# QueerUS Constitution

Executive Committee of 2019

2019

#### Preamble

#### We, as QueerUS,

- reject any arbitrary discrimination based on sexual orientation or gender identity;
- aim to support students of all sexual orientations and gender identities by creating safe environments where students are encouraged to feel comfortable with their sexuality and gender identity, by advocating for a safe campus, or by any other means;
- affirm the personal expression of identity of all students of the University, and recognise that this expression can exist in intersections of gender, sexuality, race, disability, etc.
- recognise the right to freedom of speech, association, assembly or protest of all the members of the University, as long as the rights of others are not affected;
- commit ourselves to justifiable and transparent conduct towards any individual or group of individuals.

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## **Definitions**

In this Constitution, definitions, unless the context clearly indicates otherwise, are as follows:

**accept, decide, or elect** — with a common majority of votes;

**common or simple majority** — at least fifty percent plus one of the voting members present;

**supermajority** — a two-thirds majority, i.e. two-thirds plus one of the voting members present.

General Election — an election held at the end of the term of office of the Executive Committee in order to elect a complete Executive Committee, consisting of persons available for the following term of office, to fulfil organisational and administrative functions for the Society;

**notice in writing** — notice served either by electronic media (e.g. email) or printed script with clear and credible authorship and origin.

**registered voter** — any member of QueerUS who has been registered as a member of QueerUS for at least one semester.

**postal vote** — a call for votes by way of physical or electronic mail for or against a given motion.

**proper notice** — notice giving all those concerned a reasonable opportunity to take notice of the most important elements of the decision of which notice is being given;

**queer** — a collective term used here to refer to any and all non-normative sexual and gender identities, including but not limited to: gay, lesbian, bisexual, pansexual, asexual, transgender, bi-gender, agender, intersex, etc.

the Constitution — the QueerUS Constitution, i.e. this document.

the Society — QueerUS.

the University — the University of Stellenbosch.

## Name and Description

#### 2.1 Name

This Society shall be known as "QueerUS". An abbreviation for the Society name, if necessary, shall be "QU". This name or abbreviation is to be used in all public materials or correspondence.

### 2.2 Logo

The logo of the society shall be as shown below.



#### 2.3 Vision and Mission

#### 2.3.1 Vision

The Vision of the Society is a campus (and ultimately a world) where all humans can interact as equals, where queer voices are heard and protected, and where queer bodies are respected. As a part of this Vision, QueerUS strives towards a society where all forms of oppression have been eliminated, as we realise that the project of queer liberation is the same as any other liberation.

#### 2.3.2 Mission

The Mission of QueerUS is to form, facilitate, and enable safe spaces for queer bodies at Stellenbosch University. In this Mission, QueerUS will aim to educate and inform both students and members of the public, advocate for queer liberation, and oppose any form of discrimination against queerness. We realise that all forms of oppression are interlinked, and as such we also advocate for the liberation of all oppressed and marginalised groups, be they oppressed because of race, gender, or any other characteristic.

## 2.4 Purpose

The purpose of the Society is:

- 1. to be a social student society that aims to support students of all sexual orientations and gender identities, be this through creating an environment for students to feel comfortable with themselves, their sexuality and gender identity, to feel safe on campus or through other means;
- 2. to expand on public knowledge of sexuality and gender identity;
- 3. to promote ideas of intersectional sex-positivity and gender-inclusivity.

## Membership

### 3.1 Admission Requirements

- 1. Registered students and staff of the University of Stellenbosch may become members of the Society upon payment of membership fees as prescribed by the Executive Committee.
- 2. Membership extends from the first day of registration of members until the next year, the first day of registration of members. Should a person join during the course of the year, membership fees will be paid in full regardless of the terms already expired.
- 3. The Executive Committee may further approve applications for membership to the Society from members of the general public, provided such membership would promote and further the society and its stated goals outlined in Articles 2.3 and 2.4, and provided that at least 80% of the Society's members are registered students or staff members of the University.
- 4. The Executive Committee retains the right to suspend the membership of any member of the Society for a certain period, should such a person be found guilty by the Executive Committee of any serious misconduct towards the Society or its good name, or any grounds such as set out in Article 6.1.
- 5. The Executive Committee may bestow Honorary Membership on past members and members of the general public for exceptional service to the Society. Honorary Members shall have the same rights (Article 3.2) and be subjected to the same conditions (Article 6) as other members, with the exception of the Society fee.
- 6. Should a member decide to terminate their membership at any point, no refund of registration fee will be awarded.

