vote is needed for election into office.

Section IV. President

1. Qualifications
    a. Shall have prior leadership and management experience.
    b. Has participated in Iowa Edge or with the Center for Diversity and Enrichment
    c. Will represent the Iowa Edge Student Organization in a positive manner with the University of Iowa campus and the Iowa Edge Program.
2. Duties
    a. It shall be the duty of the President to act as meeting parliamentarian and assist in the overall coordination of the Executive Committee.
    b. The President will act as the face of the organization and serve as the representative for the organization on campus.
    c. Responsible for facilitating meetings.
    d. Shall work with the Treasurer to maintain a budget.
    e. Will serve as the Chair of the Executive Committee.
    f. Shall work closely with the advisor(s) to ensure the mission and purpose of the organization are being met.

Section V. Vice President

1. Qualifications
    a. Ability to motivate others.
    b. Provide effective communication.

Name of Organization:
(please list full name)
Holy Cross
Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes No

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

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Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

Constitution of the Hallyu@Iowa Student Organization

Article I. Purpose

The purpose of Hallyu@Iowa is to provide fans of the Korean "Hallyu" Wave at The University of Iowa a place to meet with like-minded individuals to enjoy all aspects of Korean culture. We will host activities spanning the entirety of the Hallyu wave, including entertainment, fashion, and history. Our goal is to encourage the enjoyment of the Korean Wave in a way that promotes cultural understanding and awareness.

Article II. Membership

Section 1. UI Human Rights Clause

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. Levels of Membership

A. Executive Board
   i. President
   ii. Internal Affairs Director
   iii. Financial Director
   iv. Media and Design Director
   v. Social Director

B. General Members
   i. General membership is open to both those affiliated and not affiliated with The University of Iowa. However, voting privileges are limited to UI students.

Section 3. Membership Selection

A. Membership in this organization is welcome to any and all with a connection to The University of Iowa including students, staff, faculty, and alumni.
B. Membership will also be extended to community members, as well as the general public, so long as eighty percent of members are UI students.

Section 4. Good Standing

A. To remain in good standing, members must fulfill attendance guidelines set forth in the bylaws.

Section 5. Addition and Revocation

A. Anyone who expresses interest in the club and provides required contact information may be admitted to this organization.
B. Revocation of membership will be evaluated on a case-by-case basis by the club's executive board and advisor. Reasons for revoking membership include, but is not limited to, violation of the UI Human Rights Clause *(Art. II, Sec. 1)*.
    i. If someone reports a case of misbehavior, or if a situation is witnessed during club activities, those behaving offensively or threateningly will be given a warning and if more than one party is involved in the incident all will be asked to meet with the executive board to discuss further action.
    ii. The individual(s) will have the opportunity to meet with the full executive board before the vote is taken.
    iii. Membership will be revoked with a unanimous blind vote by the executive board, which will not be taken in front of the member(s) in question.
    iv. Behavioral warnings will be delivered in person and by email by an executive board member.
    v. Addition and revocation of members may occur at any time during the academic period.

Article III. Executive Board and Duties

Section 1. Requirements

A. Must be enrolled UI students. They represent the organization membership. These individuals are selected from the ranks of the organization's voting membership.
B. Expected to attend all meetings each semester unless a previous arrangement has been made, or an emergency or pre-existing engagement prevents them from attending. All members of the executive board are strongly encouraged to attend other activities and unofficial meetings.

Section 2. Terms

A. Position terms will run for one full academic year. In the case that someone on the executive board wishes to resign from their position, they must give at least two weeks' notice. In the case of resignation before the end of a term, a vote will decide who will fill the vacant position.

Section 3. Duties

A. President
    i. Uphold the constitution and university registration of the organization.
    ii. Maintain contact with the organization's advisor.
    iii. Coordinate and plan executive board meetings and retreats.
    iv. Prepare executive board and general meeting agendas, collect information from all executive board members regarding plans and activities.
    v. Settle disputes between executive board members.

Name of Organization:
(please list full name)
Hear Workshop
Umbrella: CSIL FSL Sports Club

Date constitution was last revised/reviewed:

Do they have the Human Rights Clause verbatim? Yes (No)

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.

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution) Missing

Page number(s):

Which of the protected classes or characteristics is language inconsistent referencing?

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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	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes No

留学生文化适应 心理工作坊
Heart Workshop

UNIVERSITY OF IOWA

CONSTITUTION OF HEART WORKSHOP

02/05/2014

Article I

a) The name of this organization shall be: Heart Workshop

学生组织全名：留学生文化适应 心理工作坊

b) The Heart Workshop aims to provide an environment that cares about the psychological-cultural well-being among Chinese students and scholars of the University of Iowa. Through the format of free talking and sharing, the Heart Workshop encourages and supports inter-group communication between Chinese students and local students, and therefore facilitates an embracing and inspiring community. Heart Workshop will also raise mental health awareness among group members, providing resources and pointing them to professional services on and off campus.

