

PRIDE in Healthcare Organization Constitution

Article I: Name

The name of this organization shall be Promoting Recognition of Identity, Dignity, & Equality in Healthcare (PRIDE IN HEALTHCARE ORGANIZATION) of the Florida State University College of Medicine, formerly known as Gays, Lesbians, and Allies Advancing Medicine (GLAAM), and is hereafter referred to in this constitution as PRIDE IN HEALTHCARE ORGANIZATION.

Article II: Objectives/Purpose

- A. **Education** - increase student and public knowledge of lesbian, gay, bisexual, and transgender (LGBT+) healthcare concerns
- B. **Service** – volunteer time to organizations committed to advancing the causes of the LGBT+ community
- C. **Advocacy** – promote and campaign for equality in healthcare, employment, and family matters
- D. **Collaboration** – work together with LGBT+ groups in other fields of study to further LGBT+ issues
- E. **Mentorship** – offer support and mentoring to pre-medical students and LGBT+ youth
- F. **Social** – provide entertaining events with a welcoming and safe environment for all participants

Article III: Membership

Section 1: Membership Statement

- A. This organization agrees to adhere to the University non-discrimination statement: No university student may be denied membership on the basis of race, creed, color, sex, religion, national origin, age, disability, genetic information, veterans' or marital status, sexual orientation, gender identity, gender expression, or any other protected group status.
- B. Membership is limited to all students who are enrolled with Florida State University.
- C. No hazing or discrimination will be used as a condition of membership in this organization.
- D. All voting will be done only by members of PRIDE IN HEALTHCARE ORGANIZATION. However, meetings are open to any person that would like to attend.

Section 2: Recruitment

- A. Recruitment shall take place throughout the year and membership is open at all times.

Section 3: Revocation of Membership

- A. Membership may be revoked without mutual agreement for non-participation, misconduct, or violations of any provisions of the Constitution.
- B. The member will be notified in writing of the possible revocation at least 72 hours prior to the vote and will be allowed to address the organization in order to relate to members any relevant defense prior to the voting for removal.
- C. Membership can only be revoked upon a 2/3 majority vote of eligible members.
- D. Revocation of membership will be valid for three (3) semesters.

Section 4: Appeal Process

- A. Any student whose membership is revoked will have seven (7) calendar days to appeal the revocation.
- B. The appeal must be submitted in writing to the President and Secretary and must include any relevant information that has not already been presented.
- C. The President will then submit the appeal to the Appeals Committee.
 - a. This committee consists of 3 executive board members and 4 general members.

- D. This committee will then render a decision at the next general body meeting or in seven (7) calendar days, whichever occurs first.

Article IV: Officers and Duties

Section 1: Eligibility

- A. All officers of PRIDE IN HEALTHCARE ORGANIZATION shall be enrolled at least part time at the Florida State University and be in good academic standing.

Section 2: Titles and Duties

- A. The offices of this organization shall include a President, Vice President, Secretary, and Treasurer.

a. President

The President is the spokesperson of the organization. The President shall preside over all meetings and determine the time of such meetings. The President serves as the representative to the Interclass Council of the College of Medicine. The President is responsible for the content of the meetings and invitation of guest speakers.

b. Vice President

The Vice President shall assist the President as necessary and take over the responsibilities of the President in his/her absence. The Vice President shall be responsible for the recruitment of new members of PRIDE IN HEALTHCARE ORGANIZATION. The Vice President shall have any other roles assigned by the President.

c. Treasurer

The Treasurer shall keep an accurate log of all expenditures and finances. The Treasurer will periodically present a financial report to the organization. The Treasurer shall keep accounts, deposit the organization's funds, and make expenditures. The Treasurer shall be responsible for funds from Florida State University. The Treasurer shall have any other roles assigned by the President.

d. Secretary

The Secretary shall keep accurate minutes of all the meetings. The Secretary shall be responsible for meeting attendance and membership records. The Secretary shall have any other roles assigned by the President.

