

Preamble:

This Constitution for the Michigan State University (MSU) Outdoors Club, here in after referred to as "the Club," is established to govern its structure, operations, and membership, ensuring compliance with all applicable laws and regulations.

Article I: Name and Objectives

Section 1: Name

The organization shall be recognized as the Michigan State University Outdoors Club.

Section 2: Objectives

The Club's objectives are to promote a community for students dedicated to exploring the outdoors. This involves offering a platform for members to convene, deliberate, and coordinate a variety of outdoor activities, including but not limited to hiking, biking, camping, kayaking, rafting, backpacking, and climbing.

Article II: Membership

Section 1: Non-Discrimination and Eligibility

- Subsection 1.1: Non-Discrimination

The organization will not discriminate on the basis of age, color, gender, gender identity, disability status, height, marital status, national origin, political persuasion, race, religion, sexual orientation, veteran status, or weight. Also, only MSU students may be officers and members.

- Subsection 1.2: Definitions and Grievance Mechanism

"Bullying" is defined as a person or group repeatedly acting unreasonably towards another, creating a risk to health and safety. Unreasonable behavior includes victimizing, humiliating, intimidating, or threatening. The grievance mechanism will be a clause in the code of conduct, requiring members to report any issues or criticisms and providing a safe space facilitated by the Board.

"Hazing" means an intentional, knowing, or reckless act directed against an individual that endangers their physical health or safety, done for the purpose of pledging or being initiated into the Outdoors Club. A grievance mechanism is established, filed electronically or in person, reported to the Executive Board

- Subsection 1.3: Grievance Handling

Grievances against members shall be expeditiously addressed. Complaints must reach the president, and it is the responsibility of board members to report concerns and grievances to

the president. The process adheres to university standards and procedures, ensuring privacy and due process rights.

Article III: Officers

Section 1: Executive Board Structure

The Club shall be governed by an Executive Board, herein referred to as "the Board," comprising a President, Vice President, Treasurer, Secretaries,, Public Relations Managers, and Gear Managers. Dual appointments will be outlined as amendments to the constitution for operational efficiency.

Section 2: Officer Qualifications and Election Process

- Subsection 2.1: Qualifications

Officers must meet stringent criteria, being returning members in good standing and enrolled MSU students. The President must have prior Executive Board experience. Nominations can be self-initiated or submitted by club members. Elections involve candidate speeches at a general meeting, with only official members permitted in the room, and a secret ballot vote. Election-related information will be provided to all members via email. Votes will only be visible to the current president and one member of the board from years past.

Section 3: Officer Duties

The specific duties of each officer are delineated for precise operational clarity.

- Subsection 3.1: President

Convene and preside over meetings, and provide comprehensive oversight of all club activities. Officers will be informed by the president if they are not performing to standard.

- Subsection 3.2: Vice President

Oversee all club activities and preside over meetings in the President's absence.

- Subsection 3.3: Treasurer(s)

Manage financial transactions, maintain accurate records, and oversee club funds.

- Subsection 3.4: Secretary(ies)

Record and disseminate meeting minutes, for both general and executive board meetings. Help members plan trips and present them to the board. Manage club email, and alert the president of any important messages.

- Subsection 3.5: Public Relations Manager(s)

Secure and manage sponsorships, create promotional material. Maintain/update the club webpage. Manage club social medias.

- Subsection 3.6: Gear Manager(s)

Maintain equipment records, oversee check-in/out, and organize the gear room.

Section 4: Officer Removal Procedure: Officers may face removal due to failure to maintain good standing or neglect of duties. Removal requires a simple majority vote at any general meeting, with one week's notice for a defense. The vote may proceed in the officer's absence.

ARTICLE IV: OPERATING PROCEDURES

Section 1: Meeting Structure

Meetings shall occur weekly or as determined by elected officers. Quorum is not mandated, and members are encouraged to meet independently for planning and participation.

Section 2: Determination of Meeting Style

The Executive Board determines the meeting style, expected to align with the club's ambiance.

Section 3: Committee Structure

The Club shall not establish formal committees. Members volunteer as trip leaders and collaborate with the Executive Board in planning and execution.

Article V: Amendments

Section 1: Amendment Proposal

Any member in good standing may propose amendments.

Section 2: Approval Process

Proposed amendments are addressed in Executive Board meetings and may be incorporated following a 3/4 majority vote. The Executive Board may initiate amendments whenever they see fit, as they are members too.

ARTICLE VI: MEMBERSHIP TERMINATION, SAFETY, AND CONFLICT RESOLUTION

Section 1: Safety Prioritization

The MSU Outdoors Club prioritizes safety. The Executive Board may consult authorities and implement safety measures.