留学生文化适应心理工作坊旨在通过心理探索的方式，引导中国留学生融入异国他乡的生活。通过交流与分享的途径，帮助大家理解文化差异，将他们过渡到美国大学的生活文化中，同时为其之后的生活进行铺垫。工作坊还旨在关注留学生们的心理健康，并为需要帮助的同学提供相应的资源。

Article II

Membership

a) 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.

本社团保证所有成员获得公平参与活动的机会。

b) There are no limits to membership.

没有会员限制。

c) The president, director and directors make up the executive board.

社团管理团队由社长和各部门部长组成。

d) General members are those who attend bi-weekly activities.

社团成员由参加每两周活动的同学组成。

Article III

Officers and Duties

a) President

- Facilitate meetings and events of the organization
- Coordinate activities to all board members of the organization
- Represent the organization to the University
- Serve as spokesperson for the organization

b) Vice President

- Communicate with directors
- Assist the president and work closely with other administrators
- Represent organization at official functions, remaining fair and impartial during any organizational decision making □

EXHIBIT C

Notes:	Name of Student Org.	In reviewing the 31 Spirtual & Religious categorized student organizations, was there language that may be inconsitent with the Human Rights policy around any of the following issues?																			applicable language from the org's constitution:
		Leadership	Membership	General Participation	Advisor	race	national origin	color	creed	religion	sex	age	disability	Sexual Orientation	veteran status	gender identity	associational preference	pregnancy	genetic information	service in the US military	
	24-7	yes	yes	no	no				yes	no	no	no	no	yes	no	no	no	no	no	no	"All voting members and all officers must agree to and affirm the following Statement of Faith..." "Officers must abstain from all forms of sexual conduct and sexual relations outside the confines of traditional marriage and/or the advocacy thereof."
	ASK Prayer Ministry	Yes	Yes	??	no					no	no	no	no	no	no	no	no	no	no	no	RE: Members - "Our members ar to identify themselves with a particular local church and submit to its leadership." RE: Officers - "They mus be an active member of a local church or a campus ministry and agree with its statement of faith."
	Athletes In Action	yes	yes	no	no				yes	no	no	no	no	yes	no	no	no	no	no	no	Selection Process: "Only those applicants who can communicate the Chapter's message accurately, can provide spiritual leadership for the Chapter, and can model the Chapter's message in their behavior shall be eligible for a leadership position. Applicants may be asked about their willingness to model the Chapter's core messages trhough their behavior so that the message are communicated with integrity." **1Corinthians 6: 9-12 (explicit statement about homosexuality) several other bible verses that related to sexual immorality**
	Bridges International	yes	no	no	no				yes	no	no	no	no	no	no	no	no	no	no	no	"...All officers must agree to the Statement of Belief referenced at the end of this document ...
	Campus Bible Fellowship	no	yes	no	no				yes?	yes?	no	no	no	no	no	no	no	no	no	no	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"
	Chi Alpha Christian Fellowship	yes	no	no	no				yes	no	no	no	no	no	no	no	no	no	no	no	"...Leaders shall be in agreement with the Articles of Faith..."
	Chinese Student Christian Fellowship	no	yes	no	no				yes?	yes?	no	no	no	no	no	no	no	no	no	no	General Member Qualifications: " Is a reborn Christian; actively participates in his/her churchs dn have the consent from the pastoral staff o f his/her church to participate in the CSCF"
	Cru	yes	no	no	no				yes	no	no	no	no	no	no	no	no	no	no	no	Officers: "All officers must exemplify the application of Scriptural life priciples, in accordance with the national standards of Cru..."
Technically, this group does not comply with standards for student organizations.	Geneva Campus Ministry	no	no	no	no					no	no	no	no	no	no	no	no	no	no	no	
	Imam Mahdi Organization	Yes	Yes	no	no				yes	yes	unknown - because the reader is unfamiliar with "The Faith" that is not further mentioned in the constitution.	Yes	no	no	no	unknown	unknown	no	no	no	Officials of the organization shall be student Members and shall refrain from major sins (kaba'ir) and endeavor to avoid minor sins (saga'ir). 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, Shiaa 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, Shiaa, who respects the religion rules, and willing to practice the faith. (there
	International Neighbors	yes	no	no	no		yes		yes	no	no	no	no	yes	no	no	no	no	no	no	Refer to Leadership Application which is an addendum to the Constitution. Bible Verse 1 Corinthians 6: 7-11 (specifically verse 9). Leadership is to be made up of by a majority of international students
	Latter-Day Saint Student Association	no	Yes	no	no				yes	no	no	no	no	no	no	no	no	no	no	no	"...who espouse the purposes of LDSSA as stated herein."
	Love Works	no	no	no	no					no	no	no	no	no	no	no	no	no	no	no	
This constitution is for a Church Council and not a student organization!	Lutheran Campus Ministry Council	no	no	no	no					no	no	no	no	no	no	no	no	no	no	no	
	Muslim Students' Association	Yes	yes	no	no				yes	yes	no	no	no	no	no	no	no	no	no	no	Membership: "Any Muslim residing in Iowa City... is eligible to be a member... Special membership may be granted to any individual who is not included in article 3.1, but he/she may not vote or hold any office."
	Orthodox Christian Fellowship	no	no	no	...have at least one religious advisor approved by the North American Othrodox Christian Fellowship					no	no	no	no	no	no	no	no	no	no	no	
	Ratio Christi	yes	no	no	no					no	no	no	no	no	no	no	no	no	no	no	"...Profess a personal relationship with JC and abstain from any conduct that would impair their ability to bear witness of their faith and serve the purposes of the organization."
	St. Paul's University Center	no	no	no	no					no	no	no	no	no	no	no	no	no	no	no	
	The Salt Company	yes	no	no	no					no	no	no	no	no	no	no	no	no	no	no	"...All Leaders must be Christians who have professed their faith in the Lord Jesus Christ and who strive to live according to the tenents of the Bible"
	Wall-Breakers	yes	yes	no	no				yes	no	Yes	no	no	yes	no	yes	no	no	no	no	Leadership Qualification: "Must be a disciple of Jesus Christ"; Statement of Belief: "We are in agreement with the Baptist Faith and Message of the Southern Baptist Convention..." **The Baptist Faith Message that is linked at the beginning of the constitution states marriage is between one man and one woman. Also referenced in the faith message: only men can be pastors**
	Young Women for America	no	no	no	no					no	no	no	no	no	no	no	no	no	no	no	
	Tau Omega Catholic Service Fraternity	no	no	no	no				no	no	no	no	no	no	no	no	no	no	no	no	Did not list the Human Rights policy but did not have language that seemed explicitly discriminatory
	Bahai Campus Association	no	no	no	no				no	no	no	no	no	no	no	no	no	no	no	no	
	Iowa's Hillel Foundation	no	no	no	no				no	no	no	no	no	no	no	no	no	no	no	no	
	Christian Medical Association	no	no	no	no				no	no	no	no	no	no	no	no	no	no	no	no	
	Young Life	no	no	no	no				no	no	no	no	no	no	no	no	no	no	no	no	
	Agape Chinese Student Fellowship	no	no	no	no				no	no	no	no	no	no	no	no	no	no	no	no	
	Chabad Jewish Student Association	no	no	no	no				no	no	no	no	no	no	no	no	no	no	no	no	
	Newman Catholic Student Center Council	no	no	no	no				no	no	no	no	no	no	no	no	no	no	no	no	
	Sikh Awareness Club	no	no	no	no				no	no	no	no	no	no	no	no	no	no	no	no	
	Campus Chirstian Fellowship	no	no	no	no				no	no	non	on	no	no	no	no	no	no	no	no	