## 3.2 Rights of Members

Members of the society shall have the following rights:

- 1. Free access to all events hosted by the Society;
  - 1.1. The only limitation to this right shall be: if any gathering of the Society is deemed by the Executive Committee as sensitive, or to otherwise foster an environment in line with the Vision, Mission, and Purpose (Articles 2.3 and 2.4) of the society, they may restrict access to persons identifying as queer, or other fair discrimination consistent with Article 3.5.
- 2. Transport to certain events

- 3. Access to the Executive Committee for proposals or queries;
- 4. To avail themselves for an Executive position at the General Election, with specifications as outlined in Article 4.4;
- 5. To propose amendments to this constitution, with specifications as outlined in Article 8;
- 6. To have their personal information and membership status protected and kept confidential. To this end, all membership details shall be available to and accessible by the Executive Committee only.

### 3.3 Rights of Non-Members

1. Any person is allowed to attend the gatherings and the Annual General Meeting of the Society, subject to Article 3.2.1.1.

### 3.4 Process of Revocation of Membership

- 1. If a member of the society is found guilty of any of the grounds for removal as specified in Articles 6.1.1 or 6.1.2 by the Executive Committee, their membership may be revoked by the procedure set out in Article 6.2.2.
- 2. Should a person's Society membership be revoked, they lose the rights specified in Article 3.2.
- 3. No refund of the membership fees will be provided to any person whose membership is revoked.

## 3.5 Non-Discrimination Policy

- 1. Members shall be treated equally regardless of age, creed, race, colour, sex, sexual orientation, gender identity, socioeconomic status, disability or national origin. This list is not exhaustive, and is subject to Article 3.5.2.
- 2. The Society shall of course operate in accordance with the Constitution of South Africa, in particular Chapter 2, Article 9 of said document, providing protection against unfair discrimination. Any discrimination deemed fair by the Constitutional Court of South Africa must only be utilised by the Society in order to rectify the effects of historic and current inequalities.

## Meetings and Procedures

### 4.1 Annual General Meeting (AGM)

- 1. In the third term of the academic year, the Executive Committee will host an Annual General Meeting (AGM) in any format which might suit them.
- 2. Society members are to be notified of the time, date and venue for a pending AGM at least 14 days in advance.
- 3. Any documents, proposals and motions set by the Executive Committee relevant to the AGM must be released to Society members at least 14 days in advance.
- 4. At the AGM, the Chairperson is to submit an Annual Report covering all activities of the Society for the given year. This Report must also make recommendations for the new Executive Committee.
- 5. At the AGM, the Treasurer must submit a full Financial Report.
- 6. The General Election shall be held at the AGM, according to the procedure set out in Article 4.4.

## 4.2 Extraordinary Meetings

- 1. An extraordinary meeting will take place in the event of the chairperson or the Executive Committee requesting it, or if at least ten members request such a meeting from the chairperson in writing.
- 2. Only motions in writing are allowed to be submitted to the assembly. This regulation will apply in particular to motions of mistrust of a member of either the society or the Executive Committee and must be made available to all parties concerned.
- 3. Formal assembly procedures will apply at all times, unless otherwise determined by the Executive Committee. Formal assembly procedures are determined by the Executive Committee.
- 4. Rules, regulations and powers are as for the Annual General Meeting.
- 5. Extraordinary Meetings must be held in the following circumstances:
  - 5.1. An amendment to this constitution is proposed, with specifications as outlined in Article 8
  - 5.2. There is a call for disciplinary action towards an Executive Committee member, with specifications as outlined in Articles 6.1.1 or 6.1.2.

