

**The Union of Vietnamese Student
Associations
of the Southern Region
Constitution**



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Preamble

We, the members of the Union of Vietnamese Student Associations of the Southern Region, acting as representatives of our organization, in order to establish an organization that embodies our common principles and aspirations, do hereby espouse this Constitution.

Article I – Name and Constituents

The name of the organization shall be the Union of Vietnamese Student Associations of the Southern Region; hereinafter referred to as UVSA South. In Vietnamese translation, UVSA South shall be referred to as Liên Hội Sinh Viên Việt Nam Miền Nam Hoa Kỳ.

All parties constrained by the regulations outlined in this constitution shall be known as “UVSA South Constituents”. This term fully encompasses the following parties, as it pertains to UVSA South business and events:

- UVSA South Partner School members and their officers
- UVSA South Cabinet Board and Cabinet Staff
- UVSA South Board of Directors and Executive Board
- UVSA South Leadership Summit Staff
- UVSA South Camp Legacy Staff
- UVSA South Cultural Showcase Staff
- UVSA South Alumni
- Any other individuals deemed necessary on a case by case basis by the UVSA South Executive Board.

Any individuals who wish to be involved with UVSA South or attend UVSA South sanctioned events must be either:

- (a) at least 18 years of age by the deadline of application/registration
- (b) a student enrolled at a college-level institution with written consent from a parent or legal guardian

Inclusion in UVSA South affairs and events is conditional and individuals can be removed from staff, events, or projects related to UVSA South without cause at any time.

Article II – Vision and Mission Statement

The vision of UVSA South is to be an organization of insightful and engaged leaders within the Vietnamese American community.

The mission of UVSA South is to unite the Vietnamese Student Associations (VSAs), and its variants within Texas, Oklahoma, and Arkansas, by supporting and promoting VSAs through leadership development, networking, service, and cultural awareness.

Article III – Constitution

This Constitution will be made accessible to all UVSA South constituents. Amendments to this Constitution should be made annually by the Executive Board and be ratified by the Cabinet. Officers of the Cabinet may also officially propose amendments to the constitution.

- All proposed amendments must be approved by two-thirds (2/3) of BOTH the Intercollegiate Council of Representatives and the remaining Cabinet as two separate entities

Article IV – Partner Schools

Section 1 School Eligibility

Functional and active Vietnamese Student Associations or Vietnamese interest organizations and their variants must be a registered and recognized organization by a college campus or university located in the Southern Region, which consists of Texas, Oklahoma, and Arkansas.

Section 2 School Partnership Process

The partnership process for incoming organizations will occur in three stages: Application, Observation, and Post-Observation.

Application Process:

- Application periods will occur during the beginning of the fall and spring semesters of the calendar year. Additional application periods may be opened at the discretion of the Internal Vice President.
- During the application period, prospective partner schools must submit an application as well as a letter of intent to the executive board. All materials must be submitted by the prospective partner school's president or vice president.
- Following the submission of an application, the UVSA South Executive Board will conduct an interview with the prospective partner school's officers.
- Prospective partner schools whose application is approved will then enter an observation period.

Observation Process:

- Prospective partner schools must demonstrate their support for UVSA South and its affiliates by fulfilling the following requirements:
 - At least 4 members and 1 executive board officer in attendance at UVSA South's Leadership Summit or Camp Legacy:
 - At least 3 members and 1 executive board officer in attendance to at least 3 events hosted by a partner school within the Southern Region:
 - An appointed ICC Representative in attendance for UVSA South's monthly Cabinet meetings and biweekly ICC meetings.

Post-Observation Process:

- After completing the observation period, the prospective partner school must submit a summary of involvement to the UVSA South Executive Board.
- The prospective partner school's officer board will present an overview of their organization mission, structure, and involvement to the ICC.
- Following the presentation, all ICC Representatives from the current partner schools will anonymously vote on whether or not to partner with the prospective organization.
 - In the event that a majority acceptance is voted upon, the prospective school will be officially accepted as a UVSA South partner school.

