

# EXHIBIT 8

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*Bylaws for Units of the NAACP*

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## BYLAWS FOR UNITS

These Bylaws for Units pertain to all Units of the National Association for the Advancement of Colored People and should be read in conjunction with the Constitution of the National Association for the Advancement of Colored People.

### ARTICLE I NAME AND JURISDICTION

1. *(Name of Units)*

- a. *State/State-Area Conference.* The name of this organization shall be the \_\_\_\_\_ State or \_\_\_\_\_ State-Area Conference of the National Association for the Advancement of Colored People. Each State/State-Area Conference shall have a Youth and College Division.
- b. *Branch.* The name of this organization shall be the \_\_\_\_\_ Branch of the National Association for the Advancement of Colored People.
- c. *Prison Branch.* The name of this organization shall be the \_\_\_\_\_ Prison Branch of the National Association for the Advancement of Colored People.
- d. *College Chapter.* The name of this organization shall be the \_\_\_\_\_ College Chapter of the National Association for the Advancement of Colored People.
- e. *Youth Council.* The name of this organization shall be the \_\_\_\_\_ Youth Council of the National Association for the Advancement of Colored People.
- f. *Junior Youth Council.* The name of this organization shall be the \_\_\_\_\_ Junior Youth Council of the National Association for the Advancement of Colored People.

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- g. *High School Chapter.* The name of this organization shall be the \_\_\_\_\_ High School Chapter of the National Association for the Advancement of Colored People.
- h. *Authorized Committee.* The name of this organization shall be the \_\_\_\_\_ Authorized Committee of the National Association for the Advancement of Colored People.

**2. (Jurisdiction)**

- a. The State/State-Area Conference, Branch, Prison Branch, College Chapter, High School Chapter, Youth Council, Junior Youth Council and Authorized Committee shall be a constituent and subordinate unit of the Association subject to the general authority and jurisdiction of the Board of Directors.
- b. *Coordination of College Chapters.* Whenever a College Chapter is located in a city or county containing another unit of the NAACP, the off-campus activity of the College Chapter shall be by mutual exchange of information.
- c. *Relationship Between Youth Units and Branches.* Youth Units and Branches have coordinate status within the Association's framework. While each affiliate has an independent status from the other, it is expected that their programs will be coordinated and the Youth Units and Branch in the same area will work in full cooperation to accomplish the aims and objectives of the Association subject to the general authority of the Board of Directors.
- d. All NAACP Units located within the geographic boundaries of a State/State-Area Conference shall be a member of the State/State-Area Conference and are subject to the State/State-Area Conference's efforts to coordinate NAACP activities and policies within its jurisdiction.

**ARTICLE II  
OBJECTIVES**

**1 (Purpose of Units)**

- a. *Units.* The purpose of the Units shall be to support the policies of the Association as described in Article II of the Constitution and to support the National Office by, among other means, sharing fundraising dollars and providing financial support.



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- b. *Objectives of State/State-Area Conferences.* The purpose and aims of State/State-Area Conferences of the National Association for the Advancement of Colored People shall be to improve the political, educational, social, and economic status of African-Americans and other racial and ethnic minorities; to eliminate racial prejudice; to keep the public aware of the adverse effects of discrimination; to take lawful action to secure the elimination of racial discrimination; to seek legislation and policies at the state level, or at other levels if requested by the National Office, which advance the programs and policies of the Association; and to oppose legislation and policies which are adverse to the programs and policies of the Association consistent with the efforts of the national organization and in conformity with the Articles of Incorporation of the Association, its Constitution and Bylaws, and as directed by the Board of Directors.

In addition, its objectives shall be to: stimulate the Branches, Prison Branches, Youth Councils, High School Chapters, College Chapters, Authorized Committees and any and all Units of the Association in its jurisdiction to greater activity in the fight for freedom; to revive dormant Units in the State/State-Area Conference; to organize new Units; to assist the Association in the conduct of the work of the NAACP by increasing support for the Association by the various Units; to coordinate the activities and secure the cooperation of Units within the State/State-Area Conference; to eliminate discrimination and injustice against minority people in the area; to seek the enactment of laws in the state legislature which will advance the programs and policies of the Association. With respect of the Youth Units, these objectives should be carried out through the Youth and College Division of the State/State-Area Conference.

- c. *Objectives of Branches.* The purpose and aims of Branches of the National Association for the Advancement of Colored People shall be to improve the political, educational, social, and economic status of African-Americans and other racial and ethnic minorities; to eliminate racial prejudice; to keep the public aware of the adverse effects of discrimination; and to take lawful action to secure the elimination of racial discrimination, to seek legislation and policies at the local level, or at other levels if requested by the State/State-Area Conference or National Office, which advance the programs and policies of the Association; and to oppose legislation and policies which are adverse to the programs and policies of the Association consistent with the efforts of the national organization and in conformity with the Articles of Incorporation of the Association, its Constitution and Bylaws, and as directed by the Board of Directors.



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- d. *Objectives of Prison Branches.* The purpose and aims of Prison Branches of the National Association for the Advancement of Colored People shall be to improve the political, educational, social, and economic status of African-Americans and other racial and ethnic minorities; to eliminate racial prejudice; to keep the public aware of the adverse effects of discrimination; and to take lawful action to secure the elimination of racial discrimination; to seek legislation and policies at the local level, or at other levels if requested by the State/State-Area Conference or National Office, which advance the programs and policies of the Association; and to oppose legislation and policies which are adverse to the programs and policies of the Association consistent with the efforts of the national organization and in conformity with the Articles of Incorporation of the Association, its Constitution and Bylaws, and as directed by the Board of Directors.

In addition Prison Branches shall work to improve the educational status of incarcerated persons and to provide constructive rehabilitative leadership training programs that would enable released prisoners to return to society as assets rather than liabilities. Such training and experiences shall come from active participation in committees and general unit work.

Additional objectives of the Prison Branch shall be to disseminate comprehensive knowledge of the goals and objectives of the Association as they pertain to people of all races, colors and creeds; to inform prisoners of the problems affecting African-Americans and other ethnic minority groups; to acquire knowledge concerning community pride, civic awareness, responsibility, and brotherhood; to develop a more honorably rehabilitated citizen who is able to identify and help solve the problems of our society and world; and to advance the educational and social status of African-American prisoners and other racial and ethnic minorities.

- e. *Objectives of College Chapters.* The purpose and aims of College Chapters of the National Association for the Advancement of Colored People shall be to improve the political, educational, social, and economic status of African-Americans and other racial and ethnic minorities; to eliminate racial prejudice; to keep the public aware of the adverse effects of discrimination; to take lawful action to secure the elimination of racial discrimination; and, to seek legislation and policies at the local level or at other levels if requested by the State/State-Area Conference or National Office, which advance the programs and policies of the Association; and to oppose legislation and policies which are adverse to the programs and policies of the Association consistent with the efforts of the national organization and in conformity with the

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Articles of Incorporation of the Association, its Constitution and Bylaws, and as directed by the Board of Directors.

In addition, its objectives shall be to inform students of the problems affecting African-Americans and other racial and ethnic minorities; to advance the economic, education, social and political status of African-Americans and other racial and ethnic minorities and their harmonious cooperation with other peoples; to stimulate an appreciation of the African Diaspora and other people of color's contribution to civilization; and to develop an intelligent, militant, effective leadership. These objectives shall be pursued in accordance with the policies of the Association within the framework of university regulations.

- f. *Objectives of Youth Councils.* The purpose and aims of Youth Councils of the National Association for the Advancement of Colored People shall be to improve the political, educational, social, and economic status of African-Americans and other racial and ethnic minorities; to eliminate racial prejudice; to keep the public aware of the adverse effects of discrimination; to take lawful action to secure the elimination of racial discrimination; and, to seek legislation and policies at the local level or at other levels if requested by the State/State-Area Conference or national organization, which advance the programs and policies of the Association; and to oppose legislation and policies which are adverse to the programs and policies of the Association consistent with the efforts of the national organization and in conformity with the Articles of Incorporation of the Association, its Constitution and Bylaws, and as directed by the Board of Directors.

In addition, the purposes of the Youth Council shall be to inform youth of the problems affecting African-Americans and other racial and ethnic minorities, to advance the economic, educational, social and political status of African-Americans and other racial and ethnic minorities and their harmonious cooperation with other peoples, to stimulate an appreciation of the African Diaspora and other people of color's contribution to civilization; and to develop an intelligent and militant youth leadership. These objectives shall be pursued in accordance with the policies of the Association.

- g. *Objectives of High-School Chapters.* The purpose and aims of High School Chapters of the National Association for the Advancement of Colored People shall be to improve the political, educational, social, and economic status of African-Americans and other racial and ethnic minorities; to eliminate racial prejudice; to keep the public aware of the



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adverse effects of discrimination; and to take lawful action to secure the elimination of racial discrimination; and, to seek legislation and policies at the local level, or at other levels if requested by the State/State-Area Conference or National Office, which advance the programs and policies of the Association; and to oppose legislation and policies which are adverse to the programs and policies of the Association consistent with the efforts of the national organization and in conformity with the Articles of Incorporation of the Association, its Constitution and Bylaws, and as directed by the Board of Directors.

In addition, the purposes of the High School Chapter shall be to inform youth of the problems affecting African-Americans and other racial and ethnic minorities, to advance the economic, educational, social and political status of African-Americans and other racial and ethnic minorities and their harmonious cooperation with other peoples; to stimulate an appreciation of the African-American Diaspora and other people of color's contribution to civilization; and to develop an intelligent and militant youth leadership by devising, working out, and pursuing local programs. These objectives shall be pursued in accordance with the policies of the Association within the framework of high school regulations.

- h. Objectives of Junior Youth Councils.* The purpose and aims of Junior Youth Councils of the National Association for the Advancement of Colored People shall be to improve the political, educational, social, and economic status of African-Americans and other racial and ethnic minorities; to eliminate racial prejudice; to keep the public aware of the adverse effects of discrimination; and to take lawful action to secure the elimination of racial discrimination; to seek legislation and policies at the local level, or at other levels if requested by the State/State-Area Conference or National Office, which advance the programs and policies of the Association; and to oppose legislation and policies which are adverse to the programs and policies of the Association consistent with the efforts of the national organization and in conformity with the Articles of Incorporation of the Association, its Constitution and Bylaws, and as directed by the Board of Directors.

In addition, the purposes of the Junior Youth Council shall be to inform youth of the problems affecting African-Americans and other racial and ethnic minorities, to advance the economic, educational, social and political status of African-Americans and other racial and ethnic minorities and their harmonious cooperation with other peoples, to stimulate an appreciation of the African Diaspora and other people of



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color's contribution to civilization; and to develop an intelligent and militant youth leadership. These objectives shall be pursued in accordance with the policies of the Association.