5.3. It is necessary to elect a new Executive Committee member before the AGM, with specifications as outlined in Article 5.3.

### 4.3 Executive Meetings

- 1. Executive Committee members shall be required to attend Executive Meetings.
- 2. Executive Meetings shall be held at least once every three weeks during the academic year.
- 3. The Secretary of the Society shall be required to notify Executive Committee members of the time, date and venue for Executive Meetings at least two days in advance.
- 4. Formal meeting procedures shall be set by the Executive Committee during their first Executive Meeting, and shall always be applicable, unless determined otherwise by the Chairperson.
- 5. Proposals to the Society, the finances of the Society and upcoming events shall be discussed at Executive Meetings.
- 6. Other relevant points of discussion as set by the Executive Committee prior to the Executive Meeting shall also be discussed.
- 7. Executive Committee members shall be required to notify the Chairperson, should they not be able to attend Executive Meetings at least one day in advance.
- 8. If more than one member of the Executive Committee be unable to attend an Executive Meeting, the chairperson shall be required to reschedule the meeting.
- 9. Decisions made at the Executive Meeting shall be validated by a common majority vote of all members present, unless otherwise stated in this Constitution.
- 10. The chairperson may elect to open the Executive Meeting to all Society members. All members present must adhere to formal meeting procedures.

#### 4.4 General Election

- 1. Every registered member of the Society is a registered voter in the election of a new Executive Committee.
- 2. The registered voters elect a new Executive Committee comprising of a Chairperson, Vice-Chairperson, Treasurer and Secretary during the Annual General Meeting.
- 3. Should the need arise the election can take place at an Extraordinary Meeting.
- 4. Only members are eligible for nomination, and every nomination must be seconded by at least two other members. Should there be a non-member who is a Stellenbosch University student who wishes to run, this must first be approved by the Executive Committee.
- 5. A candidate may choose to avail themselves for multiple positions on the Executive Committee. If there are such candidates, the election process must take place in the following order: Chairperson, Vice-Chairperson, Treasurer, then Secretary. If a candidate is elected to a position, their candidacy for subsequent positions must be revoked and their name removed from the list of candidates for that position.
- 6. The Executive Committee appoints an Election Convenor who will manage the election procedure.

- 7. The election must take place by means of sealed ballots.
- 8. The positions of Chairperson, Vice-Chairperson, Treasurer and Secretary are elected by a majority vote for a given candidate. Should there be only one candidate for a given position they are elected by a common majority vote.
- 9. In the event of the votes as in Article 4.4.8. resulting in a tie, the election convenor is to call for a vote between the candidates that tied. In the event of a second tie the Executive Committee in term will vote to decide.
- 10. A member who cannot be present during the election may stand as candidate in proxy and / or may vote in proxy only if a signed, written letter is handed in to the Executive Committee at least two days before the election.
- 11. Should a member wish to vote in proxy, special permission must be obtained from the Executive Committee at least two days prior to the election and the Election Convener must be informed. Should a member be granted this permission, the Election Convener is responsible for communication with the members voting in proxy throughout the voting procedure.
- 12. The Executive Committee reserves the right to open general positions on the Executive Committee. This must be decided in advance of the election and be made public along with the announcement of the AGM. The Executive Committee reserves the right to a limited or unlimited amount of general Executive positions. The Executive further determines the voting procedure for these members of the Executive Committee.

### 4.5 Special Elections

- 1. a Special Election is an election held at an Extraordinary Meeting with the purpose of filling vacant positions on the Executive Committee. Vacancy procedures are set out in Article 5.3.
- 2. The Executive Committee must notify Society members of the Special Election at least 14 days in advance.
- 3. The same procedure shall be followed as outlined for the General Election in Article 4.4.

## Management

#### 5.1 The Executive Committee

#### 5.1.1 Composition

#### 5.1.1.1 General

- 1. The Executive Committee comprises of a minimum four members: the Chairperson, Vice-Chairperson, Treasurer, and Secretary.
- 2. The Executive Committee may open any amount of general Executive Committee seats prior to an election as set out in Articles 5.1.1.2 below and 4.4.12.
  - 2.1. The following positions have been added by the 2019 Executive Committee: the Social Executive and the Education Executive. Their duties are described in Article 5.1.2.
- 3. The Executive Committee may also elect to open ad hoc positions on the Executive Committee, as set out in Article 5.1.1.3.