Section 3 School Partnership Rights

- School members shall reserve the right to see all meeting minutes concerning the UVSA South Cabinet.
- A member who is not satisfied with a particular decision made by the UVSA South may propose an alternative to the solution and request a meeting to vote on the proposed alternative, as described in Article VI, Section I
- A member who is not satisfied with the integrity or capability of a UVSA South member may move to have a vote of "No-Confidence" as described in Article VIII, Section VI under impeachment.
- Partner Schools are eligible to request usage of UVSA South's 501(c)3 status for sponsorship, fundraising, and other purposes requiring a non-profit organization title; each request will be reviewed by the Executive Board on a case-by-case basis.
- Partner Schools are eligible to request usage of UVSA South inventory when available for use in member school-related functions. Personal use of UVSA South inventory is not allowed. Partner Schools must arrange for pick up and return with the Executive Board.

Section 4 Contributions and Expectations

Every Partner School must actively contribute to the goals and activities of the UVSA South organization. Partner Schools will make an effort to attend and support UVSA South events and major events from other Partner Schools as well as the events and initiatives of other Partner Schools.

Section 5 Safe Community Pillars

UVSA South is committed to maintaining and promoting a safe community from the regional level to the local level. Every Partner School in UVSA South must adhere to the following pillars, as it pertains to their misconduct policies. Enacting these pillars into their permanent policy is a requirement of their continued partnership with UVSA South. Schools seeking to join UVSA South will be tasked with incorporating these pillars into their permanent policy as a part of their observation period. Partner Schools found not to be in accordance with this policy will be subject to review and possible termination of their partnership.

- Partner Schools and UVSA South must have fair and due process investigations.
- Partner Schools and UVSA South need to act upon the decisions they make and inform UVSA South of any decisions.
- Partner Schools and UVSA South must provide or participate in misconduct training for officers. This can be provided by UVSA South upon request.
- Partner Schools and UVSA South must have Misconduct/Code of Conduct policies that are clear, concise, and publicly available.

Section 6 Alumni Membership and Definition

Certain individuals that have contributed to UVSA South are eligible to be considered an Alumni of UVSA South. Alumni of UVSA South are eligible for special membership privileges as defined each year by the Executive Board and the Alumni Chair.

Alumni of UVSA South shall be defined as one of the following:

- Any individual that has served as a General Board, General Staff, or Executive Board for UVSA South (prior to the shift to a cabinet system in the Summer of 2019).
- Any individual that has served as Cabinet Board or Cabinet Staff for UVSA South
- Any individual that has served as an Executive Director or Director for a UVSA South sanctioned event.
- Certain individuals who have been heavily involved with UVSA South, to be determined on a case-by-case basis by the Executive Board and Alumni Chair.

The roster of alumni will be managed by the Alumni chair, with the oversight of the Executive Board.

These considerations will be applied to alumni membership from January 2018 and onward.

Section 7 Current Partner Schools

- University of Texas at Dallas (charter)
- University of Houston (charter)
- Texas A&M (charter)
- University of Oklahoma
- University of Texas
- University of Texas at Arlington
- University of Texas at San Antonio
- Texas State University
- University of Arkansas
- University of North Texas

Section 8 Partnership Termination of Partner Schools

UVSA South reserves the right to terminate its partnership with a Partner School for any of the following reasons:

- Failure to uphold community safety expectations set by UVSA South.
- Actively supporting/encouraging involvement for a member that has violated community safety expectations set by UVSA South.
- Failure to actively contribute to the goals and activities of UVSA South.
- Failure to make an effort to attend and support major events and/or projects organized by UVSA South and/or its Partner Schools.
- Any other reason that the current Executive Board and Board of Directors deems in violation of the standards and values upheld by UVSA South and its community.

Partner Schools also reserve the right to voluntarily terminate their partnership with UVSA South. In the event that partnership is terminated, a letter of notice will be submitted to the Partner School's officer board.

Article V – Officers

Section 1 Beginning of a Term

All terms will follow the prescribed timelines found in the Staff Handbook. All officers as described below will be required to review and sign a copy of the Staff Handbook, thereby acknowledging and agreeing to the duties and responsibilities outlined.

Section 2 Definition of an Officer

There will be six different kinds of officers in the UVSA South organization. Collectively, they will be referred to as the UVSA South Staff.

1. Board of Directors
2. Executive Board
3. Cabinet Board
4. Cabinet Staff
5. UVSA South Sanctioned Event Staffs
6. Intercollegiate Council of Representatives

The President, Internal Vice President, External Vice President, Secretary, and Treasurer shall be referred to collectively as the Executive Board.

The Cabinet Staff will consist of interested individuals in contributing to the development and vision of UVSA South. They will hold committee positions under the guidance and supervision of a Cabinet Board Chair. These officers, in addition to the Intercollegiate Council of Representatives, will make up the Cabinet.