IVCF App. 1250

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EXHIBIT D

MEMORANDUM

TO: Student A, Complainant
24:7, Respondent

FROM: Constance Schriver Cervantes
Compliance Coordinator
Office of Equal Opportunity and Diversity

DATE: July 24, 2017

SUBJECT: Finding on formal complaint of discrimination

I. SUMMARY

On February 20, 2017, Complainant filed a formal complaint with the Office of Equal Opportunity and Diversity against Respondent alleging that Respondent engaged in actions in violation of the University of Iowa's *Policy on Human Rights.*

This finding is issued in conjunction with the Office of Equal Opportunity and Diversity's investigation of Complainant's complaint.

II. FINDING

The evidence produced during the investigation does not provide a reasonable basis to believe the *Policy on Human Rights* was violated.

III. BACKGROUND

Complainant is a student at the University of Iowa, and a former member of 24:7.

Respondent is a registered student organization at the University of Iowa.

In addition to Complainant, the following witnesses were interviewed:

- Jacob Boyd, 24:7 Worship Leader, employed by Parkview Evangelical Free Church (Parkview)
- Scott Gaskill, former Pastor, 24:7 College Pastor, employed by Parkview
- Student C, member of 24:7

The following documents/information were reviewed:

- Copy of Facebook Messenger notes of meeting dates between Boyd and Gaskill and Complainant
- Constitution of 24:7

- Center of Student Involvement & Leadership Registered Student Organization Constitutional Standards and Guidelines
- "Nature of Complaints," notes from Complainant
- 24:7 Student Leader Application completed by Complainant
- 24:7 website: 247uiowa.edu

IV. SUMMARY OF REMEDY REQUESTED, ALLEGATIONS AND RESPONSES

Remedy Requested

Complainant requests that 24:7 be required to comply with the university's non-discrimination policy, or no longer be a recognized student organization, affiliated with the University of Iowa.

Allegations

Complainant states that he was denied a leadership position as a freshman Bible Study leader with 24:7 because of his sexual orientation.

Complainant indicated that at the end of the 2016 spring semester, he applied to be a Verve (freshman Bible Study) leader in 24:7. Complainant did not meet with any student officers or the members of the organization in regard to his application, but rather was interviewed by Boyd, one of the members of the Parkview's 24:7 staff. Complainant states Boyd told him he was "impressed," and there should be no reason he would not be selected.

Complainant stated that 24:7 knew of his sexual orientation, but initially, Complainant regarded his sexual orientation as a struggle with same-sex attraction, which was in line with Parkview's beliefs. Complainant told Boyd at the conclusion of his interview that he had potentially changed his mind, and might be open about being gay.

