

Constitution of the Undergraduate Business Diversity Council
Indiana University – Kelley School of Business
4/23/19

Preamble:

The Undergraduate Business Diversity Council exists to foster an environment of diversity and inclusion for students of business, connecting them with peers and corporate representatives to develop as professionals and share their unique identities.

Article I: Membership

Undergraduate Business Diversity Council 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.

Members are required to participate fully in all events and activities hosted by the organization. Members understand that their sponsors and fellow students put forth significant time and effort to provide professional and personal development experiences, and commit to full involvement barring serious conflicts. Acceptable conflicts are academic, professional, or family-related. Consistent unexcused absence from organizational events is grounds for membership review and possible dismissal. Should membership come into question, the member will speak with UBDC executives and faculty to discuss further action.

Most importantly, UBDC members are expected to treat one another with respect and dignity. The purpose of our organization is to provide a space where members can freely express their truest selves, especially in regard to race, gender, sexual orientation, and religion. Any behavior that goes against these values calls for immediate membership review.

Article II: University Compliance

This organization shall comply with all Indiana University regulations, and local, state, and federal laws.

Article III: Executive Officers

Officers:

President: Cristian Puente-Ortiz

Senior Vice President: Jake Dufinetz

VP of Diversity Programing: Victoria Garcia

VP of Finance: Gabriella Oh

VP of Professional Initiatives: Lewis Cherry

VP of Marketing: Marisa Logan
Director of Recruitment: Jacob Swinford
Director of Career Fairs: Harshitha Talluri
Director of Social Activities: Joseph Bergren
Director of Competitions: Muhil Saravana
KSG Representative: Sohum Oza

To be eligible for an Executive Officer position, members must be part of the organization for at least one semester. Officers are elected by the organization through secret ballot at the end of each semester. Officers may re-run for positions, though we encourage everyone to try new positions and open up opportunities to others. Executive Officers will meet before every general meeting. Meetings will be used to discuss upcoming events, delegate tasks, and offer new ideas on organizational events or processes. Officers are required to submit weekly status reports to their respective Vice Presidents. If an Officer consistently fails to provide required reports or attend Officer meetings, they will be required to meet with the Cabinet and faculty advisor to discuss their Officer status. Crucial positions will be refilled as soon as possible should an Officer be removed. Elections will take place unless the Cabinet, with support from the faculty advisor, determines this to be impractical. In such a case, direct appointment by the Cabinet will occur.

Article IV: Advisor

Responsibilities of the faculty advisor include the following:

- 1) Provide decision-making support to the Executive Board.
- 2) Act as a liaison for the organization to faculty and administration.
- 3) Serve as a confidential contact for any member who feels uncomfortable raising an issue or concern to the Executive Board personally.
- 4) Attend organizational meetings and events whenever possible, though we understand that advisors have commitments to the university, their families, and more.
- 5) Embody the values and principles on diversity and inclusion for which the organization stands.

Advisors do not face a minimum or maximum term of service. We are grateful for their support and guidance regardless of time length. However, we request should an advisor seek to step down that they assist the organization in finding a new advisor.

Article V: 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.

Article VI: Dues, Finances & Budgets

The Undergraduate Business Diversity Council does not charge dues for membership.

Budgets regarding corporate partnership will be handled by the VP of Finance with assistance from the Office of Development and the President, as well as other undergraduate support. Following the university-wide closure of all Student Organization Accounts, all funds separate from corporate partnership donations will be held in a business account at IU Credit Union. The account owners (i.e. the names on the account) will be the President (which will sign as the “secretary” when prompted by the bank) and the VP of Finance at minimum, the Senior Vice President if they wish, at maximum. Use of funds must be communicated and justified via official means, that is, sharing all invoices, receipts or proof of payment necessary to all account owners and informing them in advance of any withdrawals. Correct amounts for reimbursements can be verified from the source (e.g. Squarespace Inc provides original copies of invoices). Transition of the account to new owners must be communicated to all parties. Misuse of funds by any member is grounds for membership review and any relevant disciplinary and/or legal action. Project-specific budgets will be discussed by the Executive Board and faculty advisor for approval.

Article VII: 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.

Article VIII: Amendments

Amendments to this constitution will be initially reviewed by the Executive Board, and then brought before the organization as a whole for a vote. Amendments must pass majority. Members who are unable to attend a meeting where amendment voting occurs may submit their ballot to the president prior to the meeting. Absentee votes submitted after the amendment meeting will not be counted.