UVSA South Sanctioned Event Staffs include all staff members of events held by UVSA South specifically.

Section 3 Board of Directors

The Board of Directors will consist of 1-5 members, who are either former UVSA South members, Cabinet Board members, UVSA South supporters, former members, or distinguished leaders in the Vietnamese community.

The Board of Directors is responsible for the following:

1. Act as a court for all appeals and disputes amongst or against the Executive Board
2. Interpret bylaws and constitution
3. Facilitate the election process of the UVSA South Executive Board
4. Manage the transfer of knowledge between outgoing and incoming UVSA South Executive Boards
5. Review and audit the legal and financial status of the organization

The Board of Directors has the principal responsibility for fulfillment of the organization's mission and the accountability for its operations. It is in charge of establishing a clear organizational mission, overseeing the implementation process, and providing adequate supervision and support to the Executive Board.

Eligibility requirements for the Board of Directors are as followed:

1. Must be 22 years of age or older
2. Must hold a Bachelor's degree from an accredited US academic institution
3. Must fulfill at least one of the following service requirements:
 - a. Served a full term on the UVSA South Executive board
 - b. Served 3 full terms as a Summit Director, Camp Master/Captain, TVVN Producer, or Partner School Executive Board member and 1 full term on the Cabinet Board
 - c. Served multiple full terms of positions of equivalent stature within UNAVSA, regional UVSA partners, or other prominent organizations, as determined by the UVSA South Executive Board and Board of Directors.
 - d. Any exceptions to the above three service requirements will be at the discretion of the Board of Directors. If the validity of the exception cannot be determined by the Board of Directors, then the responsibility will fall upon the UVSA South Executive Board. Additional stipulations may be requested.

The selection process for the Board of Directors will occur in three stages: nomination, hearing, and voting.

Nomination Process:

- The Executive Board will open the nomination period during the second half of the calendar year.
- Interested parties must be nominated by a current Executive Board or a current/former Board of Directors member.
- Nominees defined under eligibility service requirement (c) must provide:
 - Two letters of recommendation. Letters must come from colleagues that served with equal or greater responsibility during the same term as a nominee, and
 - One reference. Reference must be different from the persons that provide the two letters of recommendation.
- Nominees defined under eligibility service requirement (d) must fulfill any additional stipulation by the time nomination submission. It will be the responsibility of the nominator and nominee to reach out to the Executive Board to inquire about necessary additional stipulations.
- At the end of the nomination period, the Executive Board will review all nomination submissions.
- Once all eligible nominees are identified and validated, the Board of Directors and UVSA South Executive Board will move to the Hearing process.

Hearing Process:

- The Executive Board will set up a hearing for each nominee.
- The hearing will only take place if at least 50% of each respective Board is present.
- The hearing will involve a nominee addressing all questions and concerns that the Boards may have for the nominee.
- The hearing will last a maximum of 45 minutes.

Voting Process

- The Board of Directors and UVSA South Executive Board will only deliberate when all members of the respective boards are present.
- Initial deliberations of the Board of Directors and Executive Board may take place jointly or independently.
- Confirmation of nominees into the Board of Directors will require:
 - An anonymous majority vote of the UVSA South Executive Board
 - An anonymous majority vote of the Board of Directors
- During the vote, an “abstain” or similarly functioning option will not be made available.
- Within 48 hours of the results, a re-deliberation and revote may be requested if endorsed by at least one member of each board. Each member may only endorse the re-deliberation and revote of one nominee in each cycle. The re-deliberation will be attended by both boards. Both boards will participate in the revote, and confirmation will require a joint majority vote.

At the end of each calendar year, the Executive Board will evaluate the performance of the Board of Directors. Upon evaluation, the Executive Board may offer a one-year term extension for each Board of Directors member.