#### 5.1.1.2 Additional Members

- 1. The Executive Committee may elect to create new Executive Committee portfolios at the end of their term before the General Election.
- 2. The Executive Committee shall then be required to amend this Constitution to add the title and duties of the additional Executive Committee members. Such an amendment shall not be subject to the same conditions as set in Article 8; rather, it shall be decided by a supermajority of votes by the Executive Committee.
- 3. The Executive Committee shall be required to inform Society members of new Executive Committee portfolios with the announcement of the AGM, including an updated version of the Constitution.

#### 5.1.1.3 Ad Hoc Members

- 1. An ad hoc Executive Committee member may be appointed by the Executive Committee for a specific project or task.
- 2. Ad hoc Executive Committee members must specifically be requested by an existing Executive Committee member and confirmed by a common majority of votes by the Executive Committee.
- 3. The duties of ad hoc Executive Committee members shall be determined by the existing Executive Committee members.

- 4. The terms of ad hoc Executive Committee members shall end after their duties have concluded.
- 5. Ad hoc Executive Committee members shall carry a similar status to the existing Executive Committee for the duration of their term.

#### 5.1.2 Duties

#### 5.1.2.1 General

All Executive Committee members shall have the following duties:

- 1. To work towards realising the Purpose of the Society as described in Article 2.4;
- 2. To maintain and enforce this Constitution;
- 3. To perform the duties as assigned to their portfolio;
- 4. To actively assist other members of the Executive Committee with their duties to the society where necessary and possible;
- 5. To attend all functions and events organised by the Society, unless given permission from the Chairperson;
- 6. To read the minutes of the Executive Meetings and act timeously on action lists.
- 7. To attend a planning meeting or weekend during the academic year of their election;
- 8. To propose ideas and help draw up a calendar of events for their term in the Executive Committee during the planning meeting or weekend;
- 9. To present the Treasurer with a preliminary budget outlining the possible incomes and expenses that their portfolio would possibly necessitate.
- 10. To submit a year-end report on their term in the Executive Committee to the Chairperson and Secretary. This report must include:
  - 10.1. A calendar of the tasks that they were involved in;
  - 10.2. A list of all sponsors and contacts that they acquired;
  - 10.3. A comprehensive list of problems that they encountered;
  - 10.4. Suggestions for the next year.

#### 5.1.2.2 Chairperson

The Chairperson shall have the following duties:

- 1. To see that all members of the Executive Committee carry out their duties as set in Article 5.1.2;
- 2. To represent the Society in negotiating and cooperating with other societies and the Societies Council;
- 3. To handle general grievances of Society members (see Article 7);
- 4. To ensure that the Society complies with the regulations set by the Societies Council;
- 5. To compile a year-end report for submission to the Societies Council;

- 6. To open all functions organised by the Society and to introduce the Master of Ceremonies for each function;
- 7. To represent the Society in the media.
- 8. The outgoing Chairperson must facilitate training for incoming Executive Committee members. This must include an explanation of this Constitution.

#### 5.1.2.3 Vice-Chairperson

The Vice-Chairperson shall have the following duties:

- 1. To act in behalf of the Chairperson in official capacity in their absence;
- 2. To assist the Treasurer in drawing up the Society budget;
- 3. To assist the Chairperson and Secretary with their duties.

