

BYLAWS OF LESBIAN/GAY/BISEXUAL AUDIOLOGISTS AND SPEECH-LANGUAGE PATHOLOGISTS (L'GASP)

(Revised: November, 1996)

ARTICLE I: NAME

The name of this Organization shall be: LESBIAN/GAY/BISEXUAL AUDIOLOGISTS AND SPEECH-LANGUAGE PATHOLOGISTS (a.k.a.. L'GASP).

ARTICLE II: OBJECTIVES

The objectives of this organization shall be as follows:

- A) To actively encourage and support all Lesbian, Gay and Bisexual (LGB) audiologists (AUDs), speech-language pathologists (SLPs), students of the professions and/or related professionals in their endeavors to work and study professionally, openly and without fear of discrimination.
- B) To increase sensitivity to and support of LGB issues within audiology, speech-language pathology and related professions, including work environments and relationships.
- C) To promote the professional role of audiologists, speech-language pathologists and related professionals in working with people with positive HIV status and patients with AIDS.
- D) To provide a professional, political, and/or social platform for LGB issues within the professions and within training programs.
- E) To work with other organizations and agencies to achieve the above purposes.

ARTICLE III: MEMBERS

Section 1: The Membership of this Organization shall consist of both Members (Voting Members) and Associate Members (Non-Voting Members).

Section 2: Members shall be AUDs, SLPs, students of the professions and/or related professionals (e.g., aides, augmentative communication specialists, deaf educators, special educators, administrators, etc.) who self-identify as LGB persons.

Section 3: Associate Members shall be other interested persons who support the Objectives of the Organization and who may be listed above as professionals who do not self-identify as LGB and/or partners, friends, family members, etc.

Section 4: Associate Members may participate on Committees and in business meeting discussions but may not vote.

Section 5: All Members must agree to abide by the Code of Ethics of the Organization which shall be the most recent Code of Ethics published by the American Speech-Language-Hearing Association (ASHA) with the addition of items specific to LGB issues (e.g., Members agree to respect each Member's right to confidentiality concerning her or his membership and/or specific participation in the Organization, etc.)

Section 6: At the written request of a Member, his or her membership and/or specific participation in the Organization shall be kept strictly confidential and shall remain anonymous by the Treasurer/Membership Chair (i.e., membership and/or participation will not be disclosed in any publication of the Organization or in any other communication of the Organization).

Section 7: Membership shall become effective upon initial payment of dues; a person's name will remain on the membership list unless the member requests in writing that his/her name be deleted

Section 8: Membership and fiscal year for the Organization shall be defined as the calendar year.

Section 9: Only members who are current with their dues may vote.

ARTICLE IV: DUES

Section 1: The dues of the Organization shall be recommended by the Executive Board and shall be approved by a majority vote of the members attending the Annual Business Meeting (ABM).

Section 2: Dues are payable to the Treasurer at the beginning of each fiscal year.

Section 3: Deadline for payment of dues shall be postmarked February 1 of each fiscal year. A reminder shall be sent in March or April and, if payment is not received by May, the membership shall automatically lapse. Reinstatement shall occur upon payment of dues.

Section 4: A dues waiver is available upon written request to and with the approval of the Treasurer, based on financial feasibility.

ARTICLE V: OFFICERS

Section 1: The officers of the Organization shall be: two (2) Co-Chairs (one female and one male), one (1) Secretary and one (1) Treasurer. All officers of the Organization must be Members and current with dues.

Section 2: The Officers shall be elected to serve for two-year terms, with the male Co-Chair and the Treasurer elected in odd-numbered years and the female Co-Chair and Secretary elected in even-numbered years. Newly elected officers shall begin their terms on the first of January. The officers shall be elected by mail ballot sent to all current dues paid members immediately following the ABM.

Section 3: Candidates for officers shall be nominated via mail prior to the ABM or at the ABM. A call for nominations shall appear in a newsletter prior to the ABM. The Executive Board will review the nominees for qualifications and obtain consent

from the nominees prior to placing their names on the official ballot.