Complainant was then contacted by Gaskill, Parkview's College Pastor, and a member of Parkview's 24:7 staff, with a request to meet. Complainant met with Gaskill and advised Gaskill that he was struggling with being gay and Christian. Gaskill told Complainant if Complainant was openly gay he would not be acceptable as a leader in 24:7.

Gaskill held a second meeting with Complainant, with Student C also present. At this meeting Complainant expressed concerns that he would not be offered the Verve leader position unless he was "closeted." Complainant was told he could reveal he was "struggling with same-sex attraction," but not identify as gay. Complainant was advised by Gaskill that it was the combination of his views and orientation that prohibited him from being offered the position.

Complainant stated he did not have any further conversations with Gaskill because:

> With regards to your question – I did not get back to Pastor Gaskill. The reason I did not was because his response was inherently discriminatory. The fact that he was not okay with me identifying as "gay" is inherently discriminatory—he wanted me to reject a core part of who I am. Although he claims a decision had not been made regarding my

leadership, this is misleading. His decision *was* already made: I could not be a leader if I was openly gay and/or engaged in a relationship. Period

The conditions that he placed upon me (the condition to both be single and to agree with his theological stance) is one that is simply not consistently applied. There is at least one leader in 24/7 who disagrees with 24/7's position on gay marriage, yet because she is straight, 24/7 does not care. Straight folks in 24/7 date all the time.

This underscores an important point: it is impossible to separate my theological stance with my identity. In other words, the real reason behind Pastor Gaskill's disapproval of me being a leader isn't my "theological stance." It is my identity. In fact during that second meeting with Pastor Gaskill I recall asking Pastor Gaskill whether it was my theological stance or my sexual orientation that was the reason for me not getting the leadership position right away. His answer was that it was a combination of both. Hence, this is a case of discrimination on the basis of sexual orientation – had I been straight, the fact that I didn't necessarily agree with 24/7's theological stance on marriage would have essentially been a non-issue, much like it is for at least one current leader.

Complainant understood he could still be a member of 24:7, but he chose not to be.

The Application completed by Complainant indicated his desire to be a Verve leader. In addition, one of the questions in the application provides as follows:

2. The Bible's definition of sexual immorality is rooted in the Greek word pornea, which includes a wide variety of sins such as masturbation, viewing/addiction to pornography, fornication (sex outside of marriage), lust, inappropriate relations with the opposite sex, homosexuality, etc. (1 Corinthians 6:12-20.) Where do you see those sins in your life? Have you done anything to see God transform your life in those areas?

Complainant's answer provided in part:

I am gay, and continue to wrestle with what the Bible actually teaches on the subject of homosexuality. …

Response

It is 24:7's position that the church staff had not yet made a decision on Complainant's application to be a Bible Study leader in 24:7, and that 24:7 is entitled to restrict the leadership in 24:7 to those who agree with the theology24:7 follows from Parkview, which includes the belief that homosexuality is a sin.[1]

According to the 24:7 university website, 24:7 is a college ministry started by Parkview in the late 1990s. The 24:7's website includes a section entitled, "Who We Are," and therein lists the

[1] 24:7 is a registered student organization with the university. However, it appears to be completely controlled by staff employed by Parkview. For purpose of this Finding only, it is assumed that 24:7 is a student organization.

names and pictures of seven members of the Parkview staff, including Gaskill and Boyd. There is no mention of any student involvement in running the ministry. www.247uiowa.com/about.

24:7's Constitution, adopted August 9, 2004[2], provides in part:

CONSTITUTION OF 24-7

An Affiliated Student Group of Parkview Evangelical Free Church

Article II. Purpose

The purpose of 24-7 are [sic] to provide Christian community for University of Iowa students, to develop an awareness and commitment to meeting needs in our community, and to encourage development of leadership skills among its members.

Article III. Equal Opportunity and Equal Access

Participation in 24-7's regular meetings and activities is open to all members of the University of Iowa community. In no aspect of its programs shall there be any difference in the treatment of persons because of …sexual orientation…subject to Articles IV and V. 24-7 will guarantee that equal opportunity and equal access to membership, programming, facilities and benefits shall be open to all persons subject to Articles IV and V.

Article IV. Statement of Faith

All Voting Members and all officers of 24-7 must agree to and affirm the following Statement of Faith:

I believe:

1. The Scriptures, both Old and New Testaments, to be the inspired Word of God, without error in the original writings, the complete revelation of His will for the salvation of men and the Divine and final authority for Christian faith and life.

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[2]All university registered student organizations are required to follow the Registered Student Organization Constitutional Standards and Guidelines, http://csil.uiowa.edu/manage/new-organization-constitutional-guidelines/.
Under those guidelines, the university's Human Rights Clause must be included and must be written in a student organization's Constitution exactly as follows: *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.*
The clause in 24:7's Constitution does not meet the present language requirements, which the university last updated in October 2014.