#### 5.1.2.4 Treasurer

The Treasurer must have insight into the financial records and bookkeeping of the Society and is solely responsible for the settlement of accounts. The Treasurer shall have the following duties:

- 1. To liaise with the University's budget control department and to administer the Society's cost-point account;
- 2. To obtain membership fees as per procedures set by the Societies Council;
- 3. To keep an accurate record of revenues and expenses independent of the university's accounting system, and to maintain a separate set of financial statements;
- 4. To submit a financial report before the AGM at the end of their term to the chairperson, or as requested by the Chairperson or the University's budget control department;
- 5. To assist the Chairperson in representing the Society to all existing or potential sponsors or donors;
- 6. To provide potential donors or sponsors with reports for the application for funding that they provide and the financial statements of the Society;
- 7. To obtain from all Executive Committee members a budgeted amount for income and expenses to their portfolio;
- 8. To set up the annual budget at the beginning of their term, along with the Chairperson and Vice-Chairperson of the Society.

#### 5.1.2.5 Secretary

The Secretary shall be responsible for the administration of the Society and will have the following duties:

- 1. To take minutes of all Society meetings;
- 2. To register new members and to compile a Society database and mailing list;
- 3. To update the Society database and mailing list throughout their term in the Executive Committee;

- 4. To notify Society members of upcoming events at the beginning of each term and again in the week before each event;
- 5. To reply to questions regarding the purpose and activity of the Society;
- 6. To monitor the Society's email and social media inboxes.
- 7. To administer the Society's social media accounts and website, including other administration privileges on such sites, and keeping information about the Society and Society events up-to-date.
- 8. To maintain and control the Society Office;
- 9. To administer and update the Society Archives, including the following:
  - 9.1. All minutes, agendas and action lists of previous year's Executive Committees;
  - 9.2. Marketing and media produced by the Society;
  - 9.3. External media coverage;
  - 9.4. Annual reports;
  - 9.5. A contact database for the Executive Committee;
  - 9.6. Contact information for the Society's donors and sponsors.

#### 5.1.2.6 The Social Executive

This Executive Committee position was added by the 2019 Executive Committee to head the social aspects of the Society. They will have the following duties:

- 1. To head the organisation of all official Society social events;
- 2. To initiate planning for each event in time;
- 3. To initiate planning of event types and themes;
- 4. For events, to manage the following, where applicable:
  - 4.1. beverages, refreshments, snacks, etc.;
  - 4.2. sound systems and music;
  - 4.3. event programme and activities;
  - 4.4. marketing;
  - 4.5. adherence to Societies Council and University regulations;
  - 4.6. any other duties necessitated by the event, as determined by the Executive Committee;
- 5. To ensure that all Society events are in line with the Vision, Mission, and Purpose of the Society (Articles 2.3 and 2.4), as well as in line with this Constitution.

#### 5.1.2.7 The Education Executive

This Executive Committee position was added by the 2019 Executive Committee to head the educational aspects of the Society. They will have the following duties:

- 1. To head the organisation of all official Society education events, projects, and outreaches;
- 2. To ensure that the Society Vision, Mission, and Purpose (Articles 2.3 and 2.4) are furthered by a sufficient dedication to educational events and projects.

- 3. To this goal, to organise and facilitate, e.g.:
  - 3.1. critical engagements;
  - 3.2. presentations;
  - 3.3. panel discussions;
  - 3.4. workshops;
  - 3.5. marketing campaigns;
  - 3.6. outreaches to the general public;
  - 3.7. any other events that serve to educate students.

#### 5.2 The General Committee

#### 5.2.1 Composition

- 1. The General Committee's function is to assist the Executive Committee in its activities.
- 2. The Executive Committee must decide on positions on the General Committee, after which they must call for applications for positions on the General Committee.
- 3. The General Committee will operate on a portfolio basis, with each portfolio operating under an Executive Committee member's supervision and reporting to said Executive Committee member.
- 4. The General Committee will comprise portfolios as deemed necessary by the Executive Committee. Examples include, but are not limited to: social, media and marketing, outdoor, education, outreach, festivals, politics, culture, and treasury.
- 5. The appointment of the General Committee is given by Article 6.2.1.

