

Proposal to Amend Society of Women Engineers Bylaws

Proposal #	Description	Article	Section	Proposed by
S-2004	Anti-Discrimination and Anti-Hazing Amend Article 1 by adding a new Section 4. Anti-Discrimination and a new Section 5. Anti-Hazing	I	4 & 5	<i>Stephanie Foege, Genevieve Kane, Laura Gimpelson, Vickie Glancy Cannon, Sandy Pettit, Alexis McKittrick, Hope Toole Schwalls, Cindy Hoover, Dayna Johnson, Heather Doty</i>

<u>Current Language:</u>	<u>Proposed Changes:</u>	<u>If Adopted:</u>
<p><u>ARTICLE I – NAME AND OBJECTIVES</u></p> <p>N/A</p>	<p><u>ARTICLE I – NAME AND OBJECTIVES</u></p> <p><i>No change to sections 1, 2 and 3.</i></p> <p><u>Section 4. Anti-Discrimination</u> <u>In accordance with the Society’s policies and purposes, members shall not tolerate discrimination based on race, color, religion, national origin, gender, age, disability, citizenship, veteran status, sexual orientation, gender identity, or gender expression. All groups will comply with applicable government requirements. Additionally, collegiate groups will comply with their college or university requirements.</u></p> <p><u>Section 5. Anti-Hazing</u> <u>In accordance with the Society’s polices and purposes, members may not authorize or participate in an action or situation that recklessly or intentionally endangers the mental or physical health of another member. The consumption, forced or voluntary use of alcohol or drugs for purpose of initiation into, or affiliation with,</u></p>	<p><u>ARTICLE I – NAME AND OBJECTIVES</u></p> <p><i>No change to sections 1, 2 and 3.</i></p> <p><u>Section 4. Anti-Discrimination</u> In accordance with the Society’s policies and purposes, members shall not tolerate discrimination based on race, color, religion, national origin, gender, age, disability, citizenship, veteran status, sexual orientation, gender identity, or gender expression. All groups will comply with applicable government requirements. Additionally, collegiate groups will comply with their college or university requirements.</p> <p><u>Section 5. Anti-Hazing</u> In accordance with the Society’s polices and purposes, members may not authorize or participate in an action or situation that recklessly or intentionally endangers the mental or physical health of another member. The consumption, forced or voluntary use of alcohol or drugs for purpose of initiation into, or affiliation with,</p>

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	<p><u>this organization shall not be allowed. Members found in violation of this provision will be referred to the ethics committee and may face removal.</u></p>	<p>this organization shall not be allowed. Members found in violation of this provision will be referred to the ethics committee and may face removal.</p>
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Proviso:
No new provisos are needed for this amendment.

Conforming Amendment:
Amend Article II by striking out part of the first sentence:
 “, regardless of race, creed, color, gender, age, national origin, or sexual orientation”

<p><u>Current Language:</u></p> <p><u>ARTICLE II – MEMBERS</u> Membership in SWE is open to all who meet the membership eligibility criteria, regardless of race, creed, color, gender, age, national origin, or sexual orientation. Unless otherwise limited by these bylaws, all members shall have the right to be notified of and attend meetings, make and second motions, vote, and run for office. All members shall abide by the Society’s code of conduct, and all leaders shall be required to abide by the Society’s code of service.</p>	<p><u>Proposed Changes:</u></p> <p><u>ARTICLE II – MEMBERS</u> Membership in SWE is open to all who meet the membership eligibility criteria; regardless of race, creed, color, gender, age, national origin, or sexual orientation. Unless otherwise limited by these bylaws, all members shall have the right to be notified of and attend meetings, make and second motions, vote, and run for office. All members shall abide by the Society’s code of conduct, and all leaders shall be required to abide by the Society’s code of service.</p>	<p><u>If Adopted:</u></p> <p><u>ARTICLE II – MEMBERS</u> Membership in SWE is open to all who meet the membership eligibility criteria. Unless otherwise limited by these bylaws, all members shall have the right to be notified of and attend meetings, make and second motions, vote, and run for office. All members shall abide by the Society’s code of conduct, and all leaders shall be required to abide by the Society’s code of service.</p>
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Rationale:

By adding the anti-discrimination and anti-hazing statement the Society will come into compliance with current Americans with Disabilities Act. The update broadens language and moves it to a more visible position.

Pros:

- The Society will become compliant with federal, state and local regulations, thus reducing potential future liability.
- Many collegiate sections are required by their college or university to add this type of language to their section governing documents. Adopting it in the Society bylaws creates more uniform wording and reduces workload for individual sections.
- The language has been reviewed and approved by SWE's legal counsel.

Cons:

- There may be introduction of redundancy for those sections required to sign an additional anti-discrimination or anti-hazing policy.
- Moving this policy from article II to article I and expanding to include specific anti-hazing language may incorrectly give the impression that SWE has been facing issues in these matters. In fact no issues have been brought to SWE leadership and this is being implemented on a proactive basis.
- Inclusion of "gender identity, or gender expression" may cause confusion regarding Scholarship and Award Programs. Based upon review from SWE's legal counsel, this change will NOT affect or change the current criteria for these programs.

Recommendation of Bylaws Committee:

The Bylaws Committee recommends approval of this amendment as presented.