2. In one God, Creator of all things, infinitely perfect and eternally existing in three persons: Father, Son and Holy Spirit.

3. That Jesus Christ is true God and true man, having been conceived of the Holy Spirit and born of the Virgin Mary. He died on the cross, a sacrifice for our sins according to the Scriptures. Further, He arose bodily from the dead, ascended into heaven, where, at the right hand of the Majesty on High, He is now our High Priest and Advocate.

4. That the ministry of the Holy Spirit is to glorify the Lord Jesus Christ and, during this age, to convict men, regenerate the believing sinner, and indwell, guide, instruct and empower the believer for godly living and service.

Article V. Members, Officers and Advisor

5.1 *Membership.* Membership in 24-7 shall be open to all University of Iowa students and any other person. Any member who completes a membership form, keeps the officers updated with his or her e-mail address, and signs the Statement of Faith set forth in Article IV shall be a Voting Member and shall be eligible to vote in elections described in this Constitution.

5.2 *Officers.* There shall be one elected President, who will appoint Growth Group Leaders and Project Leaders (there is no limit on the number of Growth Group Leaders and Project Leaders). The officers must agree with the Purpose set forth in Article II, sign and affirm the Statement of Faith set forth in Article IV, and endeavor to live their lives in a manner consistent with the Code of Conduct set forth in Paragraph 5.4.

5.3. *Elections, Appointment, and Term*....Growth Group Leaders and Project Leaders shall be appointed by or removed by the President...

5.4 *Code of Conduct.* All officers must endeavor to live their lives in a manner consistent with the Statement of Faith. Officers must abstain from all forms of sexual conduct and sexual relations outside the confines of marriage and/or the advocacy thereof. Officers must exemplify the highest standards of morality as set forth in Scripture.

5.5 *Advisor*. The Advisor shall be the Pastor of College Ministry of Parkview Evangelical Church in Iowa City, Iowa. The officers shall keep the Advisor informed of meetings, special events, financial matters, and other relevant matters.[3]

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[3] The Registered Student Organization Constitutional Standards and Guidelines, provides:
Article IV - Advisors
a) Advisors of registered student organizations must be members of the University of Iowa faculty or administrative professional staff or they must be affiliated with the local, regional, national, or international affiliate of an organization.
http://csil.uiowa.edu/manage/new-organization-constitutional-guidelines/.

Jacob Boyd. Boyd is not a student nor an employee of the university. He is employed by Parkview as part of the 24:7 staff. There is no 24:7 advisor on the faculty or staff of the university.

Boyd provided details as to how 24:7 has been run in the past, including selection of leadership for 24:7 for the 2016-17 academic year, the year at issue here. The selection of officers for 24:7 was done by the staff of Parkview. The only two officer positions are President and Vice President. Parkview staff made the decisions as to who should be in those positions, and then gave the then current 24:7 President and Vice President the "recommendations" as to who should fill those roles for the upcoming year. Those recommendations were then followed. No vote by the members of 24:7 was held.[4]

For filling other leadership positions within 24:7, there was a leadership application process where interested students filled out an application on line. The applications were then reviewed by Parkview staff. The applicants were then interviewed by Parkview staff. After the interviews were completed, the information from the interviews was considered by Parkview staff, and Parkview staff made the decisions.[5]

Boyd met Complainant at the beginning of the fall of 2015. Complainant attended the 24:7 Wednesday meetings, and attended the Freshman Bible Study meetings called "Verve" at the Airliner in Iowa City on Monday nights.

In January 2016, Boyd learned Complainant was gay. Boyd stated they had a good relationship and Complainant confided in Boyd that he was a homosexual, and that he was struggling with that and theological belief. According to Boyd, the Bible states that acting upon same-sex attraction is a sin. Complainant indicated he was not planning on doing so.

Complainant applied to be a Verve leader for the 2016-17 academic year, by submitting an application at the end of March 2016. Boyd met with Complainant in the basement of the IMU to interview Complainant, and took notes.[6] At the conclusion of the interview Boyd told Complainant he was impressed with him and he did not think there should be any problem. The interview lasted 20-30 minutes.

Following the interview Complainant told Boyd he was on the fence about what the Bible says about homosexuality. Complainant was not sure if he believed it was a sin to act on it. Complainant was unsure if that would create a problem with him being selected as a Verve leader. Boyd told Complainant he did not know, and that Boyd needed to discuss that with Gaskill. Boyd then called Gaskill and related the conversation he had with Complainant. Boyd

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[4] Boyd stated Parkview will be changing the 24:7 Constitution. In the past Parkview staff has chosen the officers of 24:7. The students will now select them. In the past there was no distinction between voting members and members.

[5] Article V, Section 5.1 as set forth above provides the President is to appoint the group's leaders.

[6] The notes from Boyd's interview with Complainant were requested as a part of this investigation, however, counsel for 24:7 responding for the organization indicated the organization did not have any notes.

then deferred further action on the matter to Gaskill. Boyd had no further meetings with Complainant, and no further discussions with Gaskill about Complainant.