#### 5.2.2 Appointment of the General Committee

- 1. General Committee positions shall be advertised directly to Society members, after the first meeting of the Executive Committee, but not later than the second week of the fourth term of the academic year.
- 2. The Executive Committee shall review all applications for General Committee positions and shall make appointments to the General Committee after interviewing or otherwise vetting each applicant.
- 3. The Executive Committee reserves the right to decline applications even in the event of no other applicants; the Executive Committee shall not be required to appoint any general committee members, but are strongly encouraged to do so.
- 4. Should the Executive Committee find an insufficient number of suitable candidates from the applicants (as assessed by the Executive Committee), they may approach other members of the Society to fill positions on the General Committee, without these members having applied to join the General Committee.
- 5. The Executive Committee may call for further positions on the General Committee at any time. Such positions may be ad hoc or may last until the General Committee's term expires.

#### 5.2.3 Duties

- 1. The Executive Committee shall decide on the portfolios of the General Committee in their first meeting.
- 2. The Executive Committee may decide to keep the portfolio of General Committee members open to assisting all the Executive Committee members, or to design separate portfolios tailored to suit the individual Executive Committee members.
- 3. The Executive Committee may extend voting privileges to the General Committee during Executive meetings, barring disciplinary procedures set in Article 6.1.1.

#### 5.3 Vacancies

- 1. A member ceases to be part of the Executive or General Committee when such a person:
  - 1.1. submits a written resignation to the Chairperson; or
  - 1.2. is discharged from office in terms of Article 6.
- 2. The Executive Committee retains the right to take disciplinary action against any member of the Executive Committee or General Committee who neglects to carry out any duty assigned to them in terms of their office as set out in Articles 5.1.2 or 5.2.3.
- 3. If an Executive Committee member resigns or is removed, the rest of the Executive Committee is required to hold an Extraordinary Meeting where a Special Election can be held within one calendar month in order to fill the empty positions in the Executive.
- 4. If the position of Chairperson becomes vacant, the Vice-Chairperson becomes the new Chairperson and the Special Election must be held to fill the position of Vice-Chairperson.
- 5. The remaining Executive Committee also has the option of not electing a new member to the Executive Committee and to share the duties of the vacant position among them.
- 6. If a vacancy in the General Committee arises the Executive Committee has the choice of reassignment of the position, electing a new General Committee member, or sharing the duties of the vacant position among the remaining General Committee and / or Executive Committee.

### 5.4 Representation

- 1. If the Society must be represented or has a seat in any External structure or forum, the Chairperson must fulfil this purpose.
- 2. Should the Chairperson be unavailable, any other member of the Executive Committee must fulfil this role, with preference given to the Vice-Chairperson.

## Discipline

### 6.1 Grounds for Disciplinary Action

### 6.1.1 Against Executive or General Committee Members

- 1. Missing two consecutive management meetings without any official or prior leave or pardon;
- 2. Not carrying out a duty or duties as outlined in Articles 5.1.2 or 5.2.3;
- 3. Mismanagement or misuse of the Society's finances;
- 4. Any other contravention of the Society Constitution;

#### 6.1.2 Against Any Member

- 1. Contravention of the Society Constitution;
- 2. Actions that have been harmful to the Society, the functioning thereof, or its reputation (including but not limited to spreading of false information);
- 3. Active hindering the realisation of the Vision, Mission, or Purpose of the Society (Articles 2.3 and 2.4).

## 6.2 Disciplinary procedure

#### 6.2.1 Against Executive or General Committee Members

- 1. If an Executive or General Committee member is formally accused in writing of any of the grounds for disciplinary action as in Article 6.1.1, the entire Executive Committee must convene with the accused to hold a hearing for the accusation.
- 2. After the hearing has concluded, the non-accused members of the Executive Committee must issue a judgement regarding the accusation. This judgement may be either an acquittal of the accusations, a formal warning or immediate removal from the Executive or General Committee.
- 3. A common majority of votes from non-accused members of the Executive Committee is required to issue a formal warning. Such a formal warning must include the conditions under which further action shall be taken against the accused.
- 4. A supermajority of votes from the non-accused Executive Committee is required for the immediate removal of an Executive Committee member. If the accused is immediately removed from the Executive Committee, they are immediately relieved of all their duties as set in Article 6.