- B. Additional offices such as committee chairpersons and inter-college liaisons can be created as deemed necessary by the elected officers.

- a. Current committee chairperson and inter-college liaisons that are included in this organization are as follows

i. Historian

The Historian is responsible for the social media management of the organization. They are also in charge of taking pictures to document all of the events held by PRIDE in Healthcare Organization.

ii. Community Outreach Chair

The Community Outreach Chair is responsible for coordinating outreach with community organizations as well as other undergraduate and graduate student orgs. The Community Outreach Chair assists with volunteer coordination and planning.

iii. Student Engagement Chair

The Student Engagement Chair is responsible for coordinating student engagement with the College of Medicine programming as well as other undergraduate and graduate student orgs. The Student Engagement Chair assists with equal access and representativeness.

iv. Event Manager Chair

The Event Manager Chair is responsible for assisting in planning, managing, and running any event the organization hosts. The Event Manager Chair works alongside the Community Outreach and Student Engagement as well as other E-Board members in

holding events that are requested by fellow students while maintaining an inclusive and safe environment for those who attend.

v. PA Chair

The PA Chair is responsible for serving as the PA class liaison for PRIDE in Healthcare Organization. The PA Chair assists in tailoring events to both medical and PA students.

The PA Chair also assists in scheduling of events around the PA schedule, when needed.

- C. No officer will be permitted to hold more than one officer position.
- D. All officers shall retain voting rights, however, the President shall only vote in the case of a tie.
- E. Officers cannot reappoint themselves for a second term; they must be re-elected as described in Article V
- F. Any officer may be re-elected however not for more than two consecutive terms.

Article V: Selection of Officers

Section 1: Eligibility to Vote and Hold Office

- A. Active voting membership will be limited to all students who are active members in good standing.
- B. Only active voting members who meet the requirements stated in Article IV, Section 1 are eligible to hold offices.

Section 2: Nomination Process

- A. The nomination of officers shall occur at the first meeting held in October.
- B. Any eligible member (as defined in Article III Section 1) present may nominate someone or themselves for office by verbally nominating the individual during this procedure. However, the nominee must be considered an eligible member (as defined in Article III Section 1).
- C. Absentee ballots and proxy ballots are not permitted in the nomination or election process.

Section 3: Election Process

- A. PRIDE IN HEALTHCARE ORGANIZATION will have the following positions available for election: President, Vice President, Treasurer, and Secretary.
- B. Elections will take place in October of each year.
- C. The nominated candidates will be given a chance to address the organization to discuss his/her qualifications and reasons why they should be selected.
- D. Once each candidate has had the opportunity to speak, all eligible members (as defined in Article III Section 1) present will have the opportunity to vote by secret ballot.
- E. The faculty/staff advisor and current highest-ranking officer not running for office will tabulate all votes.
- F. The highest-ranking officer not running for office shall announce the officer with a simple majority of votes cast by eligible members.
- G. After announcing the new officer, the highest-ranking officer not running for office shall ask if any eligible members contest the count.
 - a. If no eligible member contests the count the new officer shall take office immediately.
 - b. If an eligible member contests the count the faculty/staff advisor and the highest-ranking officer not running for office will recount all votes.
- H. In the event of a tie, the President shall cast the deciding vote for office unless he/she is running for the said office. In that case, the next highest-ranking officer shall make the deciding vote.

Section 4: Term of Office

- A. The length of office shall be no longer than one calendar year.
- B. Newly elected officers shall take office immediately after the announcement at the second scheduled meeting of the year and their term will end at the second scheduled meeting the following year once new officers are announced.

Article VI: Officer Vacancies

Section 1: Removal of Officers

- A. Any officer may be removed from office upon a 2/3 majority vote of eligible members. The officer will be notified in writing of the possible termination or removal at least 72 hours prior to the vote and will be allowed to address the organization in order to relate to members any relevant defense prior to the voting for removal.