Complainant's application for Verve leader was not discussed at the 24:7 leader selection meeting, held by Parkview staff after the completion of the interviews with individuals who had applied for leadership positions. Complainant's name came up in the selection meeting, and the Parkview staff was told Gaskill and Boyd were handling it. Boyd stated that after the final list of leaders was posted and Complainant was not on it, Boyd became aware Complainant was not selected.

Boyd indicated he knew of no prior similar situation. If an applicant reported they were involved in pre-marital sex that would raise a concern for leadership consideration. For Complainant, it was his belief about same sex attraction, that it was not a sin to act on same-sex attraction. If an applicant said they did not believe it was wrong to engage in pre-marital sex, that would be a problem with theology, and they would not allow that person to be a leader. Boyd would have referred such an applicant to Gaskill.

Scott Gaskill. Gaskill, the former Parkview 24:7 College Pastor, indicated he is not affiliated with the university and confirmed 24:7 has no advisor on the faculty or staff of the university. The majority of Gaskill's employment at Parkview involves leading the staff team and student leader team of 24:7. Gaskill confirmed the Statement of Faith in the 24:7 Constitution is a portion of the Statement of Faith from Parkview.

Gaskill indicated the purpose of Parkview's 24:7 staff team is to deal with 24:7. The President and Vice President of 24:7 are the only student officers in the organization. The students lead, but with "a lot of oversight" from Parkview. In the past, the Parkview staff has "approved" the officers. There is a regular meeting held on Sunday mornings at Parkview for student leaders of 24:7. For the 10 years that Gaskill has been with Parkview, the student officers of 24:7 have also been involved in Parkview. Gaskill stated there has never been an officer recommended by Parkview staff that was not affirmed by the student members. The current president of 24:7 was chosen by Parkview staff. There was no vote by the students. They may have had a hand raising to show agreement at one of the meetings, but he does not recall.

For other 24:7 leadership positions, interested students apply to Parkview on-line. These include the Verve and campus group leaders, for the biblical communities. Parkview staff and some student leaders interview the applicants. The interviewers then come back to Parkview staff with recommendations, and the Parkview staff team makes the final decisions on the applications. It is rare not to be made a leader as there are so many kinds of different positions, if the applicant agrees with Parkview's positions on the Bible's teaching.

Although the 24:7 Constitution references "voting members," there is no difference in the 24:7 organization between voting members and members. Members are not required to affirm Parkview's Statement of Faith. Leaders are required to affirm the Statement of Faith. The leadership application does not indicate that requirement, but that is covered in the interview.

Complainant filled out an application for a leadership position in 24:7. Boyd reported to Gaskill that after Complainant's interview, Complainant had asked Boyd what would happen if he did

not still believe what he had written on the application. There is a question on the application that addresses sexual sin. Complainant was now considering a revisionist point of view on homosexuality.

The traditional view, which is held by Parkview, is that sexuality is only acceptable to be expressed within the bounds of a marriage, and between one man and one woman. This theology is based on four passages in the Bible. The revisionists interpret the four passages differently and believe it is not a sin to express sexuality as a homosexual.

After speaking with Boyd, Gaskill asked Complainant to meet with him. The meeting lasted one hour. With respect to the above mentioned four biblical passages, Gaskill believes the passages are clear that homosexuality is a sin. Complainant had yet to decide whether he would stand by that traditional view or follow the revisionist view. Complainant called himself a "gay Christian," and Gaskill was uncomfortable with the term. Complainant wanted to know if this would affect his role with the leadership team.[7]

Gaskill stated he wanted Complainant to be part of the leadership team, but if Complainant was espousing this belief, it would be difficult, as Complainant could not affirm the same beliefs as Parkview. However, Gaskill stated he did not specifically tell Complainant that if Complainant was openly gay he would not be accepted as a leader. The conversation ended with Gaskill telling Complainant that Complainant needed to "land theologically" before they talked about leadership.

Student C, one of Complainant's peers, told Gaskill that Gaskill and Complainant had walked away from the meeting having heard different things. Student C indicated to Gaskill that Complainant felt misunderstood or not heard.

A second meeting was then held between Gaskill and Complainant, with Student C also present. Gaskill stated Complainant expressed his concern that he would not be offered the position unless he was "closeted." Gaskill told Complainant that Gaskill did not want Complainant to be closeted, but wanted Complainant to be true to his identity.

According to Gaskill, there was no resolution at the end of the second meeting, but that Complainant needed to decide where he landed theologically. When that occurred they could pick up the conversation about his leadership application. Gaskill stated he told Complainant he could "obviously" be in the organization, but that he was not sure how things would work out with the leadership position. Gaskill stated in his interview that he believed Complainant understood that if Complainant "landed" differently theologically than Parkview on the issue of homosexuality as a sin, Complainant's role in 24:7 would be different. It would be hard for Complainant to be a campus group leader and not affirm his core identity beliefs; but it would be difficult for Complainant to be in a leadership position, calling himself a gay Christian, and not espouse Parkview's core theological beliefs.

[7] Gaskill did not ask Complainant if he was acting on his belief, engaging in sexual activity outside of marriage, but Complainant shared that he was not.