Section 4 Responsibility and Integrity of Officers

The Officers will provide governance to the organization, represent the organization in the community, and determine the organization’s mission and purpose. Officers of the Cabinet Board will promote and carry out tasks to UVSA South events. Executive Board shall be set as a two-year term and no Executive Board members may run for the same executive position twice at any time. With the exception of the ICC representatives, any non-executive officer position will be appointed by the Executive Board by voting procedures as stated in Article VI, Section 1 and will serve as a one-year term. The ICC representatives will be selected by the respective schools and will serve as a one-year term. The Officer’s responsibilities will include, but are not limited to, the following, along with the specific roles of each board position:

Officer Integrity:

1. Allocation of UVSA South budget for the purpose of rewarding the officers must first be approved by the Executive Board
2. No officer shall use UVSA South property (those items listed in the inventory) for their own personal benefit.
3. No officer shall use the UVSA South budget for their own personal benefit.
4. No officer shall create a hostile or toxic work environment for their fellow officers and/or members.
5. No officer shall violate any person's basic human rights, including but not limited to racist remarks, bullying, verbal abuse, physical abuse, vandalization of property, sexual assault, and allusions or promotion of sexual assault.
6. Officers will treat each other and/or members with mutual respect

Officer's General Duties:

1. All officers must attend all staff/general meetings unless they give a 48-hour notification prior to their absence to both the President and Internal Vice President.
2. All officers will communicate via emails and the approved communication platform (as set forth by the Executive Board) in a timely manner consistent with expectations mutually set by all officers at the beginning of their term.

Section 5 Roles and Responsibilities of Executive Board

The Executive Board shall serve as the primary point of contact and decision-maker for the region. The Executive Board will work to oversee all aspects of the organization.

President

1. Maintain general active management of the structure, functionality, and vision of the organization
2. Ensure the effective action of the board in governing and supporting the organization, and overseeing board affairs. Act as the representative of the board as a whole
3. Speak to the media and the community on behalf of the organization
4. Recommend committees to be established. Ensure that each committee has a designated cabinet board lead, and maintain communication with the lead to ensure that their work is executed
5. Ensure that board matters are handled properly, including preparation of meeting materials, functionality of committees, and recruitment and orientation of new Board of Director(s) and members
6. Prepare the agenda for every executive and general meeting
7. Serve as a member of the Union of North American Vietnamese Student Associations' (UNAVSA) Presidential Council.

Internal Vice President

1. Be second in command of the organization and, if the President is absent, fulfill the responsibilities in their stead.
2. Be in charge of all intra-organizational issues, such as roles and responsibilities of Cabinet Board members
3. Shall replace the President if the President fails to fulfill his or her duties
4. Shall oversee the Intercollegiate Council of Representatives' activities
5. Maintain follow-ups with Partner Schools
6. Shall assist the President on the above or other specified duties

External Vice President

1. Act as the President in the absence of the President and the Internal Vice President
2. Act as the official liaison of the organization to the community at large. Be in charge of all public affairs
3. Oversee community service projects
4. Outreach to VSAs not currently affiliated with and may be interested in joining UVSA South. Shall oversee the VSAs' recruitment process
5. Outreach to other Vietnamese/Asian interest organizations that may be interested in collaborating with UVSA South for different projects
6. Shall assist the President on the above or other specified duties

Secretary

1. Keep minutes of all official board meetings, and provide them when necessary
2. File any certificate required by any statute, whether federal or state
3. Give and serve all notices to members of this organization
4. Be the official custodian of the records and seal of this organization
5. Oversee the Cabinet and keep them informed about opportunities to participate in and plan UVSA South programs

Treasurer

1. Manage the board's review of and actions relating to its financial responsibilities
2. Ensure all funds will be deposited solely to the organization's bank account
3. Ensure any investments made comply with the legal requirements of a non-profit organization
4. Must be one of the two Executive Board officers who shall sign checks or drafts of the organization. No special funds may be set aside that shall make it unnecessary for the Treasurer to sign the checks issued upon it

5. Shall render, at stated periods as the Executive Board shall determine, a written account of the finances of the organization; such reports shall be affixed to the minutes of the Executive Board meeting agenda

Section 6 Roles and Responsibilities of Cabinet Board

Cabinet Board positions shall be created to fulfill the needs of the region, as determined by the Executive Board. UVSA South constituents may propose a position to the Executive Board if they feel it would be beneficial to the region. The following positions must always be on Cabinet Board or have its responsibilities fulfilled by a member of the Executive Board:

Public Relations Chair

1. Shall maintain and update publicly posted information, including all of the organization's social media accounts
2. Send out emails to the general listserv to active members about upcoming events and information for the next general call. Newsletters shall be consulted by the Executive Board within 72 hours
3. Uphold professionalism and integrity of UVSA South's social media affairs

UNAVSA Council of Regional Representative (CORR)

1. Act as the representative to Union of North American Vietnamese Student Associations (UNAVSA) for UVSA South
2. Serve as the liaison between UNAVSA and UVSA South.
3. Make and vote on any decisions required for UNAVSA under the best interest for UVSA South

Alumni Chair

1. Act as the liaison to keep communication with UVSA South alumni that were previously active in UVSA South
2. Send periodic updates to alumni about upcoming UVSA South events
3. Create opportunities for alumni to still be involved with UVSA South. Examples include sponsorships, workshop presenters, career panels, career mentorship programs, student scholarships, etc.