- i. *Objectives of Authorized Committees.* The purpose and aims of Authorized Committees of the National Association for the Advancement of Colored People shall be to improve the political, educational, social, and economic status of African-Americans and other racial and ethnic minorities; to eliminate racial prejudice; to keep the public aware of the adverse effects of discrimination; and to take lawful action to secure the elimination of racial discrimination; to seek legislation and policies at the local level or at other levels if requested by the State/State-Area Conference or National Office which advance the programs and policies of the Association; and to oppose legislation and policies which are adverse to the programs and policies of the Association consistent with the efforts of the national organization and in conformity with the Articles of Incorporation of the Association, its Constitution and Bylaws, and as directed by the Board of Directors.

2. *(Methods)*

The methods used to obtain the Association's objectives shall be direct action, litigation, legislation and political action.

a. *Direct Action*

*Examples.* Direct action includes agitation, demonstrations, marches, picketing, boycotts, economic sanctions and other appropriate action.

*Authority.* In accepting the mantle of leadership bestowed by virtue of their charter which requires the aggressive pursuit of the Association's mission, Units are encouraged to follow an independent course of action set out by the Unit's membership as long as it is consistent with the Association's policies and objectives. However, no Unit shall initiate, endorse or participate in direct action on behalf of the Association, or any Unit of the Association, without the express written authorization of the President and CEO and General Counsel.

*Direct Action Approval Procedure.* Any Unit of the Association seeking to initiate, endorse or participate in direct action as described above shall seek prior, timely authorization in writing from the President and CEO and General Counsel. Units must submit requests for approval within 10 business days before the date of proposed action. The subject line of the e-

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mail sent by the unit seeking authorization should read "Direct Action." The President and CEO shall respond in a timely manner after receipt of said request. The President and CEO and General Counsel, at their discretion and in accordance with the objectives of the Association, shall communicate approval, or disapproval of said proposed direct action in writing to the Unit. If the 10 business days make the direct action irrelevant due to the pressure to respond immediately, the unit shall receive approval by email to ensure that the response to the unit is timely.

*b. Litigation*

*Litigation Authority.* No Unit of the Association shall have authority to initiate, endorse or participate in legal action, including, but not limited to, pre-suit discussions, negotiations, court litigation, or post-suit matters on behalf of or in the name of the Association, or any Unit of the Association, without the express written authorization of the President and CEO and General Counsel.

*Litigation Approval Procedure.* Any Unit of the Association seeking to initiate, endorse or participate in legal action as described above shall seek prior, timely authorization in writing from the President and CEO and General Counsel. After reasonable opportunity to evaluate said proposed legal action, the President and CEO and General Counsel, at his or her discretion and in accordance with the objectives of the Association, shall communicate their approval, or disapproval of said proposed legal action in writing to the Unit.

*c. Legislation*

No Unit of the Association shall support any legislation or policy that is contrary to the official position of the Association adopted by the Board of Directors.

*Authority.* No Unit of the Association shall initiate, endorse or participate in the passage of federal legislation, including, but not limited to, bills, statutes, regulations or resolutions on behalf of the Association, or any Unit of the Association, without the express written authorization of the President and CEO.

*Legislation Approval Procedure.* Any Unit of the Association seeking to initiate, endorse or participate in the passage of federal legislation as described above shall seek prior, timely authorization in writing from the President and CEO. After reasonable opportunity to evaluate said



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proposed federal legislation, the President and CEO, at his or her discretion and in accordance with the objectives of the Association, shall communicate their approval, or disapproval of said proposed federal legislation in writing to the Unit.

*d. Political Action*

All Units of the Association at the appropriate jurisdictional level are expected to: increase registration and voting; work for the enactment of municipal (local units), state (state conference) and federal (national office) legislation designed to improve the educational, political and economic status of minority groups; work to repeal racially discriminatory legislation; improve the administration of justice; secure equal enforcement of the law; and keep the National Office and the Branch informed of all proposed legislation which affects minority groups. All political action shall be non-partisan and shall not endorse candidates for public office. Statewide ballot measures proposed by a unit must first obtain the approval of the National legal staff before filing with the local balloting authority.

*3. (Coalition/Affiliation with other Organizations)*

*a. Authority.* Units of the NAACP may affiliate and cooperate with other groups, organizations or coalitions when there is an incentive and purpose of affiliation and/or cooperation on specific issues, which are in accord with the program and policies of the Association. Prior written permission for such affiliation and/or cooperation by Units must be granted by the President and CEO.

*b. Approval Procedure for Joining Coalitions.* Any Unit of the Association seeking to join a coalition shall seek prior, timely authorization in writing from the President and CEO. Units must submit requests for approval within 15 business days before joining the proposed coalition. The President and CEO shall respond within 10 business days after receipt of said request. The President and CEO, at his or her discretion and in accordance with the objectives of the Association, shall communicate approval or disapproval of said proposed coalition in writing to the Unit.



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### ARTICLE III ORGANIZATIONAL STRUCTURE

#### 1. *(Unit Status)*

- a. All Units shall be 501(c)(4) entities. No Units shall be authorized to create or form any 501(c)(3) entity unless expressly approved in writing by the Board of Directors.
- b. No Unit shall be authorized to incorporate itself or to organize itself in the form of a corporation under state law unless expressly approved to do so, in writing, by the President and CEO and the General Counsel upon a showing of legal or business necessity.

#### 2. *(Units of the Association)*

The Units of the Association are those Units described in Article I, Section 1 of these Bylaws.

#### 3. *(Charter)*

*Charter Authority.* The Board of Directors shall establish Units, including State/State-Area Conferences, Branches, Prison Branches, College Chapters, Youth Councils, High School Chapters, Junior Youth Councils, Authorized Committees, and such other subsidiaries of the Association in such places and under such conditions as it sees fit. Each of the above shall be administered under a charter granted to it by the Board of Directors and in accordance with the Constitution and Bylaws for Units authorized by said Board of Directors.

- a. *Charter Eligibility Criteria for State/State-Area Conferences.* In any area where there exist Branches, Prison Branches, College Chapters, Youth Councils, High School Chapters, Junior Youth Councils and Authorized Committees, but where there is no existing State/State-Area Conference, application shall be made to the National Office for a State/State-Area Conference Charter in conjunction with procedures established by the Board of Directors.

- 1. *Maintaining a State/State-Area Conference Charter.* State/State-Area Conferences must be comprised of no less than six (6) branches and six (6) Youth Units in good standing; pay all annual assessments; and, file all annual year-end reports as required by the Association.

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- b. *Charter Eligibility Criteria for Branches.* In any jurisdiction where there is no existing Branch, application shall be made to the National Office for a Branch charter in conjunction with procedures established by the Board of Directors. Prospective Branches must be comprised of no fewer than one hundred (100) adult members. The jurisdictional boundaries of a prospective Branch shall not conflict with the boundaries of any existing Branch.

  - 1. *Maintaining a Branch Charter.* A Branch shall maintain no fewer than 50 adult members; shall pay all annual assessments; and, shall file all year-end reports as required by the Constitution and Bylaws of the Association in order to maintain its charter.
  - 2. A Branch must also maintain good standing with its State/State-Area Conference by filing annual year-end reports and paying all State/State-Area Conference assessments.
- c. *Charter Eligibility- Criteria for Prison Branches.* In any prison/correctional facility where there is no existing Prison Branch, application shall be made to the National Office for Prison Branch charter in conjunction with procedures established by the Board of Directors. Prospective Prison Branches must be comprised of no fewer than 25 members.

  - 1. *Maintaining a Prison Branch Charter.* A Prison Branch shall maintain no fewer than 25 members; shall pay all annual assessments; and, shall file all annual year-end reports as required by the Association.
  - 2. A Prison Branch must also maintain good standing with its State/State-Area Conference by filing annual year-end reports and paying all State/State-Area Conference assessments.
- d. *Charter Eligibility Criteria for College Chapters.* College Chapters shall contain at least 25 members under age 25 and/or be currently enrolled as a student in a college or university.

  - 1. *Maintaining a College Chapter Charter.* College Chapters shall maintain no fewer than 25 student memberships for two consecutive years; shall pay all annual assessments; and, shall file all annual year-end reports as required by the Association.



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2. A College Chapter must also maintain good standing with its State/State-Area Conference by filing annual year-end reports and paying all State/State-Area Conference assessments.
- e. *Charter Eligibility Criteria for Youth Councils.* Youth Councils shall contain at least 25 members who must be under 25 years of age. In the absence of a Young Adult Council in the jurisdiction, the Youth Council membership may include members between the ages of 19-25.
1. *Maintaining a Youth Council Charter.* Youth Councils shall have 25 members, pay all annual assessments; and, file all annual year-end reports as required by the Association.
  2. A Youth Council must also maintain good standing with its State/State-Area Conference by filing annual year-end reports and paying all State/State-Area Conference assessments.
- f. *Chapter Eligibility Criteria for High School Chapters.* High School Chapters shall contain at least 25 members who are currently enrolled in a high school or comparable secondary school.
1. *Maintaining a High School Chapter Charter.* High School Chapters shall have 25 members enrolled in the high school; pay all annual assessments; and, file all annual year-end reports as required by the Association.
  2. A High School Chapter must also maintain good standing with its State/State-Area Conference by filing annual year-end reports and paying all State/State-Area Conference assessments.
- g. *Chapter Eligibility Criteria for Junior Youth Councils.* Junior Youth Councils may be organized separately from Youth Councils where there are at least 25 youth members under 13 years of age.
1. Maintaining a Junior Youth Council. Junior Youth Councils shall contain 25 members, pay all annual assessments; and, file all annual year-end reports as required by the Association.
  2. A Junior Youth Council must also maintain good standing with its State/State-Area Conference by filing annual year-end reports and paying all State/State-Area Conference assessments.
- h. *Charter Eligibility Criteria for Authorized Committees.* Authorized Committees may be organized in areas where there are an insufficient



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number of members to maintain a Branch. Authorized Committees must contain at least seven (7) members and shall report to the State/State-Area Conference in their jurisdiction, subject to such rules and regulations as the Board of Directors may enact. It shall receive a Certificate of Authority from the National Office.

1. *Maintaining an Authorized Committee Charter.* Authorized Committees shall have seven (7) members, pay all annual assessments; and, shall file all annual year-end reports as required by the Association.
2. An Authorized Committee must also maintain good standing with its State/State-Area Conference by filing annual year-end reports and paying all State/State-Area Conference assessments.

4. *(Assessments)*

a. *National Assessments*

1. Unit Freedom Fund and other assessments for the support of the Association, as established by the Board of Directors, shall be paid to the National Office within 90 calendar days before the Annual National Convention. The above-mentioned assessments refer to the previous calendar year's assessments and must be paid in order for Unit delegates to be eligible to vote at the National Convention.
2. *Fundraising Assessments.* The net proceeds of each contribution, entertainment or fundraising effort by a Unit, excluding ACT-SO and Back-To-School/Stay-In-School and other approved programs, except for College Chapters subject to college and/or university fundraising requirements, shall be divided as follows: 25% to the National Office, 75% to the Unit; unless, in any case, written permission is obtained from the National Office for some different division, provided that the entire net proceeds of any fundraising effort for exclusively national purposes shall be transmitted to the National Office.

