



THE UNIVERSITY OF WYOMING

DEPARTMENT OF ANTHROPOLOGY
ARTS AND SCIENCES BUILDING
UNIVERSITY STATION, BOX 3431

LARAMIE, WYOMING 82071

October, 1979

W W A P A

Dear WAPA Organizers:

The field season is drawing to a close, the academic year is well started, and it is between the first and last week of hunting season. It must be a good time to send the next issue of the WAPA NEWSLETTER and call for the fall meeting. This will be the most important issue of the NEWSLETTER and the most important meeting yet. A lot of hard work and time is represented, and we are but one step from becoming a professional organization.

After consulting with various parties, I have set the fall meeting for November 28, 9:00 A.M., in the Union Building at the University of Wyoming, Laramie, If there are no major problems, further details will be forthcoming.

This NEWSLETTER includes a summary of the second organizational meeting, held in Laramie last May. It is based on notes hastily scribbled by myself and Steve Chomko while participating in the discussion, so we apologize for anything that you consider errors or omissions.

The main purpose of the meeting was to produce a final version of the Bylaws. Only a few modifications were necessary, and the version enclosed here was acceptable to the delegates at the second meeting. The "minutes" summarize the main issues of discussion, so please look them over. There are some issues that could not be resolved to every individual's satisfaction; there are some issues that I still feel strongly about, either pro or con. Since there were several controversial parts, I felt obligated to still allow the opportunity for a negative vote (see enclosed ballot); if enough people are totally dissatisfied and vote down the Executive Committee's version, we can start again at the fall meeting. However, I strongly urge you to accept the Bylaws as set by a favorable vote on the enclosed ballot. We would then have a formal organization and the fall meeting would be "real". The Bylaws can always be amended later. Please also vote on the slate of officer nominations included in the other ballot (if you wish your name to be removed from consideration, please notify me as soon as possible). For the Bylaws and officers, we decided to have everyone vote who has participated so far. Ballots will be counted by two people not nominated for office. If you have participated in meetings but have not paid your \$5.00, you cannot vote, so a few people should send a check with this ballot!

Finally, let me say thank you to everyone who has participated. We are all

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concerned with advancing the profession in the state, and I am sure our get-together will prove extremely valuable in the long run.

Sincerely,



Charles Reher
Acting President

CR/r1

encl.

The following people have paid their \$5 and are eligible to vote:

Richard Holmer	Ron Kainer
John Lytle	Cheryl Hilman
Dan Hutchinson	Chris Zier
Jane Anderson	Mike Metcalf
Pete Laudeman	Ross Hilman
Manton Botsford	Margie Krza
Ann Johnson	Mark Miller
Steve Sigstad	Pat Treat
John Slay	Rhoda Lewis
Rick Hubbard	Judy Pinner
Jeff Hauff	Mary Helen Hendry
Dave Darlington	Charles Love
Larry Welty	Bill Latady
Dave Eckles	E. Kinzie Gordon
Bob Peterson	John Albanese
Kerry Lippincott	Bruce Lutz
Dave Reiss	Bill Hunt
Mary Meyer	Eddy Hean Steuble
Steve Chomko	George Zeimens
Tom Polk	Cary Craig
Russ Tanner	Gerald Bair
Paul Sanders	Julie Francis
Rob Moore	Tom Larson
Steve Moore	George Frison
Susan Schock	Chuck Reher
Dick Enders	Jana Vosika
Jim Brechtel	John Greer
Mike Gear	Roger Filson
Danny Walker	

In an attempt to save money, we're enclosing a limited number of the Bylaws and NEWSLETTERS, please be sure everyone gets a chance to read them. If you need extra ballots, please let us know.

WAPA NEWSLETTER

Volume I, Number 2

October 1, 1979

Laramie, Wyoming

MINUTES OF THE SECOND W.A.P.A.
ORGANIZATIONAL MEETING

The second organizational meeting of the W.A.P.A. was opened by Acting President Charles Reher at 9:30 A.M., May 30, 1979. The main purpose of the meeting was to discuss the preliminary WAPA Constitution and Bylaws. These had been derived from several meetings by the President and the Executive Committee (Johnson, Larson, Chomko, and Metcalf) and circulated for review and comment. Twenty people attended, presenting a very good cross-section of the archaeological community in Wyoming. Most were also able to attend a more generalized afternoon session, along with a few other WAPA organizers who had just returned from field projects. The following summary is based on notes taken by Reher and Chomko.