Complainant stated he asked Gaskill if it was his theological stance or his sexual orientation that was the reason for not getting the leadership position immediately and Gaskill's answer was it was a combination of both. Gaskill in a written response stated that he does not believe having a particular sexual orientation is sinful and denies making such a statement. He stated the concern focused on whether Complainant's theological views aligned with 24:7's, especially when Complainant was not sure what his views were. He asked Complainant "to pray, search the Scripture and come back…when his views were more solidified."

Gaskill stated he was open to further conversation, and that no final decision had been made, but that Complainant did not pursue it further.[8]

Student C. Student C joined 24:7 about a week after he began his freshman year at the university. He also attends Parkview church. He described Complainant as a friend.

Following Complainant's interview with Boyd, Complainant discussed it with Student C. Complainant related he felt the interview went well. However, at the end of the interview Boyd asked if Complainant had any questions and Complainant told Boyd he was still wrestling with 24:7's theological stance on homosexuality. Boyd told Complainant he would have to get back to him.

Student C then spoke with Gaskill before Gaskill's first meeting with Complainant. Student C explained to Gaskill that Complainant was worried because he had not been accepted into the leadership position for which he had applied.

After the first meeting between Gaskill and Complainant, Complainant told Student C he was very concerned and upset, and felt like he had not been heard. On the other hand, Gaskill told Student C after the same meeting that he had felt good about the meeting. Student C suggested a second meeting between Gaskill and Complainant.

Student C stated he was present at the second meeting, just to try to make sure the two were communicating with each other. At the meeting there was discussion of whether Complainant would be a leader in 24:7. Complainant said he was still wrestling with his own theological

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[8] There were attempts made to reach Gaskill further to determine if Gaskill would have selected Complainant for a leadership position in 24:7 if Complainant indicated he did not believe it was a sin to be gay, and where Complainant would have to have landed theologically to be selected for a Verve Leader. Attorneys for 24:7 indicated that Gaskill was no longer employed by Parkview, but that Boyd and Gaskill consulted on the questions and were in agreement on the following response:

> Both of these questions are difficult to answer because they involve hypothetical situations that we never actually faced. As you will, recall, [Complainant] communicated to us that he was reevaluating his theological beliefs and was not sure what he believed. So, we asked him to think through his beliefs and offered to continue the conversation once he did so. But [Complainant] did not pursue the matter further. Also, hypotheticals involve a myriad of different variables and nuances. Answering each would require more conversations to avoid misunderstanding, and thus impossible to answer in the abstract. Speculating about what we might have done in an imaginary situation, where so many variables are unknown, casts no light on whether 24:7 violated any University policies in its interactions with [Complainant].

position as to whether homosexuality was a sin. Gaskill indicated he wanted to give Complainant space to "land" on a theological stance.

Student C indicated he did not recall the specific exchange Complainant stated occurred, wherein Complainant asked Gaskill if it was his theological stance or his sexual orientation that was the reason for not getting the leadership position immediately, and Gaskill's answer was it was a combination of both. Student C stated to the best of his recall the content of the conversation as a whole was largely centered on how theological positions affect personal practice.

Following the meeting Student C felt the decision on Complainant's application had not been made, and consideration of his application would be contingent on Complainant landing on a theological stance, so that a decision could be made with complete information. Parkview wanted its theology to be unified for the leadership position of Verve leader in 24:7, and Parkview wanted Complainant to have its stance for that position.

V. APPLICABLE POLICIES

Policy on Human Rights:

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 … sexual orientation … These principles are expected to be observed in the internal policies and practices of the University; specifically in the … in policies governing programs of extracurricular life and activities…

http://opsmanual.uiowa.edu/community-policies/human-rights

VI. ANALYSIS AND CONCLUSION

The purpose of a formal investigation is to determine, based on sufficient evidence, whether there is a reasonable basis to believe that a violation of the policy has occurred. The standard for evaluating evidence gathered in the investigation is by a preponderance of evidence which requires the investigator to determine whether it is more likely than not that a given fact is true, or a given event occurred.

For a violation of the *Policy on Human Rights* here, the evidence must show that an individual was treated differently than others were treated in a university program, and that the differential treatment was based on a protected class, including sexual orientation.

The University of Iowa has a categorical non-discrimination policy. The *Policy on Human Rights* prohibits discrimination in its programs based on protected classifications, including sexual orientation. There is no distinction within the *Policy on Human Rights* for membership as opposed to leadership positions. The policy provides: *in no aspect of its programs shall there be differences in the treatment of persons because of … sexual orientation … These principles are expected to be observed in the internal policies and practices of the University; specifically in the … in policies governing programs of extracurricular life and activities…*

Complainant applied for the position of Verve leader. In his application, Complainant stated he was gay and that he continued to wrestle with what the Bible actually teaches on the subject of homosexuality. He was interviewed for that position by Boyd, who stated he knew prior to the interview that Complainant was gay.

At the conclusion of the interview with Boyd for the position, Boyd knowing Complainant was gay, told Complainant he was impressed with him and he did not think there should be any problem with his selection as a Verve leader.