- 5. Should the Executive Committee fail to issue a formal warning or immediately remove the accused, the accused is automatically acquitted.
- 6. Should the Executive Committee issue a formal warning or immediately remove the accused, the accused may appeal the decision. Such an appeal must be made within one week of the judgement issued by the Executive Committee. Further appeals must then be directed to the Student Court.
- 7. Should the accusation be very serious in nature, the Executive Committee may refer the accusation to the Central Disciplinary Committee (CDC) of the University.
- 8. The Executive Committee may request the presence of a Societies Council Executive member to mediate a hearing.

#### 6.2.2 Against Any Member

- 1. A claim in terms of Article 6.1.2 must be submitted in writing to the Executive Committee.
- 2. Under circumstances as set out in Article 6.1.2, the Executive Committee must decide the action to be taken regarding the allegations. Actions can include acquittal, a written warning, or immediate removal.
- 3. In the case of removal, the decision must be passed with a supermajority vote by the Executive Committee.
- 4. Before a decision is made, a hearing must take place with the accused and the Executive Committee.
- 5. Once a decision has been made the accused must be informed within three working days.
- 6. Should the decision be a written warning, said warning must contain conditions under which further action will be taken against the accused.
- 7. Should the accused be issued with a written warning or are removed, they reserve the right to appeal the decision. Such an appeal must take place within one week of the decision being given to them. Any further appeal should be directed to the Student Court.
- 8. Should the accusation be of such a nature, the Executive Committee reserves the right to refer the accusation to the Central Disciplinary Committee (CDC) of the University.
- 9. At any point in the disciplinary procedure, the accused and / or the Executive Committee may request the presence of a Societies Council Executive member as mediator.

## Grievances

- 1. Should there be a grievance of a member of the society, it must be submitted to the Executive Committee in writing.
- 2. Such a grievance must clearly express both the grievances and proposed actions to counter said grievances.
- 3. Such a grievance must be discussed by the Executive Committee, after which a response to the grievance must be formulated. Where necessary, an action plan addressing the grievance must be formulated. This response must be given within two weeks of receipt of the grievance.
- 4. Should the aggrieved be unsatisfied with the response, they may request a Societies Council Executive member to facilitate a discussion of the grievance between the aggrieved and the Executive Committee.

## Amendments

#### 8.1 Process for Amendments

The following requirements must be met for the Constitution to be amended:

- 1. A member of the Society must propose an amendment to the Constitution;
- 2. The proposed amendment must be supported by a petition signed by at least fifty Society members;
- 3. The Executive Committee shall then be required to vote on whether to allow a motion to amend the Constitution with the proposed amendment at the AGM or an Extraordinary Meeting. A supermajority of votes from the Executive Committee is needed to allow the motion to amend the constitution.
- 4. A motion to amend the constitution at the AGM or an Extraordinary Meeting shall require a supermajority of votes from all members present at the meeting to be added to the Constitution.

#### 8.2 Method for Amendments

- 1. The body of this Constitution must be altered to include the amendments.
- 2. A log of amendments must be held in Article 8.4, including the dates that amendments are added and a description of how the amendments change the Constitution.

#### 8.3 Inadmissible Amendments

Amendments of the following nature shall not be admissible and proposals of such amendments will be dismissed:

- 1. Any alterations to the definitions made in Article 1, with the exception of the society's name. Additional definitions may be added.
- 2. Any alteration to the Non-Discrimination policy set in Article 3.5 that does not seek expand protections for marginalised identities.
- 3. Alterations to the log of amendments in Article 8.4 (that is, a change to said Article other than a recording of an additional amendment).
- 4. Removal of any inadmissible amendments in this Article 8.3.

## 8.4 List of Amendments

No amendments have yet been added to this Constitution.

# Interpretation

Should legitimate questions arise as to the interpretation of this Constitution, the Executive Committee shall establish clarity by a supermajority of votes at from its body.

# Revocation and Retraction

This Constitution revokes all Committee:	previous Constitutions of QueerUS.	Signed by the Executive
Chairperson	Treasurer	
Vice-Chairperson	Secretary	
on the		
(date)		