Section 2: Member in Good Standing

Defined as fulfilling obligations and not engaging in behavior causing discomfort or malicious intent. Persons wishing membership of MSU Outdoors Club must pay club Treasurer dues for one school year, with membership terminating at the end of the spring semester for that year, as specified by Outdoors Club's Executive Board. All members paying dues will remain in good standing as long as rules set by this constitution are met. If rules and conditions are not met member privileges will be revoked. Members are given prerogative to check out Outdoors Club equipment, which must be returned in clean, working condition. On trips, members must respect the proprietors of establishments and the environment, taking only pictures and leaving only slight footprints.

Section 3: Corrective Actions and Conflict Resolution

Behaviors warranting corrective actions are addressed by majority decision of the Executive Board. A secure platform is provided for members to report concerns. Concerns must reach the president as soon as possible, and it is the responsibility of board members to report concerns to the president.

- Section 3.1 Investigation Process

The Executive Board will determine the most effective method of investigating the concerns raised by the complainant. In most cases, this will involve conducting a thorough fact-finding investigation, which includes meeting with the complainant, respondent, pertinent witnesses, and reviewing and analyzing relevant documents as they relate to each allegation of the complaint. The Executive Board will then vote, and a simple majority rules vote is required to make a final decision regarding the involved parties. The Executive Board will seek to complete the investigation promptly. Occasionally, a different or less formal response to the complaint may be warranted. Although the Executive Board may deviate from these guidelines, it will still respond to the complaint in a prompt, thorough and effective manner.

Section 4: Emergency Communication Plan

An emergency communication plan is established, involving the president and authorities.

Section 5: Reporting to Authorities

Members are encouraged to report concerns to relevant authorities. Confidentiality is prioritized.

Section 6: Risk Assessments

Risk assessments are conducted at the discretion of the president.

Section 7: Constitutional Review

The constitution undergoes an annual review for continuous updates, with a digital copy posted on the website for members.

Section 8: Blacklist Levels

- Level 1: Prohibited from overnight trips, supervised interactions, and allowed at meetings or on campus events. Could be for a definite amount of time, or indefinitely.
- Level 2: Not allowed at meetings or on campus events, and barred from club trips.
- Banned Individuals: Prohibited from all club activities, with authorities notified upon appearance.

ARTICLE VII: DISPUTE RESOLUTION AND MEMBER CONDUCT

Section 1: Dispute Resolution within the Club

- Engage in civil conversation for conflict resolution.
- Impartial mediator appointed for disputes involving E-board members.

Section 2: Member Conduct

- Members conduct themselves in alignment with the Club's values.
- Violations subject to corrective action by the Executive Board.

Section 3: Confidentiality

- Grievance matters handled with utmost confidentiality.
- E-board refrains from disclosing sensitive information.

Section 4: Record-Keeping

- E-board maintains records appropriately for testimonies and proceedings.

Section 5: Code of Conduct

CODE OF CONDUCT

The Michigan State University Outdoors Club is committed to fostering a positive and inclusive environment for all its members. The following Code of Conduct outlines the expected behavior and values that every member is required to uphold to ensure a safe and enjoyable experience for everyone.

- Respect and Inclusivity:
 - Treat all club members, officers, and participants with respect and courtesy.
 - Embrace and celebrate diversity, promoting an inclusive atmosphere that welcomes individuals of all backgrounds, identities, and experiences.
- Cooperation and Teamwork:
 - Collaborate with fellow members and officers in a spirit of cooperation and teamwork during club activities, events, and meetings.
 - Contribute positively to the collective goals of the club, fostering a sense of community and camaraderie.
- Responsible Outdoor Ethics:

- Adhere to Leave No Trace principles, minimizing impact and preserving the natural environment during outdoor activities.
- Follow ethical and sustainable practices in outdoor recreation, promoting conservation and environmental stewardship.
 - This includes on campus events as well.
- Safety First:
 - Prioritize the safety and well-being of yourself and others during club activities.
 - Follow all safety guidelines, protocols, and instructions provided by club officers or trip leaders.
- Open Communication:
 - Communicate openly and honestly with fellow members and officers.
 - Report any concerns or grievances promptly, following the outlined procedures in the club constitution.
- Responsible Alcohol and Substance Use:
 - Abide by university policies and legal regulations regarding the use of alcohol and substances during club activities.
 - Avoid engaging in any behavior that may compromise the safety or well-being of others due to substance use.
- Confidentiality:
 - Respect the confidentiality of matters related to grievances, disciplinary actions, or sensitive information shared within the club.
 - Refrain from disclosing private information without explicit consent or when required by law or university policy.
- Positive Representation:
 - Positively represent the Outdoors Club within the university community and in external settings.
 - Uphold a positive image of the club through responsible and respectful behavior.
- Compliance with University Policies:
 - Abide by all university policies and regulations relevant to club activities.
 - Ensure compliance with any additional rules or requirements set forth by the university.

Violation of this Code of Conduct may result in corrective actions as outlined in the club constitution. Members are strongly urged to uphold these principles and actively contribute to creating a welcoming and enriching environment within the Michigan State University Outdoors Club.