Complainant was not selected as a Verve leader. Complainant alleges that he was not selected to the position because of his sexual orientation. Respondent denies that this was the basis for non-selection.

The preponderance of the evidence supports the following:

Although Gaskill did not ask Complainant if he was engaging in sexual activity outside of marriage, Complainant shared that he was not, and so there is no evidence indicating that was the reason Complainant was not selected.

Gaskill stated no decision had been made, and he was waiting for Complainant to come back to him with his theological stance on homosexuality. Complainant stated he did not get back to Gaskill because Gaskill made it clear to him he would not be selected. The evidence is insufficient to determine if the fact that Complainant was not chosen as a Verve leader was because Complainant did not get back to Gaskill to detail his theological beliefs, or because of a discriminatory reason.

A refusal to allow Complainant to be considered as a Verve leader, and treating him differently than other members due to his sexual orientation would violate the university's *Policy on Human Rights*. However, there is insufficient evidence to show the decision was based on Complainant's membership in a protected class, therefore, no policy violation is found.

VII. 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[9] and submitted together with all supporting documentation to the Office of Equal Opportunity and Diversity within ten (10) university business days of the receipt of the finding. Generally within two (2) 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 Office of Equal Opportunity and Diversity website: http://diversity.uiowa.edu/policies/discrimination-complaint-procedures.

[9] The address to submit such an appeal is: diversity@uiowa.edu or Office of Equal Opportunity and Diversity, 202 Jessup Hall, 5 West Jefferson St., Iowa City, IA, 52242-1316.

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 Iowa 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.

VIII. NOTE ON CONFIDENTIALITY AND RETALIATION

The Office of Equal Opportunity and Diversity considers all information received in connection with the filing, investigation, and resolution of complaints to be confidential. Disclosure of information in connection with this complaint is limited to those individuals necessary to its investigation and resolution, and it is expected that the parties will observe the same standard of confidentiality. The individuals copied on this finding are administrators who have authority and responsibility for the University of Iowa student organizations, or for the Respondent and would be critical to any sanction that might be imposed. This practice of maintaining confidentiality is in the best interests of all the parties to the complaint and failure to respect confidentiality may be regarded as retaliation. University policy prohibits retaliation against individuals who file complaints and against those who participate in complaint investigations as witnesses.

cc: Georgina Dodge, Chief Diversity Officer and Associate Vice President, Title IX Coordinator
Jennifer Modestou, Director, Office of Equal Opportunity and Diversity, Deputy Title IX Coordinator
Lyn Redington, Assistant Vice President, Dean of Students
William Nelson, Executive Director, IMU
Anita Cory, Associate Director, Student Organization and Leadership Program, Center for Student Involvement and Leadership
Casey Mattox, Senior Counsel, Director of Center for Academic Freedom, counsel for 24:7

EXHIBIT E

DATE 5/26/17

PURPOSE

CUE COLUMN

10:50

NOTES

TOM Baker

not raised before

prob in policies + regulations

not want to be all-comers policy?
do but not in pure sense
fraternities + sororities

did he not agree to sign tenants or black balled due to his assertion of sexual orientation

agrees of B.U's re Code language

if he agreed -
objective review of that judgment phase of that

do in away that doesn't take into account immutable characteristic

did they ask others?
like pre-marital sex

SUMMARY

EXHIBIT F

DATE May 26, 2017

PURPOSE

CUE COLUMN

10:00

NOTE Bill + Kristi

question has arisen

instit knowledge vrs. what we done

practice? none

philosophy — interpretation
historical & long standing

in advance of most recent case

allow groups to discrim at
leadership level —
not membership level

Code of Student Life
regis — admin — discipline

regis piece

model constit requirements
3 things actually require
NR policy one of those

imp that have Men's Glee Club
Women in Engineering
Black Student Union

SUMMARY

DATE

PURPOSE

CUE COLUMN

NOTES

No mentions of exception + exclusions
should we do
what would language look like

2009 letter - student bov refused to
fund
but admin trumped them

came down to issue over
language in Constit

regis -
membership + participation -
does not say leadership
programing - not include
leadership

programs defined as events,
activity + stuff
done

membership dif from
audience it serves

not recall issue coming up
just their interpretation

* p. 2

SUMMARY

DATE

PURPOSE

CUE COLUMN

NOTES

Notion of Context
does context of student org matter
vs. class
vs team

what if a woman wants
to be on men's
baseball team or
Men's glee club

they would be required to
let them join
but org could
~~not~~ prohibit
from being a leader

are student orgs a part of univ or not
remains unanswered
esp. relationship w fraternities &
sororities

required to keep money w/ univ
funded by univ
by student mandatory fees

7 groups in governance orgs
Panhellenic, IFC etc

SUMMARY

DATE

PURPOSE

CUE COLUMN

NOTES

Foundation decided
Gold Rush program
on-line platform for fundraising
will allow student orgs to do
but not fraternity + sororities

not opposed to all - Comes policy
grandfathered in - past orgs

SUMMARY