

**Gather**  
By-Laws  
Adopted April 16, 2009

Article I: Formation, Mission, and Beliefs of the Organization

*Section 1—Name:* The name of the organization shall be GATHER (GLBTIQAs Advancing Toward Harmony and Equal Rights), hereafter referred to as Gather.

*Section 2—Mission Statement:* Gather is a student-facilitated support group at the University of Colorado at Boulder for gay, lesbian, bisexual, transgender, intersex, and queer (GLBTIQ) identified or questioning individuals and allies. By providing support, raising awareness, and working with the university and community on issues of importance to GLBTIQ students, Gather aims to create a more inclusive and welcoming environment on the campus as a whole.

*Section 3—Nondiscrimination Policy:* Gather strongly believes in, honors, and respects diversity in all forms and therefore shall not discriminate on the actual or perceived basis of sexual orientation or gender identity, race, color, creed, sex, religion, marital status, personal appearance, age, national origin, physical or mental disability, or on the basis of the exercise of rights secured by the First Amendment of the United States Constitution and/or any other categories as defined by university policy, regulation, or law. In addition, Gather does not discriminate on the perceived or actual status of HIV/AIDS.

*Section 4—Compliance:* Gather shall never operate, conduct itself, or hold activities in violation of University guidelines, policies, regulations, and laws. Gather also agrees to the affiliated student organization agreement on file with the Student Organization Financial Office (SOFO) found online at <http://colorado.edu/studentaffairs/sofo/forms/>.

Article II: Structure of and Groups within the Organization

*Section 1—Structure:* The organization shall be composed of a general meeting as well as various groups on an as-needed basis catering to the diverse and distinct needs of the membership. These groups shall operate as components of the larger organization, unless the membership decides otherwise for a specific event or purpose, in which case the groups shall operate independent of the larger organization. Listed below are the currently operational groups at the time of the adoption of these bylaws.

*Section 2—Transform*

*Sub-section A—Name:* The name of the group shall be Transform.

*Sub-section B—Mission Statement:* Transform seeks to provide a safe space at the University of Colorado at Boulder for transgender, genderqueer, or questioning individuals and allies, who otherwise might not feel they have that space.

### Article III: Membership

*Section 1—Definition:* Any individual who attends two or more meetings may be considered a member. Active status of membership is conferred upon members who have attended a minimum of one meeting within one month prior to a meeting at which voting takes place.

*Section 2—Decision Making:* All decisions regarding official positions, events, and business of Gather which involve the organization's participation in external events and/or public perception of the organization shall be put to a vote of members present at a general meeting, and shall be decided upon by a majority vote of the membership present. Decisions and positions decided upon by vote reflect upon the official position of the group at large, and do not reflect upon the personal beliefs or decisions of the individual members.

*Section 3—Voting:* Any active member present at a meeting may vote on an item which has been raised, discussed, or summarized at that same meeting. Items which have been raised and discussed at previous meetings may only be voted upon by active members which have attended at least one meeting at which that same issue has been discussed, unless the item has been adequately summarized for previously absent members.

### Article III: Leadership

*Section 1—Definition:* The leadership of the organization and the management of the organization's affairs shall be handled primarily by the Representatives, consisting of the leadership of each of the groups and/or one or more general leader(s).

*Section 2—Duties:* The duties of the Representatives include, but are not limited to, presiding over general meetings, signing on the Gather account maintained with SOFO, acting as the representative of the organization, delegating actions needed to be taken to the other Representatives, handling any information technology accounts at the University of Colorado and across the internet, maintaining any correspondences pertaining to Gather, assisting in making arrangements for meetings spaces, keeping a record of all finances of the organization, maintaining a budget for the organization, making connections to other student groups, offices, communities, and organizations at the University of Colorado, and coordinating all Gather membership drives, organization fairs, group event advertising, and the distribution of flyers, brochures, and other materials as necessary. The Representatives shall also set the agenda of the general meetings. The Representatives shall also be responsible for knowing, following, and overseeing organizational compliance with applicable University of Colorado guidelines, policies, regulations, and laws.

*Section 3—Leadership Authority:* The Representatives shall have the authority to establish and administer policies for Gather that lead to an effective organization.

*Sub-section A—Membership Veto/Limitation of Authority:* The active members of Gather have the authority to vote on any action taken by the Representatives at any time to effectively nullify said action, or reduce the authority of the Representatives. This vote may take place during any general meeting provided notice of said vote is announced and

given to all members of Gather a minimum of two weekdays in advance of the general meeting.

*Sub-section B – Veto/Limitation Voting:* A vote to nullify an action of the Representatives, or to reduce the authority of the Representatives requires a simple majority of voting members present for the vote in question.

*Section 4—Promotion to Office:* Due to the support nature of Gather, new Representatives shall be selected by the previous Representatives in a manner the previous Representatives determine.

*Section 5—Term of Office:* Subsequently, the term of office for any Representative shall be until the individual resigns or a new Representative is selected to be their replacement.

#### Article IV: Activities of the Organization

*Section 1—General Meetings:* General meetings shall be held weekly at a time and place designated by the Representatives during the Fall and Spring semesters each school year. The time and dates of these meetings shall be posted on the Gather website and in organizational literature. These meetings are open meetings that anyone can choose to attend.