Section 2: Resignation

- A. Officers no longer wishing to serve on the board must submit their resignation to the President at least two (2) weeks in advance.
- B. Prior to the officers final day, he/she shall provide all documents relating to the organization and brief his/her replacement of current projects in his/her care.

Section 3: Filling Vacant Officer Positions

- A. In the event an officer is removed or resigns, the nomination process as stated in Article V Section 2 will take place at the next scheduled meeting. The election process will take place as stated in Article V Section 3 at the next scheduled meeting following nomination. The newly elected officers' term shall end at the annual election scheduled in November.

Article VII: Meetings

- A. The quorum required to conduct business is fifty (50) percent of the officers and fifty percent (50) of the organization's active members.
- B. The President will be in charge of calling meetings and the secretary will be responsible to notify all members.
- C. Members must be notified of meetings at least 48 hours in advance and shall be notified via e-mail and/or telephone.
- D. The president shall preside over all meetings and shall follow Roberts Rules of Order in conducting organizational meetings.

Articles VIII: Advisor

Section 1: Nomination and Role

- A. The advisor shall be selected by the officers of this organization and must be approved by a simple majority vote of eligible members. The advisor shall serve as a mentor to the organization providing guidance to the officers and members. The advisor has no voting rights. The advisor position has no term limit other than he/she must be a current FSU faculty or staff member.

Section 2: Removal and Replacement of Advisor

- A. The advisor will be notified in writing of the possible removal at least 72 hours prior to the vote and will be allowed to address the organization in order to relate to members any relevant defense prior to the voting for removal. Upon a 2/3 majority vote of eligible members the advisor will be removed from his/her duties. In the event that an advisor is removed, a new advisor shall be elected within 21 calendar days.

Article IX: Finances

Section 1: Membership Dues

- A. PRIDE IN HEALTHCARE ORGANIZATION will have no dues.
- B. If dues are instituted, no university student may be denied membership due to inability to pay dues. If a member is not able to pay dues, other arrangements will be made.

Section 2: Spending Organization's Money

- A. For the protection of the organization and its officers it is required that two authorized signatures sign all monetary transactions. Only the President, Treasurer, Secretary, Vice President, and FSU Faculty/Staff Advisor can be signers on the organization's account.

- B. Organizational funds may be spent on items such as office supplies, events/activities, publicity, travel expenses, conference fees, etc., but will not be used for anything illegal under University, local, state, and federal laws.

Section 3: Funding Request

- A. A budget will be prepared by the officers and final decisions made by the majority vote of the officers.
- B. The Treasurer will present the budget to the Medical College Council when necessary and it will be the responsibility of this officer to make sure the budget is presented in a timely manner and is in agreement to what was voted on by the officers of the group.
- C. All funding requests from the Medical College Council will be handled by the Treasurer in accordance with the rules of the Medical School Council.

Section 4: Officer Transition

- A. It shall be the responsibility of all account signers to change contact information as well as assist in the update of new account signatures after each election with the organization's financial institution. In addition, the Treasurer will be responsible to pass along all information from previous year's budget and current budget.

Section 5: Dissolution of Organization

- A. In the event that the organization ceases to exist, any funds remaining in the organization's account shall be remitted back to the Student Government Association.

Article X: Publications

Section 1: Compliance

- A. All advertisements of the organization must comply with the University Posting Policy (<http://www.fsu.edu/~posting/fsupolicy.html>).

Section 2: Approval

- A. The Secretary and President must approve all publications, shirts, flyers, etc. prior to duplication and distribution.

Article XI: Amendments

- A. Amendments to the constitution must be proposed in writing to the President.
- B. The amendment must then be presented to the organization during a scheduled meeting and should include a full explanation and/or rationale for the amendment.
- C. The amendment must be voted on at the next scheduled meeting.
- D. The amendment shall not take effect until approved by a 2/3 majority vote of eligible members of the organization.

History of Constitution

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