

## FSA Constitution

### **Preamble**

The Feminist Student Association at Indiana University is dedicated to intersectional activism, consciousness-raising, and education within the IU community.

Additionally, FSA provides an atmosphere for personal growth and social networking for activists. FSA recognizes, and works to eliminate, the multiple axes of oppression acting in society and affecting our members. These include racism, ethnocentrism and Eurocentrism, sexism, heterosexism, cissexism, ableism, classism, and ageism.

### **Article I - Name**

The Feminist Student Association (FSA), previously known as the Women's Student Association (WSA).

### **Article II - University Compliance**

**Section 1-Statement of University Compliance:** This organization shall comply with all Indiana University regulations, and local, state, and federal laws.

**Section 2-Anti-Hazing Policy:** Hazing is strictly prohibited. Hazing shall be defined as any conduct which subjects another person, whether physically, mentally, emotionally, or psychologically, to anything that may endanger, abuse, degrade, or intimidate the person as a condition of association with a group or organization, regardless of the person's consent or lack of consent.

**Section 3-Personal Gain Clause:** This organization, if raising funds, shall ethically raise and distribute profits from organizational functions to either the organization or to members who provide a service that directly benefits the organization. Individual members may not receive compensation directly from for-profit companies if acting as a representative of a student organization.

**Section 4-Statement of Non-Discrimination:** Feminist Student Association allows any interested student to participate in, become a member of, and seek leadership positions in the organization without regard to arbitrary consideration of such characteristics as age, color, disability, ethnicity, gender, marital status, national origin, race, religion, sexual orientation, or veteran status.

### **Articles III - Leadership**

There will be an Executive Board made up of previous officers with at least one year experience, appointed upon a vote of confidence by the Executive Board.

Directors will be appointed via applications and interviews, and selected by the Executive Board. Applications and appointments will occur mid-year.

#### **Article V - Meetings**

Meetings will be held on a bi-weekly basis for a general membership, and weekly for all leadership.

#### **Article VI - Amendments to this Constitution**

Adoption of new amendments requires previous notification and three-fourths affirmative vote of the mass membership and leadership present for voting.

## Bylaws

- I. Voting
  - A. General membership has voting power.
  - B. Leadership may override a general membership decision by a unanimous vote only.
  - C. An executive veto may be overridden by a three-fourths vote of the general membership.
- II. Dues are \$5.00 per year per member. Due-paying members are admitting into social functions, and may pay their dues at the door. Dues may be waived for members for whom this payment is financially burdensome.
- III. Responsibilities of the President
  - A. Overseeing all events, programming, and spaces
  - B. Acting as primary contact for the organization
  - C. Organizing and updating information through MyInvolvement as needed
  - D. Coordinating efforts between other officers and directors
- IV. Responsibilities of the Director of Activism
  - A. Providing opportunities for membership to volunteer and participate through activism both on- and off-campus
  - B. Keeping membership up-to-date with current events and movements
- V. Responsibilities of the Treasurer
  - A. Managing the organization's SOA account
  - B. Providing leadership with budgets for events
- VI. Responsibilities of the Director of Communications
  - A. Contacting biweekly speakers and organizing calendar of speakers
  - B. Regularly checking FSA email and forwarding emails along to appropriate officers
  - C. Creating Facebook events for biweekly meetings
  - D. Collaborating with other officers and members to create Facebook events for other FSA events
  - E. Managing the FSA blog and Twitter accounts
- VII. Responsibilities of the Director of Social Affairs
  - A. Creating and organizing social events for the general membership
  - B. Working with local businesses and organizations to partner for events if necessary
  - C. Collaborating with Director of Advertising and other officers to publicize the event
- VIII. Responsibilities of the Director of Advertising
  - A. Working with the IDS, Herald Times, and other news sources to have articles and other information published regarding FSA and women's and gender issues
  - B. Creating flyers, chalking, and other advertising for FSA events
  - C. Generally publicizing the organization
- IX. Responsibilities of the Director of Internal Affairs
  - A. Maintaining a safe, inclusive, and diverse environment for membership

- B. Ensuring that programming represents a wide range of issues and interests
- X. Impeachment of Leadership
  - A. Impeachment of an officer may be carried out by a unanimous vote by leadership.
  - B. Impeachment of an officer may be carried out by an affirmative three-fourths vote by the general membership.
- XI. Rights of the general membership
  - A. The right to freedom from harassment, particularly discriminatory harassment
  - B. The right to confidence in physical safety and autonomy
  - C. The right to contribute to group governance
  - D. The right to access all group materials and spaces, and to compliance of leadership if requested to provide materials in a more accessible format

## Safe Space Clause

It is the intention of FSA to provide a reasonably safe, comfortable, and inclusive environment for people of all backgrounds. As such, the following behaviors are considered unfit for, and are highly discouraged in, all FSA spaces:

- Discrimination, harassment, stalking, or hazing of any form
- Verbal, financial, or psychological abuse of any person
- Physical or sexual abuse or assault of any person
- Engaging in or encouraging any behavior or activity meant to threaten or intimidate others
- Endorsement of acts of violence against marginalized groups
- Engaging in rhetoric that minimizes or dismisses the experiences of those subjected to acts of power-based or systematic violence, including jokes meant to ridicule or exploit marginalized groups
- Engaging in rhetoric used to silence victims of assault, harassment, or abuse of any kind; this includes common victim-blaming language, which creates a hostile environment for survivors of assault, particularly sexual assault
- Usage of racial, ethnic, homophobic, transphobic, misogynistic, or ableist slurs, unless used by a member of that particular marginalized group as an act of reclamation or as central to a discussion; members understand that, should they reclaim a slur for themselves, the wishes of other individuals in the group to not have the slur in question applied to themselves should be respected
- Creation of an environment that pressures members of a marginalized group to “out” themselves, such as LGBTQ+ members and survivors of abuse or assault
- Other acts or behaviors that create a hostile or unsafe environment for other members

It is the right of leadership to immediately prohibit persons allegedly in violation from all FSA meetings, events, and online spaces indefinitely if deemed appropriate and necessary. A procedural outline for handling cases of violation, particularly those involving abuse or assault, will be determined on a case-by-case basis. Members are asked to observe all applicable laws and University policies in cases where a University investigation is underway, or in which a member's behavior has necessitated a restraining order, no contact order, or protective order. Members may communicate their safety concerns to leadership confidentially, and leadership may prohibit negative or retaliatory behavior directed towards any person reporting a violation or safety concern.