*Section 2—Confidentiality:* The Open Forum of general meetings is to be entirely confidential. This means that anything discussed during the Open Forum is private and that conversations held are not intended to be repeated to outside parties.

Sub-section A—However, there are certain exceptions to this, and it is important that these are recognized by all members.

1—If a member agrees that another member can speak to someone else about an issue or problem. They will agree who the other member can speak to; this might be a professor, counselor, or other people within the University of Colorado or outside.

2—If a member believes that there is a risk of harm to another member or any other person, based on something that a member has said, or that a crime has been or is going to be committed. In any of these cases a member will be obliged to report the issue to a Representative so that it may be then passed on to the proper authorities within the University of Colorado.

*Section 3—Guidelines:* General meetings shall be conducted following the Guidelines adopted by the Representatives and agreed upon by the active members. The Guidelines will include a statement of confidentiality as well as any other agreed upon rules for discussion.

*Section 4—Structure:* General meeting shall be held in the following format:

Introductions and Icebreaker

Review of Guidelines

Open Forum

Optional Discussion Topic, Event Planning, or Event

Closure

*Section 5—Events:* Events sponsored by Gather shall be held as necessary for the effective operation of the organization. The Representatives shall be the official representatives of Gather in all matters related to obtaining funding, proposing activities, and partnering with other organizations. All funds sought and obtained for special events are to be used only for those special events and shall be budgeted, audited, and maintained by the Representatives.

*Section 6—Special Funds:* The Representatives are authorized to review and receive contributions or specially obtained funds from any individual or institution to be applied to the operations of the organization so long as they comply with University of Colorado guidelines, policies, regulations, and/or applicable laws. These funds are to be deposited into Gather's SOFO account as soon as received. If the Representatives determine that the funds are unneeded or unwanted, the Representatives shall have the authority to respectfully reject the contribution on behalf of the organization.

*Section 7—Allocation of Funds:* Funds of Gather shall always be allocated with the consent of the Representatives. All funds must be allocated in accordance with the procedures established by SOFO with a minimum balance of \$25.00 always remaining in Gather's SOFO account at all times. Gather shall never make a financial contribution of any amount towards any person, business or organization, commercial or otherwise, that is for-profit or is lobbying for a candidate, position, proposal, policy, regulation, law or similar issue. Funds of Gather shall never be used for the purchase of alcohol or drugs, and shall never be allocated in a manner that violates University of Colorado guidelines, policies, regulations, and/or applicable laws.

*Section 8—Liability Clause:* All activities of Gather are voluntary in nature with the participant opting-in at all times. All activities made under the auspices of Gather carry certain risks and dangers that may include, but are not limited to, the hazards of mountainous or wilderness terrain, accident, or illness, the forces of nature and travel by automobile or other conveyance and other hazards foreseen, or not foreseen. In consideration of the right to participate in any activity arranged under the auspices of Gather, the participants certify that they carry student medical insurance offered through the University of Colorado, or that they are insured by a private insurer for themselves or through their parents; and the participants have assumed all the risks associated with participation on their own, and hold Gather, its leadership and membership, and other entities of the University of Colorado, the Board of Regents, its officers and administrators harmless from any and all liability, actions, causes of action, debts, claims, and demands of every kind and nature whatsoever which the participant now has or which may arise of or in connection with the participants participation in any activity arranged under the auspices of Gather. By participating, the participant agrees to this clause and their participation serves as a release under these terms, and the participant assumes their own risk on their behalf and on the behalf of their heirs, executors, and administrators, and/or all members of their family, including any minors.

*Section 9—Conduct of Members and Leadership:* The members of Gather and the

Representatives are expected to conduct themselves in a manner that is consistent with all University of Colorado guidelines, policies, regulations, and/or applicable laws. In order to create, preserve, and protect a safe environment for the effective operation of Gather, all members agree to conduct themselves in a manner that guards the safety of Gather members when one or any number of members is threatened in any manner that is inappropriate in a sexual, physical, or ideological manner. All members also agree not to personally attack, haze, or condemn any other person during any activity of Gather. In the event that the safety or security of any member is threatened, the person causing the threat will be warned on a first violation, and asked to leave the activity of Gather on a second and any subsequent violations. If a second violation occurs, the threatened member(s), or any member of the Representatives, can initiate a grievance process against the person causing the threat.

*Sub-section A—Grievance Process:* If a grievance is initiated, the Representatives shall consult with each other and with the affected member(s) and decide upon a course of action. The course of action can be up to or including dismissal from the organization, exclusion from Gather activities, and/or revocation of membership privileges for any length of time, and/or restitution to the group for physical asset damage up to or including full replacement costs.

#### Article V. Adoption and Amendments of the By-Laws

*Section 1—Adoption of the Bylaws:* Adoption of these Bylaws shall take affect after a reading of the Bylaws to the active members present at the general meeting via a simple majority vote by the voting membership. Upon adoption, all other Constitutions, Bylaws, or organizational structure materials shall be null and void.

*Section 2 – Amendments to the Bylaws:* Amendments to these Bylaws may be proposed in writing and given to any member of the Representatives by any member of the organization at any general meeting. Amendments are to be read to the active membership present and accepted on first reading via a simple majority vote by the active membership. At the following week's meetings, a second vote shall take place in which a simple majority vote of the active members present at said meeting as well as the previous meeting allows the amendment to take affect.