Section 7 Responsibilities of the Intercollegiate Council of Representatives

The Intercollegiate Council of Representatives (ICCs) are representatives who shall act as liaisons between UVSA South and their respective partner schools. ICCs shall be selected by their partner school officers. The roles and responsibilities of the ICCs are:

1. Contribute to conversations about UVSA South affairs and business

2. Vote on amendments to this constitution
3. Help plan intra-region activities and events to provide partner school members the opportunity to network with members of other organizations
4. Disseminating information from UVSA South to their respective schools
5. Assessing, monitoring, and aiding the needs of the Vietnamese interest organizations within UVSA South
6. When possible, establish new connections with locally engaged Vietnamese interest organizations and relay the contact information to Executive Board

Section 8 Roles and Responsibilities of Cabinet Staff

Cabinet staff positions shall be created by the Executive Board and Cabinet Board to assist the Cabinet Board in the execution of their duties and vision. The roles and responsibilities of Cabinet Staff are:

1. Will aid in the overall operation of UVSA South
2. Complete tasks assigned to them by their Cabinet Board member or Executive Board.
3. Work on projects related to their specific committee
4. Share knowledge and information with other committees, as well as collaborate on projects across committees.
5. Find ways to improve and innovate UVSA South within their committees

Section 9 Voting

For all financial and logistical matters of UVSA South, the final outcome shall be decided among the Executive Board. They may consult other members of UVSA South on their decision if they so choose.

For all daily operational matters of UVSA South, the outcome shall be decided by a $\frac{2}{3}$ majority of the Executive Board, Cabinet Board, and Cabinet Staff. If a $\frac{2}{3}$ majority vote is not reached, the decision will be left up to the Executive Board.

In order for the results of a vote to be validated (as it pertains to a UVSA South decision, excluding elections), quorum must be met. Quorum shall be met when $\frac{2}{3}$ of the officers within each category, with the exception of the Board of Directors, is present during voting or participates in voting.

Article VI – Financial Matters

- A budget proposal must be completed for all UVSA South events.
- If a budget or budget item is not approved or proposed, UVSA South will not be responsible for any reimbursement of any finances.

- A budget proposal must be approved by the Executive Board.
- Receipts must all be accounted for in order to receive full reimbursements.
- In the event where a purchase needs to be made at a last-minute circumstance, the person making the purchase must contact both the Treasurer and President for approval.
- If only either the Treasurer or President can be reached, then the approval of one of the officers mentioned will be required.
- If both the Treasurer and President cannot be reached, then the approval of at least the Internal Vice President, External Vice President, or Secretary will be necessary.
- After the event, receipts for reimbursement must be submitted to the Treasurer for a period of time at their discretion. UVSA South will not be held accountable for financial reimbursements submitted later.

Article VII – Elections

Section 1 Elections Committee

The Elections Committee will be headed by the outgoing President. The Elections Committee will be composed of 3-5 members, including the outgoing President. These members will include those who have served at director- or executive-level positions within UVSA South or an equivalent organization, as selected by the outgoing President and confirmed by the Board of Directors. The Elections Committee members must be established at least 4 months prior to the election. The Elections Committee will not take part in the voting process and will be responsible for all aspects of the election procedures. If the outgoing president runs for a position on the Executive Board, the Board of Directors will stand in for the responsibilities of the outgoing president pertaining to the elections.

Section 2 Conditions for Executive Board Member Candidacy

To be considered for Executive Board candidacy, a person must fulfill eligibility requirements as stated by the constitution. Potential candidates must complete the application and screening process conducted by the Elections Committee. The screening interview will be an opportunity for the potential candidate to prove their eligibility and for the Elections Committee to inquire about the character and integrity of the potential candidate. The qualifications to run are listed as follows:

- Candidates must:
 - Be 28 years of age or younger at the time of elections
 - Served in a leadership capacity within UVSA South, a Partner school, or an equivalent organization
 - Have shown a consistent and recent engagement within UVSA South and its Partner Schools

- Possess knowledge and insight of UVSA South’s current processes, policies, and state of affairs
- Be approved by the Elections Committee

Under no circumstances may any Executive Board positions be run for or held cooperatively.