Notwithstanding the foregoing obligation, a Unit shall be exempt from disbursing 25% of its net proceeds of each contribution, fundraising or entertainment effort to the National Office if, and when, it increases its membership, as recorded by the National Office, by 35% from the previous calendar year. When the Branch increases its membership level by 35% from January 1 of a year to

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December 31 of that same year, the Unit shall be required to submit only 15% of its net proceeds of each fundraising or entertainment effort for the succeeding year to the National Office. The assessment reduction is earned on a year to year basis, based on the membership increase of the previous year.

3. A financial report of all such entertainment, contributions and fundraising activities shall be rendered to the Unit, the National Office and the public. The Unit must submit the report to the National Office, with the National Office's share within 45 days following the date of the event.

- b. *State/State-Area Conference Assessments.* Whenever the Unit comes within the jurisdiction of a State/State-Area Conference, the Unit assessment for support of the State/State-Area Conference shall be paid into the treasury of the State/State-Area Conference within sixty (60) calendar days of the annual State/State-Area Conference Convention. The amount of said assessment shall be determined by the State/State-Area Conference with the approval of the Board of Directors. Youth Unit assessments shall be paid into the State/State-Area Conference Youth and College Division Treasury.

**5. *(Per Capita Assessment for State/State-Area Conferences)***

The National Office will provide a per capita membership match for State/State-Area Conferences at the rate of 25¢ per member of each Unit thereof.

**6. *(Real Property)***

Units may not own real property. No unit, entity or affiliate may own or maintain or acquire any equitable interest in real property. Notwithstanding the foregoing, the NAACP, Inc., may, at the discretion of the Board of Directors and in accordance with the principles, aims and purposes of the Association, hold and/or own real property for the use and benefit of a particular unit. Any real property shall be owned in the name of NAACP, Inc., and in appropriate instances be held under circumstances approved by the Board of Directors.



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**7. (Intellectual Property; NAACP Trademarks)**

- a. *NAACP Trademarks.* Personal use of the NAACP Trademark is prohibited. No Unit or member may use the NAACP name or any of its trademarks in conjunction with any person or entity on any product, without the express written authorization of the President and CEO.
- b. *NAACP Logo and Letterhead.* Personal use of the NAACP logo and letterhead is prohibited. No member shall use the NAACP logo or letterhead in conjunction with any entity; on any product, without express written authorization of the President and CEO.

**ARTICLE IV  
MEMBERSHIP**

**1. (Membership Prerequisites)**

Any person who is in accordance with the principles and policies of the Association may become a member of this Association with consent of the Board of Directors, by accepting the terms of the Constitution of the National Association for the Advancement of Colored People and the Bylaws for Units, and by paying annually in advance the requisite membership fees as prescribed by the Board of Directors. Membership in the Units shall include membership in the National Association. Members of NAACP Units are encouraged to support the Association and cooperate to conserve resources in pursuit of the NAACP's mission and goals.

**2. (Effective Date of Membership in the Branches, Youth Units and Authorized Committees)**

- a. The effective date of Membership in a Branch, Youth Unit or Authorized Committee is the date membership payment is received by the aforementioned Unit either at a meeting of the General Membership or of the Executive Committee of the Unit; by the Unit Secretary; or by the Unit office, if there is one. In the event the National Office receives a membership fee from an individual who has indicated a desire to affiliate with a specific Unit, the National Office will notify said Unit that the membership fee has been received and, at the same time, transmit the Unit's share of the membership fee to the Unit. In such a case, such membership shall be effective upon receipt by the Unit of its share of the membership fee from the National Office.
- b. The minimum voting age for any member in good standing in Branch Elections shall be seventeen (17) years of age. Said member may vote in



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the Branch Election if he/she has paid the Regular Adult membership fee to the Branch

**3. *(Membership in the State/State-Area Conference)***

- a. All Units in the State/State-Area Conference's jurisdiction are automatically members of the State/State-Area Conference, and are required to pay annually the prescribed assessment fee established by the Legislative Session of the State/State-Area Conference and approved by the Board of Directors. In order to be a Unit in good standing of the State/State-Area Conference, a Unit shall have paid its yearly assessment fee to the State/State-Area Conference and the per capita tax on each membership sent to the Association, and shall have at least fifty adult (50) adult members in good standing of a Branch; at least twenty-five (25) members of a Prison Branch; and at least twenty-five (25) of a College Chapter, Youth Council, High School Chapter, Junior Youth Council; and at least seven members of an Authorized Committee, at least sixty (60) days prior to any meeting of said Conference. All Units must be in good standing; pay all annual assessments; and, file all annual year-end reports as required by the Association to participate in meetings of the Conference. Only members of Units in good standing as defined above are members of the State/State-Area Conference.
- b. *Youth Units.* There shall be a Youth and College Division of the State/State-Area Conference. It shall be comprised of the Youth Units and they shall be governed by the Constitution and these bylaws.

**4. *(Membership in the Branch)***

- a. Any person who is a permanent resident or who works within a Branch's jurisdiction may become a member of said Branch, providing they have paid the annual requisite Regular Adult Membership fee.
- b. Members of the Association in good standing where Branches are being formed, or who establish permanent residence within the jurisdiction of an existing branch, or who work within the jurisdiction of an existing Branch, may affiliate with the local Branch and be entitled to vote upon presenting satisfactory evidence of their membership. They shall not be assessed annual membership fees by the Branch until the expiration of the annual membership for which they have paid.
- c. Members of the Association shall affiliate and vote with only one Unit at a time.

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**5. (Membership in the Prison Branch)**

- a. Any person incarcerated in a prison or correctional facility who is in accordance with the principles and policies of the Association, may become a member of Prison Branch, with consent of the Board of Directors, by accepting the terms of the Constitution of the National Association for the Advancement of Colored People, and by paying an annual membership fee in accordance with Article IV, Section 12 d, of these bylaws.
- b. Members of the Association in good standing, where Prison Branches are being formed, or who are incarcerated in a prison and/or correctional facility where a Prison Branch is in existence, may affiliate with the local Prison Branch and be entitled to vote in the Prison Branch election, upon presenting satisfactory evidence of their membership. They shall not be assessed annual membership fees by the Prison Branch until the expiration of the annual membership for which they have paid.
- c. Members of a Prison Branch shall affiliate and vote with only one Unit at a time.

**6. (College Chapter Membership)**

- a. Any person under the age of twenty-five (25) and/or currently enrolled as a student at a college or university who is in accordance with the principles and policies of the Association, may become a member of a College Chapter, with consent of the Board of Directors, by accepting the terms of the Constitution of the National Association for the Advancement of Colored People, and by paying an annual membership fee in accordance with Article IV, Section 12, a through c of these Bylaws.
- b. Members of the Association in good standing, who are qualified for membership in the College Chapter, may affiliate with the new College Chapter, where the same is being formed in the locality, and be entitled to vote upon presenting satisfactory evidence of Association membership. They shall not be assessed annual membership fees by the College Chapter until the expiration of the annual membership for which they have paid.
- c. Members of a College Chapter shall affiliate and vote with only one Unit at a time.



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7. *(Youth Council Membership)*

- a. Any person under age twenty-five (25) who is in accordance with the principles and policies of the Association, may become a member of a Youth Council, with the consent of the Board of Directors, by accepting the terms of the Constitution of the National Association for the Advancement of Colored People, and by paying annually the requisite fee. By his/her 25<sup>th</sup> birthday, the Youth Council member must transfer his/her membership to the Branch or College Chapter if currently enrolled as a student at said college or university.
- b. Members of the Association in good standing, where Youth Councils are being formed, or who establish residence in a community where a Youth Council is in existence may affiliate with the local Youth Council and be entitled to vote upon presenting satisfactory evidence of their membership. They shall not be assessed annual membership fees by the Youth Council until the expiration of the annual membership for which they have paid.
- c. Members of a Youth Council shall affiliate and vote with only one Unit at a time.

8. *(High School Chapters)*

- a. Any person who is enrolled as a student in a high school or comparable secondary school who is in accordance with the principles and policies of the Association, may become a member of a High School Chapter, with the consent of the Board of Directors, by accepting the terms of the Constitution of the National Association for the Advancement of Colored People, and by paying annually the requisite fee. On his/her 21<sup>st</sup> birthday, the High School Chapter member must transfer his/her membership to the Young Adult Council.
- b. Members of the Association in good standing, where High School Chapters are being formed, or who establish residence in a community where a High School Chapter is in existence, may affiliate with the local High School Chapter and be entitled to vote upon presenting satisfactory evidence of their membership. They shall not be assessed annual membership fees by the High School Chapter until the expiration of the annual membership for which they have paid.
- c. Members of a High School Chapter shall affiliate and vote with only one Unit at a time.

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**9. (Junior Youth Councils)**

- a. Any person under age 13, who is in accordance with the principles and policies of the Association, may become a member of a Junior Youth Council, with the consent of the Board of Directors, by accepting the terms of the Constitution of the National Association for the Advancement of Colored People, and by paying annually the requisite fee. On his/her 13<sup>th</sup> birthday, the Junior Youth Council member must transfer his/her membership to the Youth Council.
- b. Members of the Association in good standing, where Junior Youth Councils are being formed, or who establish residence in a community where a Junior Youth Council is in existence, may affiliate with the local Junior Youth Council and be entitled to vote upon presenting satisfactory evidence of their membership. They shall not be assessed annual membership fees by the Junior Youth Council until the expiration of the annual membership for which they have paid.
- c. Members of a Junior Youth Council shall affiliate and vote with only one Unit at a time.

**10. (Dues)**

The National Office and Units of the Association shall share in all membership dues as hereinafter provided.

**11. (Division of Regular Membership Dues)**

The Unit shall remit to the treasury of the National Association, the National Office's share of all membership fees within 15 calendar days of their receipt, in the following proportions, and may retain the balance in its treasury for local purposes:

- a. **REGULAR ADULT MEMBERSHIP.** For persons twenty-one (21) years of age and over - thirty dollars (\$30.00): to NAACP National Office eighteen dollars and ten cents (\$18.10) (includes State/State-Area Conference tax); and to local treasury eleven dollars and ninety cents (\$11.90).
- b. **YOUTH MEMBERSHIP WITH CRISIS.** For persons twenty (20) years of age and under - fifteen dollars (\$15.00): to National Office ten dollars and twenty cents (\$10.20) (includes State/State-Area Conference tax); and to local treasury four dollars and eighty cents (\$4.80).