Morning Session - Bylaws

Sections I, II, and III - Name, Duration and Purpose - Accepted as written.

Section IV - Membership - Subsection 1.a.ii -

There was considerable debate about this section stating voting membership required a minimum of 12 months of full time experience in Wyoming. Suggestions were made to expand the area of relevant experience by Vosika, Lutz and others. Reher explained that this subsection emphasized the WAPA as a professional organization of those working or planning to work in the state and was not intended by the Executive Committee to be a device for excluding everyone with less than 12 months experience; it was pointed out that IV.1.a.iii allowed exception by the Membership and Ethics Committee and that the President and Executive Committee saw no one on the tentative WAPA role who would be excluded. A show of hands of those in the room at that time then recorded 13 for this part of Section IV as read, and 5 against.

Section IV - Membership, Subsection 1.b and c. - Entry Procedures, Rights and Duties

Slay asked if all potential members, including WAPA organizers at the 1st and 2nd meetings, were to follow the procedures noted for acceptance. It was decided this was the case and that the Membership and Ethics Committee, when founded, would proceed in a normal fashion as outlined in the Bylaws. Slay

and others also wondered how "regular participation" was to be determined (Sec. IV.1.c.ii) and if it was "required". Chomko and others thought that payment of dues, indicating a desire to participate, was sufficient and from there it was up to the individual member. The relevance of IV.1.c.i. (adherence to a code of ethics) in this section was questioned by Lippincott. Reher and others argued that such wording was necessary as an integral part of a main WAPA objective of promoting high standards of work (see Sec. III.2.a), and all of Section IV was then accepted as set.

Section V - Meetings

This section, including scheduling of a fall and a spring meeting, was accepted as read.

Section VI - Finances

There was some discussion of the amount and type of dues. Lutz noted Colorado professional society dues were \$10.00 for all categories of membership; Reher noted that the initial \$5.00 assessment would apparently not be sufficient for WAPA business, especially once the newsletter was formalized. Chomko suggested that the Executive Committee study costs and set the dues, and Francis reiterated that projected newsletter costs would need intensive study. It was decided to have the Executive Committee set a formal dues rate, which (according to Section IV.1) would have to be approved by a majority vote of the membership. Otherwise, Section VI was recommended for approval.

Sections VII, VIII, and IX - Operation, Officers and Election of Officers

These sections were approved as set. There was some debate over whether the one-year term for officers was too short for effective continuity of organizational procedures. Reher noted that the Executive Committee had considered these problems and thought a one-year term would be feasible given the nature of the organization, amount of work, etc. Most then agreed that it should at least be tried in this form.

Sections X, XI, XII, and XIV - Publications, Adoption of Bylaws, Disposal of Assets, Standing Committees

These were recommended for approval as read.

Section XV - Code of Ethics

To no one's surprise, this section was the subject of considerable debate.

It was first reiterated that no real authority would rest with this organization, other than the ability to attempt to bring "pressure of peers" to bear, but that such action might possibly become necessary. The President and Executive Committee also discussed how they tried to keep subsections relatively general, as they did not see the need for the large list of detailed, specific guidelines found in some association guidelines, which do everything but specify the most ethical hardness of pencil lead.

Subsection 1.a. was changed at Lutz's suggestion to read "anthropological research" rather than "archaeological research".

Subsection 1.b. led to a consideration of what was meant by "unqualified" (the original question coming from Polk). It was agreed that 1.b. as set made it an ethical responsibility for a member not to "use personnel in capacities beyond their experience or capabilities", and also not to "take on projects for which there was not adequate personnel, facilities or equipment". Slay noted that report quality would show whether qualified people were used, while Reher thought that such reports actually reflected little about qualifications of non-supervisory personnel. Lutz noted at that point that he thought supervisory personnel should definitely be evaluated. Hutchinson described current BLM policy where the only requirement was that the Principal Investigator state his people were qualified. Reher argued that no one's qualifications could be examined without it being construed as an attack on someone's personal integrity, and that educational and experience requirements for various levels of work were standard procedure in other areas so why not in Wyoming. This section of the Bylaws were left as set, recognizing the need for further debate on the subject at later meetings.

Subsection 5 - A number of comments in the meeting reflected on this and related sections, allowing for peer review of association members (Subsec. 5 refers specifically to reports deposited with the SHPO). Frison noted that many people involved strictly in "cultural resource management" procedures were not qualified for peer review of archaeological reports. Chomko disagreed, noting all were "peers in anthropology". It was noted that the subject of "academic archaeology" and "cultural resource management" would continue to be an area where discussion was needed; Subsection 5 was left as is, with the recognition that "peers" etc. might need further definition.

Subsections 6,7 - A great deal of discussion also centered on submission of

vitae and annual reports. Polk wanted to know if this included a vitae statement of some sort for all volunteers, field school students, etc. Zeimens noted that it was already next to impossible to keep track of who was doing what in the state, and that something like Subsec. 6 and 7 would be a great benefit to the body of professionals who needed access to reports and so on; Larson noted this would augment the State files, which he would report on later. Slay discussed whether vitae of supervisory personal only should be submitted. Polk and several others also wondered just what was to be in an annual report (Love was unable to attend but sent questions on this issue and others). Reher noted the increasing need, especially when talking to non-archaeological groups, to be able to demonstrate the amount of archaeology going on in the state, the numbers of sites jeopardized, etc. He also pointed out that a brief report similar to those already required by the BLM would supply WAPA with such data without much additional work. After further discussion, the consensus was to combine Subsection 6 and Subsection 7, requiring in a section of the annual report vitae of all personnel used, including field school students, etc., and a statement of the capacities in which they were utilized. It was also decided that a committee to establish annual report guidelines would be appropriate.

Subsection 11 - Censure - A number of suggestions were made and considered regarding the final form of this subsection. Francis thought that censure should be voted on by all members, while Lutz noted that a formal request for a determination of a breach of the Code of Ethics must take the form of a written, signed statement. Metcalf noted procedures for censure, and also for appeal, should be spelled out more specifically in the Bylaws, perhaps as a new Section. Lutz also noted the need for the ability to take a censure-like action towards state or federal agencies or corporations (for example when funding is clearly inadequate to insure adequate quality on a scope of work outlining a new project); it was noted that this was especially true since someone somewhere would always be willing to take on the project and do low quality work; Frison noted that archaeologists have long been good at improvising and "poor-boying", so this could be a factor; Reher agreed this was the case but argued it should never be a factor in a formal contracting situation. Others at the meeting agreed with Metcalf about the need for more specific guidelines, and thought several levels of censure should be set up, ranging

from a letter of complaint from the association to loss of membership. Hutchinson noted that a statement would be appropriate that officers and committee members would avoid conflicts of interest in association activities. There was a general consensus that the Executive Committee should retain the main responsibility for determining a censure action, which would then be brought to the attention of the membership in regular meetings; however, there seemed to be agreement that acceptance or rejection of an appeal, and loss of membership, should be based on a majority vote of members at a meeting. Reher agreed to rewrite this section of the Bylaws in line with these suggestions.

Nominations Committee

The morning session concluded with a discussion of various topics. Dan Hutchinson explained BLM contract award procedures. Reher outlined some committees he hoped to set up at the next meeting, including one to set guidelines for the annual report, one to report to the membership on the status of the resource base (number of sites found, number mitigated etc.), one for peer review of reports, and so on. Most importantly, members left at the A.M. session decided it would greatly facilitate the process if they designated themselves as the official "Nominations Committee" (the need for which had been decided on earlier). This committee consisted of Reher, Slay, Francis, Lippincott, Zier, Metcalf, Hutchinson, Chomko, Walker, Lutz, Polk, Vosika, Johnson, Larson, Lewis, Darlington, and Meyer. The persons nominated, and seconded, are listed on the enclosed ballot as they were put forth.

Afternoon Session - General Discussion

The meeting was reconvened at 1:40. A number of people from all areas of the Wyoming archaeological community were able to stay and participate, although not quite as many as were in the morning session.

SBA Set-asides

One main topic concerned Small Business Administration set-asides of archaeological contracts. Hutchinson explained the legal basis for such procedures--basically that a "reasonable proportion" could be reserved for small business if "two or more" were interested. Lutz declared that archaeological contracts were inappropriate for this type of procedure, and that the "reasonable proportion" consisted of 4 of 5 R.F.P.'s in Wyoming, and about ½ of the projects in Colorado (based on an informal phone survey of BLM District

Archaeologists). Lutz noted that he and Jennings were vigorously protesting these procedures with legislative officials. Hutchinson noted several other officials in Wyoming and Washington, D.C. to which inquiries could be sent. Reher agreed to attend a meeting the next day which Lutz had set up with BLM and SBA officials in Denver.

Organization of the State Historical Preservation Office

Larson outlines current procedures involving the State Historical Preservation Officer, and described some reorganization. He noted that a Review and Compliance Division had been set up within the Recreation Commission whereby State Files, review procedures, etc. were separate from the Contracting Division. He also discussed the State Files which were being computerized, pointing out that file searches could be conducted quickly and efficiently by mail or phone, and that there would be a minimal charge involved.

Competitive Bidding

Another perennial topic concerned the role of competitive bidding in contemporary archaeology. Many people had noted throughout the day, and at previous meetings, that they were worried this could in some cases result in substandard archaeology being done. Reher argued such procedures were just not appropriate in the long run, since archaeological research cannot be treated like an order for a shipment of plumbing fixtures. Metcalf pointed out that he liked to use only cost estimates, whenever possible, staying away from outright bids. Hutchinson noted that there are some safeguards in Federal procedures, specifically the technical evaluation of proposals before the budgets were examined. The general consensus seemed to point to wide-spread dissatisfaction with all competitive bidding, but that it was unlikely to change.

National Register of Historic Places

Another main topic involved the assignment of NRHP significance. Most everyone at the session entered the discussion as to how the NRHP was supposed to work, and how it was working. Reher reiterated that too few sites and districts were being evaluated as "significant" by archaeologists, as low as .0001% in some areas, and that even placement on the NRHP did not really protect anything. Hutchinson noted funds for such protection could be sought, however. Slay noted that the key problem was often to convince non-archaeologists.

The consensus seemed to be that the issue of protection of resources, by means of NRHP procedures or others, was crucial, and that WAPA members must play a key role in this.

Colorado Council of Professional Archaeologists

The help of the CCPA and the active participation of several of its members in the WAPA was gratefully acknowledged by Acting President Reher. This acknowledgement will be communicated to the CCPA in a follow-up letter, and avenues will be sought for further integration and cooperation.

Charles Reher
Acting President

Steve Chomko
Executive Committee

Rhoda Lewis
Acting Secretary

Second Organization Meeting - Attended by:

Charles A. Reher	Bruce Lutz
John Slay	Tom Polk
George Frison	Jana Vosika
George Zeimens	Ann Johnson
Cary Craig	Vincent P. Foley
Julie Francis	Bruce Dawson
Kerry Lippincott	Dave Darlington
Dan Hutchinson	Mary Meyer
Steve Chomko	Rhoda Lewis
Danny Walker	Tom Larson
Mike Metcalf	Chris Zier

CONSTITUTION AND BYLAWS
WYOMING ASSOCIATION OF PROFESSIONAL ARCHAEOLOGISTS

Section I - NAME

1. The name of the organization shall be the Wyoming Association of Professional Archaeologists (WAPA), hereinafter referred to as the Association.

Section II - DURATION

1. The period of the existence and the duration of the life of this organization shall be perpetual.

Section III - PURPOSE

1. The Association is a non-profit voluntary association that exists for the purpose of maintaining and promoting the goals of professional archaeology in the State of Wyoming.

2. These goals shall include but not be limited to:

- a. establishing and promoting high standards of archaeological research, reporting and management.
- b. establishing and promoting professional archaeological interests in political and public forums.
- c. establishing and promoting communication with the archaeological community and a forum for discussing research problems and data.
- d. promoting public education and interest in the preservation and investigation in the fields of prehistoric and historic cultural resources and the benefits from conserving these.
- e. providing Association input to appropriate State, Federal, and local agencies.

Section IV - MEMBERSHIP

1. Voting Members

- a. Qualifications
 - i. Minimum of a BA or BS degree in anthropology.
 - ii. Minimum of 12 months full-time professional archaeological experience in Wyoming.
 - iii. Exceptions to i and ii will be considered on a case-by-case basis by membership and ethics committee.
 - iv. No breaches of the Association Code of Ethics since its adoption.
- b. Entry Procedure
 - i. Application, including submission of vitae and statement of research interests in Wyoming archaeology.
 - ii. Acceptance by a majority vote of the Membership and Ethics Committee after a review of credentials.
- c. Rights and Duties
 - i. Adherence to the Code of Ethics.
 - ii. Regular participation in the activities of the Association.

- iii. Full voting rights in all Association business.
- iv. Eligibility to serve as an Association Officer or member of any Association committee.
- v. Receipt of all Association publications.
- 2. Associate Members
 - a. Qualifications
 - i. BA in, or active participation in a BA degree program in anthropology.
 - ii. Exceptions will be considered on a case-by-case basis by the Membership and Ethics Committee.
 - b. Entry Procedures
 - i. Application, including vitae and statement of interests in Wyoming Archaeology.
 - ii. Acceptance by majority vote of the Membership and Ethics Committee after review of credentials.
 - c. Right and Duties
 - i. Adherence to the Association Code of Ethics.
 - ii. All rights of Voting Members except voting on Association business, membership on standing committees, and serving as an Association Officer.
 - iii. May serve as a non-voting member of any ad hoc committee.
 - iv. Receipt of all Association publications.
- 3. Honorary Members
 - a. Qualifications
 - i. An honorary, non-voting membership can be awarded to persons who make a significant contribution which furthers the goals of the Association.
 - b. Entry Procedures
 - i. Acceptance by the Membership and Ethics Committee, or nomination at a regular meeting, followed by a 60% acceptance by the voting membership.
 - c. Rights and Duties
 - i. Acceptance of the Code of Ethics.
 - ii. All rights of voting members except voting on Association business, membership on committees, and serving as an Association Officer.

Section V - MEETINGS

1. The Association shall meet semi-annually in regular sessions in October-November and in February-March, and on other occasions as the membership shall deem necessary. A petition by ten voting members may request that the Executive Committee call a special meeting. Notice must be placed in the mail at least 4 weeks prior to all meetings, regular or special.
2. Passage of a motion at a meeting will require 51% sustainment by the voting members, whereas business conducted at a special meeting must be sustained by a 3/5 (60%) affirmation by the voting membership, to be contacted by mail ballot.
3. Modification of these by-laws requires a 60% affirmation by the voting membership.

Section VI - FINANCES

1. Dues shall be paid to the organization at the rate(s) established by a majority vote of the membership.

2. Finances shall be administered by the Treasurer. Records will be available for inspection by the membership at all times and shall be audited for the preceding fiscal year prior to the Annual Meeting.

3. Dues shall be used for the purpose of financing the business of the organization, including but not limited to such things as fees for secretarial services, expenses of officers incurred in the normal course of Association business.

4. Single expenditures in excess of \$200 require the prior concurrence of the President; single expenditures in excess of \$500 require the prior concurrence of the Executive Committee, and shall be within the constraints of available funds.

5. a. The Association may receive, maintain, and hold, by request, devise or gift, or otherwise, either absolutely or in trust, for any of its purposes, property, either real or personal, any fund or funds, without limitation as to amounts or values;

b. The Association may convey such property and to invest and reinvest any principal and interest; and to direct, manage, and expand the income and principal of the association and the agency or agencies making such funds available, and for the uses and purposes herein set forth.

6. No officer or member of the Association in the absence of fraud committed by himself shall become personally liable for any debts or liabilities rising against or incurred by the Association or its officers, agents, employees, or members, and the private property of the officers and members of this organization shall be exempt from a liability for any and all debts, obligations or liabilities of the Association.

Section VII - OPERATION

1. The place of business for the organization will be the place of business or location of the Secretary.

2. Robert's Rules of Order shall govern the procedures at each meeting, or other rules as established by the President or presiding officer at the beginning of the meeting.

Section VIII - OFFICERS

1. The Association shall have four officers: President, Vice President, Secretary and Treasurer.

a. President. The President shall serve as the Association's representative in all its official affairs and transactions. The President will preside over the meetings. The President may appoint committees as necessary with the assent of the Executive Committee.

b. Vice President. The Vice President shall act with the powers of the President in the event that the President is unwilling or unable to perform appointed duties. In addition, he will chair the Membership and Ethics Committee.

c. Secretary. The Secretary shall announce all meetings to the membership of the Association and shall maintain minutes of all meetings.

d. Treasurer. The Treasurer shall keep membership rolls of the Association, shall maintain records of financial transactions in accordance with standard bookkeeping practices, and is authorized to disperse funds according to Section VI.

2. The Association shall appoint or retain a legal Counsel, as needed.

3. The Association shall appoint an Editor who shall solicit and edit material for a newsletter of the Association and, when authorized, develop other official publications.

Section IX - ELECTION OF OFFICERS

1. All officers shall hold office for one year.
2. The officers of the Association and the other members of the Executive Committee will be elected by a mail ballot of the membership, requiring a simple majority of the votes cast. Nominations will be accepted at the regular meeting in the spring, ballots will be mailed in the late summer and newly elected officers will assume office at the fall meeting. Ballots will be counted by two voting members appointed by the current President.

Section X - PUBLICATIONS

The Association shall publish a newsletter. The Association may from time to time authorize the publication of other single or serial items.

Section XI - ADOPTION

These Bylaws shall become effective upon ratification by a 2/3 sustainment of those registered by the time of the second organizational meeting.

Section XII - DISPOSAL OF ASSETS

In the event of dissolution, the Executive Committee shall dispose of all its assets to an educational or scientific institution that is exempt from taxation under the then current code of the Internal Revenue Service.

Section XIV - STANDING COMMITTEES

1. Executive Committee
 - a. The Executive Committee shall be composed of the Association Officers, the newsletter editor, and 2 elected Members-at-Large.
 - b. The Executive Committee shall act in behalf of the Association to further the goals of the organization as set forth in the constitution and bylaws.
2. Membership and Ethics Committee
 - a. The Membership and Ethics Committee shall be composed of the Vice President and 4 Voting Members, appointed by the Executive Committee, no more than 2 of which are Executive Committee Members. The Vice President shall chair the committee.
 - b. The purpose of the Membership and Ethics Committee shall be review and vote on new members which will then be accepted by a majority vote of the committee.
 - c. The Membership and Ethics Committee shall recommend that matters involving archaeological ethics of the members of WAPA, or of persons or organizations external to WAPA, be brought to the attention of the Executive Committee for action.

Section XV - CODE OF ETHICS

1. a. A member of the Association shall adhere to the goals outlined in Section III (2), satisfying his or her colleagues that the highest standards of research are maintained. The Association member agrees that all archaeological work is anthropological research, since, for example, this is the only way to determine the potential of archaeological resources.
- b. Other ethical standards include (but are not limited to) prompt reporting of results, maintenance of adequate facilities and staff, no employment of unqualified personnel in any capacity, use of common and professional courtesy in all potential or realized interaction with other

archaeologists, and a strong commitment to conservation of cultural resources.

3. All specimens recovered through survey and excavation will be prepared and deposited with an institution with facilities for permanent curation.

4. Members of the Association who author or sign a research report dealing with Wyoming archaeology shall deposit a copy of the said report with the Wyoming State Historic Preservation Officer.

5. Members of the Association agree to allow a peer review committee to review reports which they have deposited with the SHPO.

6. Members serving as principal investigators shall submit an annual report of their archaeological activities in Wyoming to the Executive Committee for the Association records, including vitae of all crew members, field school students, volunteers, and so on, and the capacity in which they were employed.

7. a. No member will deal in, sell, or trade or knowingly aid any individual or organization in the sale, trade, or transfer of any antiquity (archaeological object, site, or project) for the purpose of anyone's personal profit.

b. As a professional archaeologist, he/she will actively discourage vandalism of all archaeological sites, objects, and properties.

8. The WAPA member shall be sensitive to, and respectful of legitimate concerns of, groups whose culture histories are the subjects of archaeological investigations.

9. WAPA members shall respond to legitimate requests for information about their projects and research by other archaeologists.

Section XVI - CENSURE

1. Determination of a probable breach of the Association Code of Ethics will require:

a. A written, signed statement requesting such a determination deposited with the Membership and Ethics Committee,

b. A majority vote by the Membership and Ethics Committee that there was a possible breach of ethics, whereupon it will be brought to the attention of the Executive Committee.

2. Upon notification of a possible breach of ethics, the Executive Committee will:

a. upon majority vote determine whether there has or has not been a breach of ethics,

b. decide on an appropriate action, and carry out such an action.

3. Censure actions can include, but are not limited to:

a. a letter of complaint from the Association to the offending individual or organization, and announcement of the censure action at a regular meeting;

b. all of the above plus letters to any other individuals or organizations deemed relevant by the Executive Committee;

c. all of the above plus removal of an individual from the Association;

d. all of the above plus further active resistance (by the Executive Committee and Association members) of continued unethical behavior and/or archaeological work in the state.

4. Removal of Association membership will require a majority vote of members attending a regular meeting.

5. Any determination of unethical behavior, or the specific censure actions set forth, may be appealed by deposition of a written signed appeal with the Executive Committee:

a. The Executive Committee will then make a recommendation on the basis of the appeal and announce it at a regular meeting.

b. After further discussion, final Association rejection or acceptance of the appeal will be decided by a majority vote of members attending a regular meeting.

6. The above censure procedures may be applied to any state, federal, private or foreign organization, as differentiated from censure action against an individual, and as differentiated from any statements of Association policy and position that might be sent in accordance with Section III.