Section 4: The Co-Chairs shall be the Chief Executive Officers of the Organization and shall preside at all regular meetings of the Organization, of the Executive Board, or of any committee without a regularly appointed Chair. (In the event that a Co-Chair is unable to attend the ABM he or she shall appoint a substitute who is a currently paid member).

Section 5: The secretary shall record and keep on file the minutes of the Organization and Executive Board meetings and shall send copies of the minutes to the Newsletter Editor for publication. The Secretary shall publish the minutes of the ABM in the first publication of the Organization following the ABM and shall be responsible for all correspondence necessary for the maintenance of Organization business. The Secretary shall also maintain the procedures Manual of the Organization.

Section 6: The Treasurer shall be entrusted with the collection and maintenance of the funds of the Organization and shall maintain a current Membership roster. The Treasurer shall be authorized to draw funds and make disbursements upon approval by the Executive Board. The Treasurer's accounts shall be subject to audit as required by the Executive Board. The Treasurer shall advise the Executive Board in drafting a proposed budget for review by the Membership prior to the beginning of each fiscal year.

Section 7: In case of vacancies (except the Co-Chairs), the office shall be filled by an appointee who is a paid member. The Co-Chairs will make the appointment. Vacancies of the Co-Chairs(s) shall be filled by mail ballot in a special election called by the Executive Board.

ARTICLE VI: MEETINGS

There shall be one (1) regular business meeting per year, the ABM, which will be held in conjunction with the Annual Convention of ASHA. A quorum shall consist of the members present. The Executive Board shall determine the exact time and place for the meeting, with consideration of the recommendations from the Program/Convention Committee. The membership shall be notified of the time and place of the ABM in a special mailing prior to the ASHA Annual Convention.

ARTICLE VII: THE EXECUTIVE BOARD

The Officers of the Organization and the immediate past Co-Chairs shall comprise the Executive Board of Directors. The Executive Board shall be authorized to conduct the business of the Organization, to make decisions and to make expenditures, except where reserved to the Membership by the Bylaws. The Executive Board shall meet biannually and at other times as called by the Co-Chairs. A telephone conference may substitute for a face-to-face meeting. All Officers are expected to be present or represented at all meetings of the Executive Board. The Executive Board shall develop and maintain a Procedures Manual which is a detailed guide for the operation of the Organization.

ARTICLE VIII: COMMITTEES

Section 1: The Standing Committees of the Organization shall be: (A) Membership Committee; B) Newsletter Committee; (C) Program/Convention Committee; and (D) Outreach and Resource Committee.

Section 2: Standing Committees and their Chairs shall be appointed by the Co-Chairs following requests for volunteers for each Committee.

Section 3 The duties of Standing Committees shall be described in the Procedures Manual.

Section 4: AD HOC Committees and additional Committees shall be called and disbanded upon the needs of the Organization. An AD HOC Committee may become a Standing Committee upon the approval of the Executive Board. AD HOC Committees shall have a stated purpose of mission and shall have at least one Member (the Chair may be either a Member or Associate Member). Any member can serve as Chair to an AD HOC Committee and will be appointed by the Executive Board. The Executive Board reserves the right to disband any AD HOC Committee upon the Committee's completion of its mission.

Parliamentary Authority

The Parliamentary authority for all meetings of the Organization and the Board shall be the current edition of Robert's Rules of Order, revised. The Secretary shall assure these rules are followed during all meetings.

ARTICLE X: AMENDMENTS TO BYLAWS

Section 1: Amendments shall be proposed by a Member of the Organization.

Section 2: Amendments are submitted in writing to the Executive Board. Amendments approval by the Executive Board shall be submitted to the Membership for discussion and vote.

Section 3: Proposed amendments not endorsed by the Executive Board shall be submitted to the Membership by petition when signed by at least twenty-five (25) Members.

Section 4: Proposed amendments shall be submitted to the Membership by being published in the Newsletter of the Organization that immediately [recedes the ABM].

Section 5: Voting on amendments shall be by current dues paid members at the ABM. A two-thirds (2/3) majority vote of those voting at the ABM is required to pass an amendment.

Section 6: Proposed amendments become effective immediately upon passage, unless otherwise indicated in the language of the amendments.