Section 3 Election Procedures for Executive Board Members

All candidates must deliver a speech to the UVSA South constituency and participate in a Question & Answer (Q&A) session. The Election Committee will determine how to conduct the elections per the requirements and guidelines below:

- Basic candidate information must be disseminated 4 weeks before the day of the election. Potential mediums of information include candidate packet, website profiles, and live webinars.
- Election Committee can encourage campaigning with the restrictions including but not limited to:
 - No mass/spam emails to the UVSA South constituency
 - All campaign information must be made available publicly
 - Only promotion of the candidate is allowed. No negative campaigning is permitted.
 - No campaigning during UVSA South events unless specifically facilitated by UVSA South and the Elections Committee
 - No campaigning during UVSA South Partner School events unless explicitly approved by the Partner School Executive Board
 - No official endorsements by the UVSA South Executive Board, Board of Directors, or the Elections Committee
- The Elections Committee will work with the Executive Board and UVSA South Staff to plan the logistics and setting of elections

Section 4 Voting Procedures

The Elections Committee will determine the casting and collection of votes. The timing, location, and medium of voting will need to be determined by the Elections Committee. The Elections Committee will explain the voting process to the UVSA South constituency before opening the ballots. This will be a weighted representative and proportional voting election.

Voting procedures are as follows:

- Eligible voters will cast one vote for each position
- Candidates may not vote for the position
- The suffrage shall be universal, direct, and anonymous
- Voting options include each candidate, an “abstain” option, and a “no confidence” option

- The “Abstain” option will remove the vote from the total vote count and affect the status of quorum
- The “No Confidence” option indicates that the voter does not support any of the candidates
- To be elected, contending candidates running for a position must secure a majority vote
- In the event of a tie, the majority vote of the outgoing Executive Board members that are not running for a position will determine the winner of the election
- Uncontested candidates who are running must secure at least a two-thirds (2/3) vote
- In the event a position on the Executive Board is not filled, the Elections Committee will evaluate the situation and consult with the outgoing and incoming Executive Board. The Elections Committee can make the final decision on who will take on the position of the open seats and can overrule the necessary qualifications to run for an Executive Board position.

The Elections Committee will determine the eligibility of voters within the voting bodies. The voting bodies and their weighted total representation is as followed:

- Executive Board (5)
- Cabinet Board (10)
- Cabinet Staff (15)
- Partner Schools (70, divided among each partner school)

Within each voting body, proportional voting will determine the allocation of the weighted total representation.

For a vote to proceed a quorum must be established and maintained. A quorum is met when at least one eligible voter from each voting body is present and a majority of the voting bodies maintain quorum within their individual bodies. Within each voting body, a majority of the eligible voters must not abstain from voting to maintain the voting body’s quorum.

Section 5 Resignation, Impeachment, and Replacement

Resignation

- Members of the Executive Board may resign under extenuating circumstances if they are unable to fulfill their responsibilities fully. Resigning members must:
 - Sign non-disclosure agreements
 - Provide a letter of resignation
 - Agree to aid in the transition of responsibilities to the officer(s) covering said duties until a replacement can be appointed.

Impeachment

- Any members or officers of UVSA South may move to have a vote of “No-Confidence” on any Cabinet Board member.
- Any members or officers who put in a motion of “No-Confidence” must communicate with a member of the Board of Directors to first evaluate the circumstance. The Board of Directors will consult and vote whether the motion of “No-Confidence” will continue. If there is a majority decision, then the Board of Directors will summon a motion of “No-Confidence” meeting. The Board of Directors will address the issue to the officer under consideration of impeachment, and the officer will have one week to prepare a statement of defense. The Board of Directors will also communicate to all general members about the issue and a meeting will take place one week later.
- The Board of Directors will talk on behalf of the member to protect the identity of the member. In the meeting, a representative from the Board of Directors will talk for 5 minutes, addressing the issue(s) that gave rise to the motion of “No-Confidence”. The affected officer will be given 5 minutes for a defense statement, followed by a question and answer session.
- The ICC shall have the sole power of impeachment of the Cabinet Board, with a two-thirds (2/3) vote required to remove any officer from a position.
- ICC representatives will be required to submit a vote directly to the representative of the Board of Directors and the representative of the Board of Directors will announce immediately whether the officer will be removed from the position.
- If the vote of “No-Confidence” did not pass, another vote of “No-Confidence” may not be placed on the same officer for the same reason within the same term.