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- c. **YOUTH MEMBERSHIP WITHOUT *CRISIS*** - For persons seventeen (17) years of age and under - ten dollars (\$10.00): to National Office seven dollars (\$7.00) (includes State/State-Area Conference tax); and to local treasury three dollars (\$3.00).
- d. **PRISON MEMBERSHIP WITH *CRISIS*** - For persons who are incarcerated - twelve dollars (\$12.00): to National Office seven dollars and twenty cents (\$7.20) (includes State/State-Area Conference tax); and to local treasury four dollars and eighty cents (\$4.80).
- e. **WOMEN IN THE NAACP (WIN)** - For women who are paid members of the NAACP - ten dollars (\$10.00): to National Office five dollars (\$5.00) (includes State/State-Area Conference tax); and to local treasury five dollars (\$5.00).

**12. (Annual Corporate Membership)**

*Annual Corporate Memberships* of \$5,000.00 shall be divided as follows: three-fifths (3/5) or (\$3,000.00) to the National Office; two-fifths (2/5) or (\$2,000.00) to the State/State Area Conference, Branch or other Unit, provided the Annual Corporate Membership is solicited through the State/State Area Conference, Branch or other Unit. This membership level would not have voting privileges in State/State Area Conference and other units.

**13. (Division of Life Membership Dues)**

- a. *Junior Life Membership* – one hundred dollars (\$100.00), for children thirteen (13) years of age and under, shall be divided as follows: three-fifths (3/5) or (\$60.00) to the National Office; two-fifths (2/5) or (\$40.00) to the Branch, provided the Junior Life Membership is solicited through the Branch or other Unit.
- b. *Bronze Life Membership* – four hundred dollars (\$400.00), for youth fourteen (14) to twenty (20) years of ages shall be divided as follows: three-fifths (3/5) or (\$240.00) to the National Office, two-fifths (2/5) or (\$160.00) to the Branch, provided the Bronze Life Membership is solicited through the Branch or other Unit.
- c. *Silver Life Membership* – seven hundred fifty dollars (\$750.00) shall be divided as follows: three-fifths (3/5) or \$450 to the National Office, two-fifths (2/5) or \$300 to the Branch provided the Silver Life Membership is solicited through the Branch or other Unit.

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- d. *Gold Life Membership* - one thousand-five hundred dollars (\$1,500.00) shall be divided as follows: three-fifths (3/5) or (\$900.00) to the National Office; two-fifths (2/5) or (\$600.00) to the Branch, provided the Gold Life Membership is solicited through the Branch or other Unit. Gold Life Membership shall be available only to holders of fully paid Silver Life Memberships of the NAACP.
- e. *Diamond Life Membership* - two thousand-five hundred dollars (\$2,500.00) shall be divided as follows: three-fifths (3/5) or (\$1,500.00) to the National Office; two-fifths (\$1,000) to the Branch, provided the Diamond Life Membership is solicited through the Branch or other Unit. Diamond Life Membership shall be available only to holders of fully paid Gold Life Memberships of the NAACP.
- f. *Subscribing Life Membership* - shall be divided by the three-fifths/two-fifths formula stated above. Annual minimum payments shall be 10% over a period of ten years.

## ARTICLE V GOVERNANCE

### 1. *(Meetings of Units)*

*Regular Meetings.* Regular membership meetings of Branches and Youth Units shall be held at least once a month, and there may be such other public or special meetings as may be required. Regular meetings shall be held on a fixed day or date of each month.

### 2. *(Meetings of the State/State-Area Conference)*

- a. Regular meetings of the State/State-Area Conference shall be held on a fixed day or date of each year;
- b. *Executive Committee of the State/State-Area Conference.* The Executive Committee shall meet at least once every quarter or as established in the approved Bylaws of the State/State-Area Conference. ***Special Committee meetings may be called by the President, Secretary or by three members of the Committee on three days written notice.*** The notice must state the purpose for which the meeting is called.



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3. *(Annual Meeting of Units)*

- a. *State/State-Area Conferences.* Each State/State-Area Conference shall have an Annual Convention at a time and place selected by delegates at the previous Annual Convention. At the Convention, the Conference is to act upon Annual reports from the Officers and Standing Committees. Each Conference shall conduct biennial elections pursuant to Article IX, Section b of these Bylaws.
- b. *Branches.* Each Branch shall hold an Annual Meeting in the month of December to receive and act upon Annual reports from the Officers/Chairpersons of Standing Committees and to vote for members of the Board of Directors and may install those Officers and Executive Committee Members elected at the Biennial Election.
- c. *Prison Branches.* Each Prison Branch shall hold an Annual Meeting in the month of December, or as soon thereafter as correctional facility regulations allow, to receive and act upon Annual reports from the Officers/Chairpersons of Standing Committees; to vote for members of the Board of Directors; and, may install those Officers and Executive Committee Members, including the Prison Branch Coordinator/Prison Director elected at the Biennial Election.
- d. *College Chapters.* Each College Chapter shall hold an Annual Meeting for the election of officers between March 1 and April 15 of each year, unless the date(s) of the meeting is changed with the written approval of the National Office.
- e. *Youth Councils.* Each Youth Council shall hold an Annual Election Meeting which may coincide with the regular meeting of the Youth Council and shall be held between March 1 and April 15, unless the date of the meeting is changed with the written approval of the National Office.
- f. *High School Chapters.* Each High School Chapter shall hold an Annual Election Meeting which may coincide with the regular meeting of the High School Chapter and shall be held between March 1 and April 15, unless the date of the meeting is changed with the written approval of the National Office.
- g. *Junior Youth Councils.* Each Junior Youth Council shall hold an Annual Election Meeting which may coincide with the regular meeting of the Junior Youth Council and shall be held between March 1 and April 15,

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unless the date of the meeting is changed with the written approval of the National Office.

- h. *Authorized Committees.* Each Authorized Committee shall hold an Annual Meeting in the month of December to receive and act upon Annual reports from the Officers/Chairmen of Standing Committees and to vote for members of the Board of Directors and may install those Officers and Executive Committee Members elected at the Biennial Election.

4. *(Notice of Annual Meeting)*

- a. *State/State-Area Conferences.* Written notice shall be provided a minimum of 30 days prior to the time and place of the Annual State/State-Area Conference Convention to each member Unit in good standing.
- b. *Branches, Youth Councils, High School Chapters, Junior Youth Councils and Authorized Committees.* Written notice shall be provided a minimum of 30 days prior to the time and place of the Annual Meeting to each member in good standing in writing, or published in some local newspaper of general circulation.
- c. *Prison Branches.* Written notice shall be provided a minimum of 30 days prior of the time and place of the Annual Meeting to each member in good standing in writing, or published in the newspaper or newsletter of the prison or correctional facility as facility regulations allow.
- d. *College Chapters.* Written notice of the time and place of the Annual Meeting shall be sent by the Secretary to each member of the Chapter, at least seven (7) days in advance of the date of the Annual Meeting. Notice of the regular monthly or special meetings shall be published in the campus publication.

5. *(Special Meetings of Branches, Youth Units and Authorized Committees)*

Special Meetings may be called at any time and place and on three days written notice to all members by the President, or by any three members of the Executive Committee; or by any ten members of the Unit by signed declaration to the Secretary, who in turn must call the meeting. The notice must state the purpose for which the meeting is called. If the meeting is to be held via teleconference or electronic meeting, the conference call number or sign in code must be provided



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**6. *(Meetings of the Executive Committee of Branches, Prison Branches and Youth Units)***

The Executive Committee shall meet at least once a month at such times and places as it may determine. Special Committee meetings may be called by the President, Secretary or by two members of the Committee on two days written notice. The notice must state the purpose for which the meeting is called.

**7. *(Meetings of Standing Committees)***

The Standing Committees shall meet regularly once a month at places they may determine. They shall inform the President of the time and place of each meeting. Special meetings may be called by the Chairperson or by two members on two days written notice. If the meeting is to be held via teleconference or electronic meeting, the conference call number or sign in code must be provided.

**8. *(Quorum)***

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- a. State/State-Area Conferences, Branches, Prison Branches and Authorized Committees. The number of members necessary to constitute a quorum at all meetings shall be decided upon by a resolution adopted by the Unit which shall be incorporated into the Unit Bylaws.
  - b. College Chapters, Youth Councils, High School Chapters and Junior Youth Councils. The number of members necessary to constitute a quorum at all meetings shall be decided upon by a resolution adopted by the Youth Council.

**9. *(Order of Business)***

Any NAACP Unit, unless altered or suspended at any meeting by a majority vote of the members present, shall follow the order of business at meetings of any NAACP Unit:

- (1) Ascertainment of members present;
- (2) Reading of minutes of previous meeting;
- (3) Reports of Officers;
- (4) Reports of Committees;

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- (5) Unfinished Business; and
- (6) New Business.

**In the event that the provisions herein do not address a specific procedural question, the latest edition of Robert's Rules of Order shall apply.** Nonetheless, mere good faith failure to adhere to such rules may not constitute grounds for removal or suspension pursuant to Article X.

**10. (Faculty Advisor)**

- a. There shall be a Faculty Advisor for a College Chapter or a Faculty Advisory Committee (not to exceed three members), in accordance with the rules of the college and/or student government regulations relating thereto.
- b. The Faculty Advisor to the College Chapter must be an employee of the College and meet the requirements as set forth by the College and/or Student Government regulations relating to serving as advisor to a bona fide College or group. In addition, the Faculty Advisor must be a member of the NAACP. The Advisor shall serve as an ex-officio member of the College Chapter without voting rights.

**11. (Selection of a Youth Council Advisor)**

- a. There shall be an Advisor for Youth Councils in conformity with the rules of the Association. The Advisor must be a member in good standing of the Association, be at least twenty-five (25) years of age or at least twenty-two (22) years of age if the person is a member of the branch; reside or work within the jurisdiction in which the Youth Council operates and shall be in accord with the aims and objectives of the Association. The Advisor shall serve as an ex-officio member of the Youth Council Executive Committee without voting rights.
- b. In jurisdictions where there is a Branch and a Youth Council, the Youth Council shall submit in writing the names of the elected Advisor to the Branch Executive Committee at the Branch Executive Committee meeting immediately following the Annual Meeting of the Youth Council. The Branch Executive Committee must accept or reject the submitted name within fifteen (15) days after the submission in writing to the Youth Council President. Should the Branch Executive Committee fail to act on the submitted name within fifteen (15) days after the submission, the submitted named adult shall become the Advisor.



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- c. If the submitted name is rejected, a written explanation as to the justification for a denial must accompany the response forwarded to the Youth Council President. The Youth Council Executive Committee then has the option of electing and submitting another name to the Branch Executive Committee or to utilize the controversy process as outlined in Article V, Section 14.
- d. The Youth Council and Advisor may select the Co-Advisors as they see fit.

**12. (High School Chapter Advisors)**

- a. There shall be an Advisor for High School Chapters in conformity with the rules of the Association. The Advisor must be a member in good standing of the Association, be at least twenty-five (25) years of age; and be an employee of the high school in which the High School Chapter operated, and shall be in accord with the aims and objectives of the Association. The Advisor shall serve as an ex-officio member of the High School Chapter Executive Committee without voting rights.
- b. The High School Chapter shall submit in writing the names of the elected Advisor to the Branch Executive Committee at the Branch Executive Committee meeting immediately following the Annual Meeting of the High School Chapter. The Branch Executive Committee must accept or reject the submitted name within fifteen (15) days after the submission in writing to the High School Chapter President. Should the Branch Executive Committee fail to act on the submitted name within fifteen (15) days after the submission, the submitted named adult shall become the Advisor.
- c. If the submitted name is rejected, a written explanation as to the justification for a denial must accompany the response forwarded to the High School Chapter President. The High School Chapter Executive Committee then has the option of electing and submitting another name to the Branch Executive Committee or to utilize the controversy process as outlined in these Bylaws.

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**13. (Junior Youth Council Advisors)**

The Branch Executive Committee shall appoint the Advisor for the Junior Youth Council. The Advisor must be a member of the Branch. The Advisor shall serve as an ex-officio member of the Junior Youth Council Executive Committee without voting rights.

**14. (Controversies Between Branch and Youth Units)**

Within fifteen (15) days after a controversy arises between a Youth Unit and a Branch, the Advisor, the Presidents and Secretaries of both Units shall prepare and forward signed report(s) to the President and CEO of the Association for mediation, arbitration, decision or referral to the appropriate Regional Office or State/State-Area Conference for investigation and other action. Respective parties shall send copies of all reports submitted by them to State/State-Area Conference and Field Operations and Membership Department and to the other party to the controversy. The original report to the President and CEO shall contain a statement that copies have been forwarded as provided above.

**15. (Indebtedness for State/State-Area Conferences, Branches, Prison Branches and Authorized Committees)**

- a. No indebtedness or obligation shall be incurred by the State/State-Area Conference, Branch, Prison Branch or Authorized Committee or any of its officers or agents in the name of National Association for the Advancement of Colored People, and the National Office shall not be responsible for any indebtedness or obligation incurred by the State/State-Area Conference, Branch, Prison Branch, Authorized Committee or any of its officers or agents.
- b. Indebtedness exceeding \$300.00 per month in the aggregate shall not be incurred in the name of, or on behalf of the State/State-Area Conference or Branch unless by vote of the Executive Committee.

**16. (Indebtedness for Youth Units)**

- a. No indebtedness or obligation shall be incurred by the Youth Unit or any of its officers or agents in the name or behalf of the Association or of the Unit, and the Association shall not be responsible for any indebtedness or obligation incurred by the Youth Unit or by any of its officers or agents.
- b. No indebtedness or obligation of more than \$25.00 shall be incurred in the name or on behalf of the College Chapter, Youth Council, High School



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Chapter or Junior Youth Council unless by vote of the Branch Youth Work Committee.

- c. College Chapters shall additionally be governed by applicable college or university policies.

**17. (Fiscal Business Year)**

- a. The fiscal and business year of all Units shall begin on January 1 and end December 31.
- b. The installation of officers can take place following elections or at a time and place designated by the body.

**18. (Unit Bookkeeping System)**

The Unit must use the uniform bookkeeping system provided by the National Office.

**19. (Audits)**

The books of the Unit shall be audited annually by an auditing system acceptable to the National Office.

**ARTICLE VI  
OFFICERS OF UNITS AND STAFF**

**1. (Officers and Staff)**

- a. The elective officers of the NAACP Units shall be: President, First Vice President, Second Vice President, Secretary, Assistant Secretary, Treasurer, Assistant Treasurer and additional officers as the NAACP Unit may prescribe pursuant to local Bylaws.
- b. *Staff and Executive Directors.* Units may employ Staff and/or Executive Directors where budgets of Units warrant such employment, upon terms and conditions approved by the President and CEO.
- c. *Restrictions.* Executive Directors or other staff shall not be members of the Executive Committee of the Unit.

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**2. (Qualifications)**

- a. State/State-Area Conferences.* Only members in good standing of Units in good standing within the jurisdiction of the State/State-Area Conference shall be eligible to run for office in the State/State-Area Conference. For the purpose of running for office, a member in good standing is one whose name appears on the roll of a Unit in good standing within the jurisdiction of the State/State-Area Conference by December 15 of the year prior to the State/State-Area Conference election. For the purpose of running for office, a person must be a member of Unit in good standing within the State/State-Area Conference as defined in Article IV, Section 3 of these Bylaws.
- b. Branch.* Only members in good standing shall be eligible to run for office or vote in a Branch election. For the purpose of running for office, a member in good standing is one whose name appears on the roll of the Branch as a bona fide member of the Branch by April 1 of the election year and remains a continuous member of the branch through the election process; and who lives and/or works within the Branch jurisdiction. For the purpose of being elected to the Nominating Committee or the Election Supervisory Committee, signing a nominating petition or voting in Branch elections, a member in good standing is one who has been a bona fide member of the Branch for at least 30 calendar days prior to the date the election is held or the nominating petition is filed. For all other purposes, a member in good standing is one who has paid the requisite minimum membership fee to the Branch.
- c. Prison Branch.* Only members in good standing shall be eligible to run for office of the Prison Branch Coordinator/Program director. For the purpose of running for office, a member in good standing is one whose name appears on the roll of the National Office as a bona fide member at least one hundred eighty (180) calendar days prior to the date nominations are made and is a resident of the prison or correctional facility. For the purpose of being elected, the position of State Prison Branch Coordinator/Program Director shall be directly elected by members of the Prison Branch.
- d. College Chapter.* Only members in good standing shall be eligible to run for office or to vote in a College Chapter election. For the purpose of running for office, a member in good standing is one who has paid the prescribed membership fee no later than thirty (30) calendar days prior to the date of elections. For the purpose of being nominated by the Nominating Committee, a member in good standing is one who has been



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a bona fide member of the College Chapter and one who has paid the prescribed membership fee by twelve noon the day of the meeting that precedes the Annual Meeting. In order to run for College Chapter office or vote in a College Chapter election, Life Members and Members-at-Large must be actively affiliated with the College Chapter at least thirty (30) calendar days prior to any meeting at which they are nominated for office or seek to vote.

- e. *Youth Council.* Only members in good standing shall be eligible to run for office or to vote in a Youth Council election. For the purpose of running for office, a member in good standing is one who has paid the prescribed membership fee no later than thirty (30) calendar days prior to the date of elections. For the purpose of being nominated by the Nominating Committee, a member in good standing is one who has been a bona fide member of the Youth Council and one who has paid the prescribed membership fee by twelve noon on the day of the meeting that precedes the Annual Meeting. In order to run for Youth Council office or vote in a Youth Council election, Junior Life Members, Life Members, and Members-at-Large must be actively affiliated with the Youth Council at least thirty (30) calendar days prior to any meeting at which they are nominated for office or seek to vote.
  
- f. *High School Chapter.* Only members in good standing shall be eligible to run for office or to vote in a High School Chapter election. For the purpose of running for office, a member in good standing is one who has paid the prescribed membership fee no later than thirty (30) calendar days prior to the date of elections. For the purpose of being nominated by the Nominating Committee, a member in good standing is one who has been a bona fide member of the High School Chapter and one who has paid the prescribed membership fee by twelve noon on the day of the meeting that precedes the Annual Meeting. In order to run for High School Chapter office or vote in a High School Chapter election, Junior Life Members, Life Members, and Members-at-Large must be actively affiliated with the High School Chapter at least thirty (30) calendar days prior to any meeting at which they are nominated for office or seek to vote.
  
- g. *Junior Youth Council.* Only members in good standing shall be eligible to run for office or to vote in a Junior Youth Council election. For the purpose of running for office, a member in good standing is one who has paid the prescribed membership fee no later than thirty (30) calendar days prior to the date of elections. For the purpose of being nominated by the Nominating Committee, a member in good standing is one who has been a bona fide member of the Junior Youth Council and one who has paid

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the prescribed membership fee by twelve noon on the day of the meeting that precedes the Annual Meeting. In order to run for Junior Youth Council office or vote in a Junior Youth Council election, Junior Life Members, Life Members, and Members-at-Large must be actively affiliated with the Junior Youth Council at least thirty (30) calendar days prior to any meeting at which they are nominated for office or seek to vote.

- h. *Authorized Committee.* Members in good standing shall be eligible to run for office or vote in an Authorized Committee election. For the purpose of running for office, a member in good standing is one whose name appears on the roll of the Authorized Committee as a bona fide member of the Authorized Committee at least one hundred and eighty (180) calendar days prior to the date nominations are made and who lives and/or works within the Authorized Committee's jurisdiction. For the purpose of being elected to the Nominating Committee or the Election Supervisory Committee, signing a nominating petition or voting in Authorized Committee elections, a member in good standing is one who has been a bona fide member of the Authorized Committee for at least (30) calendar days prior to the date the election is held or the nominating petition is filed. For all other purposes, a member in good standing is one who has paid the requisite minimum membership fee to the Authorized Committee.

3. *(Term of Office)*

- a. *State/State-Area Conference.* All officers and elected members of the Executive Committee shall be elected by secret ballot for a two-year term, in each odd-numbered year and shall serve until their successor is elected and qualified. In no case shall Youth and College Division Officers serve beyond their 25th birthday. The term for officers shall begin on the date of the election and shall end on the date that their successors are elected and qualify.
- b. *Branch.* All officers and elected members of the Executive Committee shall be elected by secret ballot for a two-year term and shall serve until their successor is elected and qualified. The term for officers shall begin on January 1 following the election. All minutes and other official records are the property of the Branch and shall be promptly transferred to the newly elected and qualified officers within 30 days after the election. Non-compliance with terms herein shall be considered conduct that is inimical to the best interests of the NAACP, meriting disciplinary action pursuant to Article X.



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- c. Prison Branch.* All officers and elected members of the Executive Committee shall be elected by secret ballot for a two-year term until their successor is elected and qualified. The term for officers shall begin on January 1 following the election. All official records shall be transferred to the newly elected and qualified officers within 30 days after the election.
- e. College Chapter.* All officers and elected members of the Executive Committee shall be elected by secret ballot and shall hold office for one year or until their successors are elected and qualified. The term for officers shall begin on the date of their election. All minutes and other official records are the property of the Youth Unit and shall be promptly transferred to the newly elected and qualified officers within 30 days after the election. Non-compliance with terms herein shall be considered conduct that is inimical to the best interests of the NAACP, meriting disciplinary action pursuant to Article X.
- f. Youth Council.* All officers and elected members of the Executive Committee shall be elected by secret ballot and shall hold office for one year or until their successors are elected and qualified. The term for officers shall begin on the date of their election. All minutes and other official records are the property of the Youth Unit and shall be promptly transferred to the newly elected and qualified officers within 30 days after the election. Non-compliance with terms herein shall be considered conduct that is inimical to the best interests of the NAACP, meriting disciplinary action pursuant to Article X.
- g. Junior Council.* All officers and elected members of the Executive Committee shall be elected by secret ballot and shall hold office for one year or until their successors are elected and qualified. The term for officers shall begin on the date of their election. All minutes and other official records are the property of the Youth Unit and shall be promptly transferred to the newly elected and qualified officers within 30 days after the election. Non-compliance with terms herein shall be considered conduct that is inimical to the best interests of the NAACP, meriting disciplinary action pursuant to Article X.
- h. Authorized Committee.* All officers and elected members of the Executive Committee shall be elected by secret ballot and shall hold office for two years or until their successors are elected and qualified. The term for officers shall begin on the date of their election. All official records shall be transferred to the newly elected and qualified officers within 30 days.

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**ARTICLE VII  
DUTIES OF OFFICERS OF UNITS**

**1. (President)**

The duties of the President shall be:

- a. To preside at meetings of the NAACP Unit and act as Chair of the Executive Committee.
- b. To appoint the Chair and members of all Committees not otherwise elected by the General Membership or the Executive Committee of the NAACP Unit; except the Chair of the Youth Work Committee of a Branch or State/State Area Conference.
- c. Between meetings of the Executive Committee and the NAACP Unit, to exercise general executive authority on behalf of the NAACP Unit, subject to ratification by the Executive Committee.
- d. To countersign all checks and properly supported requisitions for disbursements from the NAACP Unit Treasury.
- e. To perform such other functions and exercise such further duties as may be voted from time to time by the NAACP Unit or the Executive Committee.
- f. To be an ex-officio member of all committees except, in the case of State/State-Area Conferences, Branches and Prison Branches, the Nominating Committee and Election Supervisory Committee, and in the case of the State Youth and College Division, the Youth Nominating Committee.
- g. To encourage and assist all Committees in the development of their programs and the performance of their duties.
- h. To recommend, to the Executive Committee, the removal of any Chairperson of a Standing or Special Committees.
- i. *Additional Duties for Prison Branch Presidents.* In addition to the previous duties, Prison Branch Presidents shall perform the duties through the appropriate procedures applicable to their respective prison or correctional facility.



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- j. *Additional Duties for Youth Council Presidents.* In addition to the previous duties, Youth Unit Presidents shall represent the Youth Unit on the Executive Committee of the Branch.

**2. (Vice President)**

The duties of the Vice President shall be:

- a. To perform all the duties of the President in his/her absence or disability. In case of more than one Vice President, the Vice Presidents shall be designated as first, second, third and so forth and shall perform their duties according to their numerical rank.
- b. In the event of the resignation, removal or death of the President, the Vice President(s) shall automatically ascend to the position of President, according to their numerical rank, for the remainder of the term of the presidency. Any other Vice President(s) shall ascend in the same manner.

**3. (Secretary)**

The duties of the Secretary shall be:

- a.. To act as Secretary of the NAACP Unit and the Executive Committee; to give members notice of regular meetings and three (3) calendar days notice of special meetings of the NAACP Unit and Executive Committee; to keep full and accurate records of the proceedings of the NAACP Unit and of the Executive Committee and record the same in a minute book or minute books, provided that, in NAACP Units employing paid staff, the responsibility of giving the membership required notice of meetings shall be discharged by said staff under the oversight of the Secretary.
- b. To keep a record of all NAACP Unit members and their dues, provided that wherever paid staff is employed such duties shall be discharged by said staff under the oversight of the Secretary.
- c. To give receipts for all membership fees received and to transmit such fees to the NAACP Unit Treasurer; to send promptly to the Association lists of all membership fees received; and to secure from the Treasurer and forward to the Association that portion of membership fees due to the Association.

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- d. To aid, coordinate and integrate the work of the several committees and divisions of the NAACP Unit, provided that wherever an Executive Director is employed such duties shall be discharged by said Executive Director.
- e. To submit reports to the NAACP Unit and the Executive Committee at all regular meetings, or whenever required by either body, covering the status of the NAACP Unit and its activities since the date of the last report; to submit to the NAACP Unit at its annual meeting an annual report of the status and activities of the NAACP Unit, provided that, where an Executive Director is employed, such duties shall be discharged by said Executive Director. The Director shall forward a copy of all reports, when adopted by the NAACP Unit, to the Association.
- f. To keep the President and CEO of the Association informed of all events affecting the interests of minority groups in the vicinity of the NAACP Unit, and to submit to the Association, whenever required by the Association, a report on NAACP Unit activities, provided that, wherever an Executive Director is employed, such duties shall be discharged by said Executive Director.
- g. In conjunction with the President, to sign requisitions for disbursements from the NAACP Unit Treasury and to maintain a file of receipts and disbursements.
- h. The Secretary shall be an ex-officio member of all committees except the Nominating Committee and the Election Supervisory Committee.
- i. *Additional Duties for State/State-Area Conference Secretaries.* The State/State-Area Conference Secretary shall keep a record of all -Conference Units and Assessments, provided that whenever paid staff is employed, such duties shall be discharged by said staff under supervision of the Secretary.
- j. *Additional Duties of College Chapter, Youth Council, High School Chapter and Junior Youth Council Secretaries.* College Chapter, Young Adult and Youth Secretaries shall:
  - (a) Submit to the Youth Unit at its Annual Meeting, an Annual Report on the status and activities of the College Chapter, and Youth Council. A copy of all reports by the Secretary;



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when adopted by the Youth Unit, shall be forwarded to President and CEO.

- (b) Keep the President and CEO informed of all events affecting the interests of the Youth in the vicinity of the Youth Unit.

**4. (Treasurer)**

The duties of the Treasurer shall be:

- a. To receive all monies of the NAACP Unit and promptly deposit the same in the name of the NAACP Unit in a separate account or accounts in a responsible bank or trust company. No money shall be withdrawn from any account except by check signed by the Treasurer and countersigned by the President.
- b. To act as chief financial officer of the NAACP Unit and chair of the Finance Committee.
- c. To make authorized disbursements upon requisition signed by the Secretary and countersigned by the President. Each requisition shall recite the amount and purpose of the payment requested. Any requisition exceeding one hundred dollars or more in the case of Branches, or twenty-five dollars or more in the case of College Chapters and Youth Councils, must be approved by the Executive Committee before a check therefore is issued. The NAACP Unit bylaws may require that requisitions in smaller amounts be approved by the Executive Committee.
- d. To remit through the Secretary to the Association the proportion of membership fees to which the Association is entitled, as hereinafter provided, within fifteen calendar days after their receipt.
- e. To submit reports to the NAACP Unit and the Executive Committee at all regular meetings, or whenever required by either body, covering the financial condition of the NAACP Unit showing receipts and disbursements and outstanding accounts unpaid since the last report; to submit an Annual Report to the business of his/her office at the Annual Meeting of the NAACP Unit, to which shall be appended a statement signed by the President and Secretary that all funds by the NAACP Unit have

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been listed in the Treasurer's report. A copy of all reports by the Treasurer, when adopted by the NAACP Unit, shall be forwarded to the National Office.

- f. All NAACP Units shall require the Treasurer to be bonded at the expense of said Unit.
- g. Submit year-end financial reports to the National Office on or before March 1<sup>st</sup>.

5. *(Assistant Secretary)*

The duties of the Assistant Secretary shall be: To perform the duties of the Secretary in his/her absence, unavailability or disability. The Assistant Secretary may perform specific duties of the Secretary under the supervision of the Secretary.

6. *(Assistant Treasurer)*

The duties of the Assistant Treasurer shall be to perform the duties of the Treasurer in his/her absence, unavailability or disability. The Assistant Treasurer may perform specific duties of the Treasurer under the supervision of the Treasurer.

7. *(Executive Director)*

The duties of the Executive Director shall be:

- a. To give due notice of all meetings of the Branch as provided in Section 3 of this Article.
- b. To keep a record of all Branch members and their dues as provided in Section 3 of this Article.
- c. To send promptly to the National Office lists of all memberships received and to secure from the Treasurer and forward to the National Office that portion of the membership fees belonging to the National Office as provided in Article IV.
- d. To aid, coordinate and integrate the work of the several committees and divisions of the Branch as provided in Section 3 of this Article. All the aforesaid duties listed in herein are to be preformed in cooperation with the Secretary.



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- e. To manage the Branch office and paid staff; and to supervise the annual membership campaign.
- f. To interview complaints; to act in the name of the Branch on behalf of complainants with valid grievances; to investigate in the name of the Branch any reported, alleged or suspected discrimination practices in any place of community life; to represent the Branch at meetings of other organizations approved by the Executive Committee; to lend Branch support in active cooperation with such other organizations as may be approved by the Executive Committee; to discharge such other duties as may arise in the execution of the office, or as may be assigned by the Executive Committee.
- g. To submit reports of the activities of the General Membership and the Executive Committee at all regular meetings or whenever required by either body; to submit to the Branch at its annual meeting an annual report covering activities. A copy of all reports where adopted by the Branch shall be forwarded to the National Office.
- h. To keep the President and CEO of the Association informed of all events affecting the interests of African-Americans and other racial and ethnic minorities in the vicinity of the Branch.
- i. The Executive Director shall be responsible to the General Membership, to the Executive Committee; and between meetings of the General Membership and the Executive Committee to the President.

**ARTICLE VIII  
COMMITTEES OF UNITS**

**1. (Executive Committee)**

- a. The Executive Committee of each State/State-Area Conference shall consist of all Officers of the State/State-Area Conference, all Standing Committee Chairpersons, State/State-Area Conference Youth President, State/State-Area Conference Youth Advisor, and such other persons as the approved State Conference Bylaws provide.
- b. The Executive Committee of each Branch shall consist of the President, Vice Presidents (not to exceed three Vice Presidents) Secretary, Assistant

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Secretary, Treasurer, Assistant Treasurer, and the Chairman of the Standing Committees of the Branch, President of the Youth Units in the same community, the Branch Advisors in the High School Chapters, Youth and Junior Youth Councils and such other members at large not to exceed twenty-four to be elected at the regular election of the Branch, provided that the total membership of the Executive Committee shall not exceed 45 except by written authorization of the Board of Directors. If there is no local youth group recognized by the National Office, the Branch must, upon receipt of 25 youth memberships, apply to the National Office for a Youth Charter and organize the appropriate youth group.

- c. The Executive Committee of the Prison Branch shall consist of the Prison Branch Coordinator/Program Director, Vice Presidents (not to exceed three Vice Presidents), Secretary, Assistant Secretary, Treasurer, Assistant Treasurer, and the Chairman of the Standing Committees of the Prison Branch, and such other members at large not to exceed twenty-four to be elected at the regular election of the Prison Branch, provided that the total membership of the Executive Committee shall not exceed forty-five (45) except by written authorization of the Board of Directors.
- d. The Executive Committee of each College Chapter shall consist of the President, Vice Presidents, Secretary, Assistant Secretary, Treasurer, Assistant Treasurer, and the Chairmen of the Standing Committees of the College Chapter, and such other members to be elected at the Annual Meeting of the College Chapter as the College Chapter bylaws may decide, provided that the total membership of the Executive Committee shall not exceed eighteen (18) except by written authorization of the Board of Directors. The Faculty Advisor shall serve as an ex-officio member of the Executive Committee of the College Chapter.
- e. The Executive Committee of each Youth Council shall consist of the President, Vice Presidents, Secretary, Assistant Secretary, Treasurer, Assistant Treasurer, and the Chairmen of the Standing Committees of the Youth Council, and such other members to be elected at the Annual Meeting of the Youth Council as the Youth Council bylaws may decide, provided that the total membership of the Executive Committee shall not exceed eighteen (18) except by written authorization of the Board of Directors. The Youth Council Advisor shall serve as an ex-officio member of the Executive Committee of the Youth Council.
- f. The Executive Committee of each High School Chapter shall consist of the President, Vice Presidents, Secretary Assistant Secretary, Treasurer, Assistant Treasurer, the Chairmen of the Standing Committees of the High



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School Chapter, and such other members to be elected at the Annual Meeting of the High School Chapter as the High School Chapter bylaws may decide, provided that the total membership of the Executive Committee shall not exceed eighteen (18) except by written authorization of the Board of Directors. The High School Council Advisor shall serve as an *ex officio* member of the Executive Committee of the High School Chapter.

- g. The Executive Committee of each Junior Youth Council shall consist of the President, Vice President, Secretary, Assistant Secretary, Treasurer, Assistant Treasurer, the Chairmen of the Standing Committees of the Junior Youth Council, and such other members to be elected at the Annual Meeting of the Junior Youth Council as the Junior Youth Council bylaws may decide, provided that the total membership of the Executive Committee shall not exceed eighteen (18) except by written authorization of the Board of Directors. The Junior Youth Council Advisor shall serve as an *ex-officio* member of the Executive Committee of the Junior Youth Council.
- h. The Executive Committee of each Authorized Committee shall consist of the President, Vice President, Secretary, Assistant Secretary, Treasurer, Assistant Treasurer, the Chairmen of the Standing Committees of the Authorized Committee, and such other members to be elected at the Annual Meeting of the Authorized Committee as the Authorized Committee bylaws may decide, provided that the total membership of the Executive Committee shall not exceed five (5) except by written authorization of the Board of Directors.

**2. *(Duties of the Executive Committee)***

- a. The Executive Committee shall have general control of the affairs and program of the Unit, subject to the authority of the Unit and the provisions of the Constitution and approved bylaws.
- b. The Executive Committee shall render a report, containing the reports of all standing and special committees, at the regular meetings of the Unit and whenever otherwise required.
- c. At its first meeting following the election, and at any time during the term of office, the Executive Committee shall approve the Unit President's appointments of Chairpersons of the various Standing Committees as presented by the President.

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- d. To create special committees as needs arise.
- e. To fill all vacancies in Unit offices and on the Executive Committee.
- f. To decide matters of Unit policy subject to endorsement by the Unit and in accordance with national policy.
- g. In the case of Branches, Executive Committees shall appoint, employ and enter into employment arrangements with employees of the Unit subject only to employment procedures and qualifications approved by the National Office.
- h. In the case of State/State-Area Conferences, an Executive Director and/or staff person may be employed by the State/State-Area Conference where its budget warrants such employment, upon terms and conditions approved by the Board of Directors. Such persons shall be selected by the Executive Committee of the Conference, subject to approval by the National Office.

3. *(Quorum)*

The quorum of the Executive Committee shall be determined by approved Unit bylaws, but shall not be less than one-third of the committee's total membership.

4. *(Standing Committees and Special Committees of Units)*

- a. *Standing Committees of State/State-Area Conferences.* The Standing Committees of the State/State Area Conference shall be: ACT-SO, Armed Services & Veteran Affairs; Communications, Press & Publicity; Community Coordination; Criminal Justice; Economic Development; Education; Environmental and Climate Justice; Finance; Freedom Fund; Health; Housing; Labor & Industry; Legal Redress; Membership and Life Membership; Political Action; Prison Branch; Religious Affairs; Young Adult; Youth Works; and WIN
- b. *State/State-Area Conference Standing Committee Reporting Requirements:*
  - 1. State/State-Area Conference Standing Committees shall gather facts of their respective subject, disseminate the same to the Units through the State Conference office and make written reports at the following Annual Conference.



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2. State/State-Area Conference Standing Committees shall be appointed within thirty (30) days following the last session of each Conference, by the President. The President shall designate the Chairperson of each of the Standing Committees, and make a report at the next regular meeting of the State/State-Area Conference.
- c. *Standing Committees of Branches.* The Standing Committees of the Branch shall be: ACT-SO, Armed Services & Veteran Affairs; Communications, Press & Publicity; Community Coordination; Criminal Justice; Economic Development; Education; Environmental and Climate Justice; Finance; Freedom Fund; Health; Housing; Labor & Industry; Legal Redress; Membership and Life Membership; Political Action; Prison Branch; Religious Affairs; Young Adult; Youth Works; and WIN
  - d. *Standing Committees of Prison Branches.* The Standing Committees of the Prison Branch shall be: ACT-SO, Armed Services & Veteran Affairs; Communications, Press & Publicity; Community Coordination; Criminal Justice; Economic Development; Education; Environmental and Climate Justice; Finance; Freedom Fund; Health; Housing; Labor & Industry; Legal Redress; Membership and Life Membership; Political Action; Prison Branch; Religious Affairs; Young Adult; Youth Works; and WIN
  - e. *Standing Committees of College Chapters.* The Standing Committees of the College Chapters shall be: Membership; Finance; Press and Publicity; Programs and Research; Education; Environmental and Climate Justice; Employment; Political Action; Juvenile Justice; and Health.
  - f. *Standing Committees of Youth Councils.* The Standing Committees of the Youth Councils shall be: Membership; Finance; Press and Publicity; Political Action; Youth Employment; Education; Environmental and Climate Justice; Programs and Research; Entertainment; Juvenile Justice; and Community Coordination.
  - g. *Standing Committees of High School Chapters.* The Standing Committees of High School Chapters shall be: Membership; Finance; Press and Publicity; Political Action; Youth Employment; Education; Environmental and Climate Justice; Programs and Research; Entertainment; Juvenile Justice; and Community Coordination
  - h. *Standing Committees of Junior Youth Councils.* The Standing Committees of the Junior Youth Councils shall be: Membership; Finance; Press and Publicity; Political Action; Youth Employment; Education; Environmental

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and Climate Justice; Programs and Research; Entertainment; Juvenile Justice; and Community Coordination.

- i. The President, in consultation with the Committee Chair, shall appoint the members of the Standing and Special Committees, except the Nominating Committee. All committees shall consist of not less than three members.

**5. *(Duties of the Standing Committees)***

The duties of the Standing Committees shall be:

- a. ***Afro-Academic, Cultural, Technological and Scientific Olympics (ACT-SO):*** The Committee on ACT-SO shall follow these rules: (1) must be properly registered annually with the National Office and follow all directives outlined by the National ACT-SO Program; (2) understand that it is a major project of the NAACP. With ACT-SO, the NAACP is providing an instrument through which African-American youth are encouraged and inspired toward excellence in academic and cultural pursuits while benefiting from the maximum support of their communities; (3) uphold its goal of ACT-SO that affords the same respect for African-American Scholastic and cultural achievement that is given to heroes; and (4) recognizing that ACT-SO conducts annual academic competitions for students in grades nine (9) through twelve (12) in NAACP Branches throughout the country in accordance with the published guidelines of the National Office and oversight of the National Director of ACT-SO Program.
- b. ***Armed Services and Veterans' Affairs.*** The Committee on Armed Services and Veterans' Affairs shall: (1) seek to establish a working relationship with those agencies in government, national, state and local, having the responsibility in the affairs of members of the various Armed Services and Veterans and to see that the programs to which they are responsible are administered fairly and justly to members of the minority community; (2) study conditions pertaining to veterans and members of the Military Service and their dependents and/or survivors in the community; (3) serve as a center of information on matters affecting the members of the Active Military, Reserves, State National Guard and Veterans; (4) maintain a repository of materials, information and forms to be used in assisting veterans and/or dependents of veterans and military personnel with their problems; (5) receive, and act on all complaints relative to acts of discrimination on account of race, color, creed, or denial of benefits to which they are entitled because of discrimination; (6)



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prepare a quarterly report on committee activities to be submitted to the Executive Committee of the Unit and the National Director of Armed Services and Veterans Affairs.

- c. ***Communications, Press and Publicity.*** The Committee on Communications, Press and Publicity shall: (1) seek to promote media content consistent with fundamental NAACP goals which include the elimination of racial isolation and fear and the furtherance of multiracial and cultural understanding; (2) work to eliminate employment segregation and discrimination in those industries, [comprising the communications arts and sciences] (radio, telephone, television, motion pictures, newspapers, books, related computer communications, business, cable television); (3) seek to ensure Black minority ownership and control of print and electronic media — both hardware and software; (4) monitor local and national media, especially advertising performance; (5) provide the National Office with research and data on those local businesses engaged in communications arts and sciences; (6) seek to ensure that all people have a meaningful right to choose from and have access to a variety of high quality telecommunications goods and services at reasonable cost; (7) endeavor to secure publicity for the work of the Unit and the Association in the local press and on radio, television and other media; (8) attempt to interest persons in charge of local news media on conditions affecting minority groups; (9) seek to counteract derogatory and erroneous statements in local news media about Blacks and other minority groups; (10) be responsible for forwarding to THE CRISIS items covering Unit activities and important local affairs; and (11) act as far as possible as an agency for the promotion and sale of THE CRISIS. No publicity shall be released without first being approved by the President of the Unit.
- d. ***Community Coordination.*** The Committee on Community Coordination shall enlist the support of other community organizations on issues affecting the interests of African Americans and other communities of color.
- e. ***Criminal Justice.*** The Committee on Criminal Justice shall: (1) seek to eliminate harsh and unfair sentencing practices that are responsible for mass incarceration and racial disparities in the prison system, (2) support and seek to increase trust and public safety by advancing effective law enforcement practices, (3) fight for the restoration of the voting rights of formerly incarcerated people and the removal of barriers to employment, (4) elevate the voices of crime victim survivors in order to identify and advance systemic breakdowns existing in the criminal justice system that

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perpetuate crime, (5) resolve to end the war on drugs for its disproportionate collateral consequences harm communities of color, (6) seek the institution and availability of alternatives to incarceration including education, employment, and mental health services, (7) eliminate zero tolerance policies implemented in our schools which are keeping kids out of the classroom and putting them on a path from the schoolhouse to the jailhouse, (8) investigate programs implemented in our local law enforcement agencies which derail from their main purpose of safety and order to conduct the work of federal agencies for which they do not have the capacity, and (9) seek budget modifications in states where incarceration receives more funding than education.

- f. **Economic Development.** The Committee on Economic Development shall implement local efforts and support national programs to preserve and expand economic empowerment among African-Americans and other communities of color by: (1) researching and establishing relationships with private and public entities; (2) supporting the work of the National Office in monitoring the progress and activity of private and public entities designated by national programs; and (3) implementing local efforts to promote the growth of business ownership; (4) increasing employment and job creation; and (5) encouraging business development and home ownership.

- g. **Education.** The Committee on Education shall: (1) seek to eliminate segregation and other discriminatory practices in public education; (2) study local educational conditions affecting minority groups; (3) investigate the public school system and school zoning; (4) familiarize itself with textbook material there from which is racially derogatory; (5) seek to stimulate school attendance; (6) keep informed of school conditions and strive to correct abuses where found; (7) investigate the effects of standardized and high stakes testing practices; (8) teacher certification; (9) promote parental involvement in education; and (10) aim to be a center of popular education on the race question and on the work of the Association.

- h. **Environmental and Climate Justice.** The Environmental and Climate Justice Committee shall: (1) seek to address environmental inequities at the local level and advocate for civil rights issues (2) develop a comprehensive and holistic agenda to reduce pollution (3) advance energy efficiency and clean energy (4) build disaster resilient infrastructure policies and practices.



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i. **Finance.** The Finance Committee shall consist of the President, Treasurer, and at least one other member. It shall study the financial needs of the Unit and shall be responsible for drafting an adequate annual budget.
- BCRA*  
i. **Freedom Fund.** The Freedom Fund Committee shall plan and conduct fund-raising activities, entertainment and other projects, for local and national purposes within the scope of the Association's program. It shall work closely with the Finance Committee.
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Data*  
j. **Health.** The Health Committee shall: (1) work to promote, protect and maintain the health of African Americans; (2) assess the health needs of the community; (3) advocate for equal access to health education, care, treatment and research for all Americans; (4) sponsor health-related activities such as health forums, fairs and workshops highlighting issues of importance to people of color; and (5) support health initiatives of the Association.
- Red  
Sectm*  
k. **Housing.** The Committee on Housing shall: (1) study housing conditions in the local community; (2) receive and seek to address complaints of discrimination; (3) oppose all restrictive practices whether public or private; and (4) disseminate information and render such other assistance which may eliminate discrimination in housing.
- l. **Labor and Industry.** The Labor and Industry Committee shall seek ways to improve the economic status of minority groups by: (1) working to eliminate discriminatory employment practices in industry and government, wage differentials based on race, unequal opportunities for training, promotion and unfair dismissals; (2) encouraging greater participation in the trade union movement; (3) working to end discriminatory practices in labor unions; (4) securing the enactment of state and federal fair employment practices legislation; and (5) working for improved opportunities in vocational and apprenticeship training.
- To me/mom/c*  
m. **Legal Redress.** The Legal Redress Committee shall: (1) investigate all cases reported to it; (2) supervise all litigation in which the Unit is interested; and (3) keep the National Office and the Branch informed on the progress of every case. It shall not give general legal advice.
- Fred  
Red*  
n. **Membership and Life Membership.** The Membership Committee shall: (1) work throughout the year to maintain and increase the membership of the Association; (2) be responsible for planning and organizing the annual membership campaign; (3) be responsible on a continuous basis

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for soliciting new members and for securing renewals; and (4) initiate all possible means to obtain Life Members and sponsor a continuing program towards this end.

- o. Political Action.* The Political Action Committee shall: (1) seek to increase registration and voting; (2) work for the enactment of municipal, state and federal legislation designed to improve the educational, political and economic status of minority groups; (3) seek the repeal of racially discriminatory legislation; (4) work to improve the administration of justice; (5) work to secure equal enforcement of the law; and (6) keep the National Office and the Unit informed of all proposed legislation which affects minority groups. The Committee shall be nonpartisan and shall not endorse candidates for public office.

- p. Prison Branch.* The Prison Branch Support Committee shall support the work of the Prison Branch in accordance with Article VIII, Section 6 (1-11) by (1) working closely and directly with the members of their respective Prison Branch and the Regional Prison Coordinator; (2) maintain contacts with, and report regularly to the Regional Coordinators; (3) build, cultivate and maintain positive relationships between prison officials, Prison Branch members and members within the local Branch; and (4) solicit community organizations and business to establish a volunteer bank (teachers, writers, poets, businessmen, ministers, lawyers, policemen, judges, government officials, politicians and media personnel) to assist the Prison Branch in carrying out its programs.

- q. Religious Affairs.* The Religious Affairs Committee shall include ministerial and lay religious leaders who are members of the Unit. It shall: (1) promote an educational program designed to give moral and ethical interpretation to the civil rights struggle; (2) interpret the work of the Association to organized religious groups of all faiths; (3) enlist the support of such organized religious groups for membership, fundraising, and the struggle for equality and full civil rights; and (4) provide resource assistance for religious education and social action activities, associated with the improvement of race relations.

- r. Young Adult.* The Committee on Young Adult shall consist of Branch members twenty-one (21) – forty (40) years of age. It shall be the function of the Committee to: (1) support all branch activities; (2) stimulate interest through advocacy training and solicit membership of twenty-one (21) – forty (40) years of age; (3) create a mentorship program (Branch to Young Adults and Young Adults to Youth Units) to serve as a support bridge from Youth and College to Branch



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participation; (4) provide networking and social opportunities for young adults in the local community; and (5) encourage the participation of young adults in all activities and leadership within the Branch.

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*Done*  
*OK*
- Youth Works.** The Committee on Youth Work for State/State-Area Conferences shall consist of all Youth Unit Advisors and Youth Unit Presidents in the state, and five (5) persons appointed by the State/State-Area Conference President. The Committee on Youth Work for Branches shall consist of the Youth Unit Advisor(s), and Youth Unit President(s) in the same community, and five (5) persons appointed by the Branch President. The Youth Unit Advisors and the Youth Unit Presidents shall choose the chair of the Committee. The Youth Work Committee shall develop and coordinate the programs of the Branch(es) and Youth Units.

The Branch Committee on Youth Work shall turn the names, addresses and membership dues of youth solicited by the Branch over to the appropriate National Office recognized youth group, if any, in their community. The Youth Work Committee shall monitor the youth membership in the Branch. If there is no local youth unit recognized by the National Office, the Committee shall recommend the Branch apply to the National Office for a Youth Charter and organize the appropriate youth group.

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- Women in the NAACP (WIN).** State/State-Area Conferences, Branches, Prison Branches of the Association may organize Women in NAACP (WIN) committees subject to the control of the Executive Committee and to such rules and regulations as the Board of Directors may enact. WIN committees shall consist of a Chairperson and/or Co-Chairperson and at least three (3) other members. WIN shall address within the framework of the NAACP, civil rights issues affecting women and children and shall carry out other civil and cultural activities to enhance membership and provide financial support to the Branch. The purpose WIN is (1) to enhance the leadership role of women; (2) to serve as an advocacy vehicle to address the social, economic, political, educational, health and welfare issues affecting women; (3) to advocate for the emotional, mental, physical and spiritual development of children and (4) to support the policies as well as the on-going mission and vision of the NAACP.

- X* u. All Standing Committees must have at least three (3) appointed members. They shall report in writing each month to the Executive Committee at its regular meetings.

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6. *(Distinctive Duties of Prison Branch Support Committees)*

*Prison Branch Support Committee.* The Prison Branch Support Committee shall:

- a. Work closely and directly with the members of their respective Prison Branch and the Regional Prison Coordinator.
- b. Maintain contacts with, and report regularly to the Regional Coordinators.
- c. Build, cultivate and maintain positive relationships between prison officials, Prison Branch members and members within the local Branch.
- d. Solicit community organizations and businesses to establish a volunteer bank (teachers, writers, poets, businessmen, ministers, lawyers, policemen, judges, government officials, politicians, media personnel) to assist the Prison Branch in carrying out its programs.
- e. Aid the Prison Branch in organizing and planning parliamentary procedure workshops, leadership training sessions and other seminars.
- f. Aid the Prison Branch in establishing and securing instructors for ongoing certification and remedial classes and General Equivalency Diploma (GED) preparatory work.
- g. Aid the Prison Branch in planning and scheduling its annual awards banquet by contacting prospective guest speakers and making sure items needed for the ceremony are made available in a timely fashion.
- h. Meet with local businessmen, companies and corporations to discuss Targeted Job Tax Credit Programs and to persuade prospective employers to consider the advantages of hiring ex-offenders. Employers will be encouraged to interview the inmate while still incarcerated; if they agree, efforts will be made to gain clearance into the facility where there is an obvious reluctance to entering the prison. The Prison Branch Support Committee would provide the employer with pertinent information on the inmate under consideration.
- i. Interview all Prison Branch members when they are within 90-180 days of their parole hearings to assess what types of offender re-entry programs may be most beneficial to them upon their release.
- j. Maintain for two years a careful and accurate "follow up" file on those ex-offenders placed in jobs secured through the assistance of the NAACP. The purpose of these records will be to compare the NAACP recidivism rate to



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the national average (70%) and thus compute the yearly savings in public tax dollars.

- k. Perform any and all duties consistent with the Prison Project.

**7. (Distinctive Duties of College Chapter Standing Committees)**

- a. **College Chapter Armed Services Committee.** The Committee on Armed Services shall:

1. Study conditions pertaining to students of color serving in the branches of the armed services on both the campus and in the community.
2. Receive and act on all these students' complaints relative to discrimination because of race, color or creed or denials of benefits in local areas because of discrimination.

- b. **College Chapter Education Committee.** The College Chapter Committee on Education shall study educational conditions affecting Black people and other minority groups. It shall be the policy of the College Chapter Education Committee to:

1. Concern itself with the educational practices on its own campus as well as other campuses.
2. Be a center of popular education on the problems of Black Students and the work of the NAACP.
3. To work for the integration of students, faculty and non-teaching personnel and the elimination of quota systems, particularly in medical, dental, and engineering schools, and to give attention to upgrading and granting tenure to professors.
4. Seek to secure unprejudiced presentation in teaching materials pertaining to African-Americans and other ethnic minority groups.
5. Work to establish deadlines by which time student organizations must have removed racial or religious discriminatory clauses from their Constitutions or face non-recognition by the university.
6. Conduct joint programs with students from other colleges in the community, particularly colleges having few, if any Black students.

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- c. ***College Chapter Employment and Economic Empowerment Committee.*** The Committee on Chapter Employment and Economic Empowerment shall seek ways to empower youth economically by:

1. Encouraging the development of job readiness training and placement programs for youth and young adults.
2. