



BYLAWS

**As approved at the
2011 Biennial RAD Conference
Denver, CO**

As of 7.15.11

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ARTICLE I: NAME

Section 1. Name

The association shall be known and designated as the Rainbow Alliance of the Deaf, Incorporated, hereinafter referred to as the Alliance or the RAD, Inc.

ARTICLE II: LOCATION

Section 1. Location

The Alliance shall be in North America.

ARTICLE III: LANGUAGE

Section 1. Language

1.1 American Sign Language (ASL) and Langage des Signes Quebecois (LSQ) shall be manual and tactile languages of the Alliance.

1.2 English and French shall be the languages of the Alliance documents. Spanish shall be applied if needed.

Section 2. Documentation

2.1 All documents shall be in English, French and Braille for archival records of the Alliance. Spanish shall be applied if needed.

ARTICLE IV: OBJECT

Section 1. Purpose

The object of the Alliance shall be a non-profit organization and to preserve, protect, and promote the civil, human, and linguistic rights of Deaf and Hard of Hearing Lesbian, Gay, Bisexual, and Transgender (Deaf LGBT) individuals.

ARTICLE V: NONDISCRIMINATION:

Section 1. NonDiscrimination.

No person, agency, or organization otherwise eligible shall be denied membership in the Alliance nor shall the Alliance discriminate in any manner on the basis of age, sex, race, religion, citizenship, marital status, parental status, sexual orientation, gender identity and expression, national origin, disability, or any other legally protected basis. The Alliance shall comply with all nondiscrimination requirements, either federal, state, or local, where applicable.

1.1 ethnos. creed, race and religion

1.2 status. economic, physical, representative and social

1.3 sex. male, female, intersex

- 1.4 sexual orientation. gay, lesbian, bisexual and straight
- 1.5 gender Identity and expression

ARTICLE VI: MEMBERSHIP

Section 1 Categorization

The Membership shall be comprised of the following:

- 1.1 Chapter and Organizational
- 1.2 Professional and Business
- 1.3 Individual

Section 2 Qualification and Conferment

2.1. Chapter and Organizational Membership: For chapters or organizations are representatives of deaf LGBT in North America. Payment of membership dues are prescribed in accordance to the Rainbow Alliance of the Deaf Policy Manual.

2.1.1 Chapter Affiliates: Local or State Chapter shall be recognized as defined in Policy Manual.

2.1.1.1 Shall have voice and voting privileges at the delegate meetings;

2.1.2 Deaf LGBT Organization (Non-Profit) Affiliates: Deaf LGBT Organization shall be available to bona fide national, state, regional, and local LGBT non-profit entities.

2.1.2.1 A representative from each organization shall have voice and voting privileges at the delegate meetings;

2.1.3 Deaf LGBT Supporting Affiliates: Deaf LGBT local Organization shall which not meet criteria in 2.1.1. and 2.1.2., for who express a sincere interest in working towards the advancement of the deaf LGBT welfare.

2.1.3.1 Shall have no voice or voting privileges at the delegate meetings;

2.1.4 Supporting Organization (Non-Profit) Affiliates: Supporting Organization shall be available to bona fide national, state, regional, and local entities to support the mission of the alliance.

2.1.5 Sections. Special interest groups (SIG) shall be formed to focus on specific areas of interest that are consistent with the overall mission of the Alliance.

2.1.5.1 Appointment and Requirement of Sections shall be defined in accordance of the Policy Manual.

2.1.5.2 A representative from each section shall have voice and voting privileges at the delegate meetings;

2.2 Professional and Business Membership: Professional and Business entities shall be comprised of any agencies or corporations that express a sincere interest in working towards the advancement of the welfare and success of the Alliance.

2.2.1 Professional and Business Affiliates: Professional and Business entities shall be comprised of any agencies or corporations that express a sincere interest in working towards the advancement of the welfare and success of the Alliance.

2.2.1.1 Shall have no voice or voting privileges at the delegate meetings;

2.3 Individual Membership: For individuals who express a sincere interest in working towards the advancement of the welfare and success of the Alliance through membership dues as described in the Rainbow Alliance of the Deaf Policy Manual;

2.3.1.1 Regular: Regular members shall be those who are deaf and signing hearing and LGBT.

2.3.1.2 Have voice, but not vote at delegate meetings;

2.3.1.3 Have voting privileges on Awards.

2.3.2 Associate: Associate members shall be deaf or hearing who are the queer positive and support the mission of the Alliance.

2.3.2.1 Have neither voice nor voting privilege.

2.3.3 Student/Youth: Student/Youth members who are deaf and currently enrolled in at least 2 courses as undergrad; enrolled in at least 1 course as graduate; and/or 25 and under.

2.3.3.1 Are entitled to the such privileges as Regular members;

2.3.4 Senior-Citizen: Senior-Citizen members shall be and LGBT at the age of 60 years and over.

2.3.4.1 Are entitled to the such privileges as Regular members;

2.3.5 Honorary: Honorary members shall be recommended for this honor by the Board or Delegates.

2.3.5.1 Are not liable for any membership dues;

2.3.5.2 Privileges shall be determined by Policy Manual, Alliance Board or Delegate;

Section 3 Dues

- 3.1** Membership dues shall be determined and voted by the Alliance board;
- 3.2** Membership dues shall be collected by the Alliance Treasurer from:
 - 3.2.1** Chapters, Organizations, Sections, Professional and Business Affiliates biannually;
 - 3.2.2** Regulars, Associates, Students, Senior Citizens annually;
- 3.3** A delinquent member shall be subject to membership revocation thirty (30) days after being notified of his/her membership dues expiration;
- 3.4** Membership is non-transferable.

ARTICLE VII: BOARD MEMBERS

Section 1. Board

The board members of the Alliance shall be comprised of the following:

- 1.1 Executive Board:** president, vice-president, secretary and treasurer.
The Executive Board shall have the authority given in Article VII, Section 4.
- 1.2 Program Coordinators:** Consisted of three appointed program coordinators for the following programs within sixty (60) days after the conference of the Alliance. All program coordinators shall serve for a term of two years. Any regular or associate individuals who must pay annual dues as RAD member, shall submit to the Board President an application/resume for a specific position. As the part of application procedures, the Executive Board shall screen, interview, and appoint the applicants to fill in all positions.
 - 1.2.1 – Education
 - 1.2.2 – Outreach/Public Relations
 - 1.2.3 – Development
- 1.3 Function of Full Board.** The full board consisting of the Executive Board and the Program Coordinators shall serve in advisory capacity but shall provide oversight and have the authority given in Section 4.

Section 2. Qualifications Officers

- 2.1** Individuals running for an office (President, Vice President, Secretary and Treasurer) of the Alliance shall be as following:
 - 2.2.1** Deaf/hard of hearing;

- 2.2.2** A member of a local chapter, member at large representative, or be a Regular Member of the RAD for two (2) consecutive years and in a good standing;
- 2.2.3** Have attended two full RAD delegate meetings and two (2) years of committee experiences; and
- 2.2.4** Not be Part time and Full time college/University undergraduate and graduate student.

Section 3. Terms of office

- 3.1** The service of the officers shall be a term of two (2) years and shall not go beyond three (3) consecutive terms in the same position.
- 3.2** The officers of such dissolved chapters shall continue on the Executive Board of the Alliance until termination of the term.

Section 4. Service of Office

- 4.1** The Executive Board shall direct the Alliance in its day to day affairs at any time between the delegate meetings, subject to the review of the full Board. The full Board shall meet at least 2 times between the conferences or at the request of the President or any five (5) members. It shall review the actions of the Executive Board and conduct such other business as shall be brought before it.
- 4.2** The officers of the Executive Board cannot hold an office in RAD and the chapter at the same time.
- 4.3** The Executive Board of the Alliance shall be no more than two (2) officers from the same chapter.
- 4.4** The officers-elect shall assume their duties prescribed in the Article VI, Section 8, immediately after adjournment of the conference.
- 4.5** The Executive Board is given to conduct transactions concerning the operations of the Alliance between regular meetings, including making decisions that can not wait until the next scheduled Board meeting.
- 4.6** The Executive Board answers report to the full Board on its action.
- 4.7** The Executive Board shall not make any decisions without the full Board except in emergency situations where an immediate decision is of critical importance and the rest of the Board cannot be reached within a reasonable time frame. The full Board during its regularly scheduled meetings shall review the actions of the Executive Board and take up such other business as may be appropriate.
- 4.8** The Executive Board must inform the Board of all decisions made without the Board within 48 hours. The full board may meet at such other times as requested by the President or by five (5) members to provide it's advise and consent on such other business as may be brought before it.
- 4.9** The full Board may veto take action, including changing an action of the Executive board by majority vote.
- 4.10** The Board shall have the power to appropriate money from the operating fund, to ensure the current expenditures of the Alliance shall not at any time exceed the regular income of each fiscal year, and any other

financial matters. The full board shall have general control over the direction of the affairs of the Association between biennial national conferences, during which time it shall consider action on recommendations made at the delegate's meeting. The full Board shall undertake actions to ensure the financial health and growth of the Alliance. The full Board shall have the power to fill Board vacancies except for the office of President as they may occur between conferences, to appropriate money from the operating fund for amounts that exceed costs of normal day to day operations of the organization, and to ensure that the current expenditures of the Alliance shall not at any time exceed the income of the Alliance.

Section 5. Resignation

5.1 A letter or email of resignation of an officer must be submitted to the President.

5.2 In the event of President's resignation, his/her letter or email of resignation shall be submitted to the Secretary.

Section 6. Removal from Office

The removal of such officer from the Executive Board for infraction of duties required by the Alliance shall be voted by two-thirds (2/3) of the members of the Executive Board of the Alliance.

Section 7. Vacancy

The President shall appoint in the vacancy of such officer except the President for the remainder of the term with the board approval.

Section 8. Duties of Officers

8.1 President

8.1.1 As the chief spokesperson, the President shall chair Executive Board and delegate meetings.

8.1.2 The President shall represent RAD in any non-affiliate organization.

8.1.3 The President shall appoint a person to be filled in the following positions within ninety (90) days after the election at the delegate meeting of the Alliance. All chairpersons shall serve for a term of two years.

8.1.3.1 One Law Chair;

8.1.3.2 One Policy Manual Chair

8.1.3.3 Three (3) auditors, as per RAD Treasurer's recommendation;

8.1.3.4 One RAD Pageant chair;

8.1.3.5 Translator(s) prescribed in By-laws, Article III, Section 1.2;

8.1.3.6 One RAD Archivist;

8.1.3.7 One parliamentarian

8.1.4 The President shall appoint ad-hoc committee chairperson mandated by the delegates of the Alliance.

8.1.5 The President may become an ex-officio on the committees.

8.1.6 At every conference, a parliamentarian shall provide with a negotiate fee do his/her services.

8.2 Vice-President

8.2.1 The Vice-President shall chair the meetings and serve at any time during the absence or vacant seat of the President.

8.2.2 The Vice-President shall preside over the committee meetings.

8.2.3 The Vice-President shall be a law committee chairperson or appoint a member of the Alliance to chair the law committee.

8.2.4 The Vice-President and the law committee shall prepare by-laws revisions of the Alliance in compliance with the Robert's Rules of Order and parliamentary authority.

8.2.5 The Vice-President shall monitor and assist preparing by-laws of the chapters in compliance with the laws of the Alliance.

8.2.6 The Vice-President shall conduct leadership workshops with assistance from the President.

8.3 Secretary

8.3.1 The Secretary shall record minutes and jot down roster of the chapters of the Alliance at every meeting.

8.3.2 The Secretary shall file all correspondence and bring necessary ones to the meeting.

8.3.3 The Secretary shall send the minutes to the chapters within sixty (60) days after the conference and send current bylaws, guidelines, policy reports and related materials (such as financial & membership dues) to all chapters 60 days before the next conference.

8.3.4 The Secretary shall contact for the name of the chapter delegates and alternate delegates sixty (60) days before the conference.

8.3.5 The Secretary shall record the minutes of all Executive Board and full Board meetings. These minutes shall be made available within 60 days.

8.3.6 The Secretary shall compile a complete list of all decisions made by the Executive and full Board between delegate meetings and make available this list upon request.

8.3.7 The Secretary shall submit copies of all documents, including but not limited to, meeting minutes, flyers, general and-board correspondence to the Archivist.

8.3.8 The Secretary shall submit any RAD-related documents to any Board member upon request. This request may be made at any time and must be honored within 60 days.

8.4 Treasurer

8.4.1 The Treasurer shall file receipts, financial and tax reports.

8.4.2 The Treasurer shall pay the bills after written approval from the President or Vice President in absence of the President and attach to the receipt.

8.4.3 The Treasurer shall send unaudited financial reports to the chapters

and the RAD Board three (3) months before the conference.

8.4.4 The Treasurer shall report all the financial assets of the Alliance at the delegate meeting.

8.4.5 The Treasurer shall do the audit at the conference before the delegate meeting.

8.4.6 The Treasurer shall submit detailed financial reports to any Board member upon request. This request may be made at any time and must be honored within 14 days.

ARTICLE VIII: COMMITTEES

Section 1. Standing Committees

The standing committees of the Alliance shall be the financial committee, the law committee and the entertainment committee.

Section 2. Committee Chairs

The committee chairs shall be appointed by the President with approval from the Board to carry assigned tasks of the Alliance.

Section 3. Committee Appointees

3.1 The President shall appoint three (3) auditors for the conference.

3.2 The Board shall appoint a pageant chair.

3.3 The Board shall appoint a translator.

Section 4 Committee Members

4.1 All members of Standing Committees, Committee Chairs, and Appointees shall be a member of the Alliance.

ARTICLE IX: MEETINGS

Section 1. Delegate Meeting

1.1 It shall be held during the conference of the Alliance unless otherwise ordered by the Executive Board.

1.2 The delegate meeting shall be comprised of a delegate from each chapter in good standing, officers, program coordinators, and a representative from each Deaf organizations or Sections of the Alliance.

Section 2. Quorum

2.1 The quorum shall consist of at least thirty percent (30%) of the chapters in good standing present at the meeting.

2.2 A delegate meeting may proceed with no vote if the quorum is below the requirement.

Section 3. Special Meeting

3.1 The President or any officer of the Alliance described in Policy Manual may call for special meeting at least thirty (45) days in advance.

3.2 The notice of the meeting shall contain the time, place, and agenda of the meeting.

Section 4. Board meeting in between the conference. It shall have at least two (2) meetings anytime between the conferences of RAD Alliance.

ARTICLE X: ELECTION

Section 1. Election Committee

- 1.1 The President shall appoint an election committee chairperson.
- 1.2 The election chairperson shall develop election tally committee of three (3) persons.

Section 2. Officers

- 2.1 An election of the officers shall be held during the last day of the delegate meeting.
- 2.2 A vote shall be cast by secret ballot.
- 2.3 No vote shall be cast by proxy.
- 2.4 An election of the officers shall be conducted in a majority of the vote. If no majority is obtained, the highest votes of two candidates shall be elected by a majority vote.

ARTICLE XI : PARLIAMENTARY AUTHORITY

Section 1. Duties of Parliamentarian

- 1.1 Parliamentarian shall monitor the delegate meeting of the Alliance in compliance with by-laws of the Alliance.
- 1.2 The parliamentarian of the Alliance shall take an interpretation of the current edition of Robert's Rules of Order into account.
- 1.3 An interpretation from the parliamentarian shall be binding unless it is proven incorrect through advisement.

Section 2. Parliamentary Authority

The current edition of Robert's Rules of Order Newly Revised shall be the parliamentary authority on all matters not covered by the by-laws of the Alliance.

ARTICLE XII: AMENDMENT TO BYLAWS

Section 1. Amendments

- 1.1 No amendments shall be made to the bylaws except two-thirds (2/3) of the delegate vote at the delegate meeting.

Section 2. Submission

- 2.1 Motions or amendments must be submitted to the Vice President by postage mail or electronic mail (E-mail) 120 days prior to the conference.
- 2.2 Any proposed bylaws shall be distributed by Secretary to each chapter sixty (60) days prior to the conference and posted on RAD Website.

Section 3. Modification

A revision or an amendment to by-laws of the Alliance shall be adopted twenty-four (24) hours after the initial presentation through vote of the majority at the delegate meeting.

ARTICLE XIII: DISSOLUTION

Section 1. Endowment

Upon the dissolution of the Alliance and after payment of all of its debts and liabilities, the assets of the Alliance shall evenly be distributed to the affiliated chapters of good standing.