Replacement

- Appointed members of the Executive Board may be replaced with the consent of three-fifths (3/5) of the Executive Board
- Appointed members of the ICC representatives may be replaced with the consent of three-fifths (3/5) of the Executive Board

Article VIII – Rights and Remediation

Section 1 Right to Safety

All entities within the constraints of this constitution are entitled to their right to safety, as it relates to UVSA South matters and business.

Violations of safety include, but are not limited to sexual harassment, sexual misconduct, breaking the law, physical or verbal abuse, bullying, toxic workplace, threats, threatening behavior, stalking, racism and racial slurs, and any other belligerent or otherwise damaging behavior that puts other people or themselves at risk.

Any individuals or entities of UVSA South found to violate another UVSA South entity or member's reasonable expectation of privacy will be subject to review by the UVSA South Executive Board and Board of Directors. Punishment for a violation of privacy can range from admonishment to potential expulsion from UVSA South.

Section 2 Reasonable Expectations of Privacy

All entities within the constraints of this constitution, are entitled to their right to privacy as it relates to UVSA South matters and business.

Violations of privacy include but are not limited to: the dissemination of information deemed private by the individuals and/or entities the information pertains to without their expressed permission to share it. Any individuals or entities of UVSA South found to violate another UVSA South entity or member's reasonable expectation of privacy will be subject to review by the UVSA South Executive Board and Board of Directors. Punishment for a violation of privacy can range from admonishment to potential expulsion from UVSA South.

Section 3 Non Discrimination

UVSA South does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, ethnicity, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, discriminatory or racist comments, selection of staff, exclusionary behavior, and/or the expulsion of staff from a position without just cause. We are committed to providing an inclusive and welcoming environment for all members of UVSA South.

Section 4 Judicial Procedure

UVSA South is committed to fostering a safe environment for its constituents. UVSA South does not condone behavior that endangers its constituents or breaks the law. Should an entity or member of UVSA South as defined by this constitution wish to file a grievance against another UVSA South entity or member, they may choose to do so per the procedures outlined in this article. This shall include incidents that occur at UVSA South Sanctioned Events.

A grievance shall be defined as a complaint that a UVSA South entity or member files officially per the procedures outlined within this article, against another UVSA South entity or member, in regards to UVSA South matters of business. This includes but is not limited to, inflicting physical or mental damage on a UVSA South member or entity in a way that prevents them from fulfilling their duties.

The Executive Board shall review and decide upon all grievances. The procedure by which the Executive Board will do so is as follows:

1. First, they shall consider whether the grievance falls within the definition stated above. If it does not, the Executive Board will decide that they cannot in good faith interfere in the grievance as it does not pertain to our constitution.
2. Second, the Executive Board will launch an impartial investigation. If the grievance is with an Executive Board member then the Board of Directors will assume the role of investigators. If any Executive Board member is involved in a third party capacity with a grievance, they must recuse themselves from the investigation.
3. Third, they shall decide if the grievance is valid or not based on the evidence they are presented with, and decide on a course of action to remedy it.
4. Fourth, if the accused party feels that the investigation and/or ruling was unjust or executed unfairly, they may petition the Board of Directors to conduct an appealing investigation and decision.

To file an official grievance and initiate the process, a UVSA South member or entity may contact an Executive Board member or Board of Directors member to fill out an official incident report. From there, the process will have officially commenced the grievance procedures and can only be stopped per the request of the member/entity who filled out an incident report, also known as the petitioner. Reports cannot be filled out by a third party on behalf of the petitioner, and all details shall only be disclosed amongst the relevant parties. Relevant parties involved with an official grievance and investigation are expected to sign non-disclosure forms. If any relevant parties are found to be in breach of the non-disclosure form, they will be subject to discipline per Article IX § 1 for violating a member's reasonable expectation of privacy.

Article XI – Addendum

In the event an extreme circumstance is placed onto UVSA South, the Executive Board may place an addendum addition to the UVSA South Constitution. The addendum will grant UVSA South the power to overrule any specific regulations outlined by the Constitution. The addendum must be unanimously approved by all Cabinet Board members and Board of Directors. The addendum may last for no more than a one-year term. The Cabinet Board and Board of Directors will specify the time frame of the addendum.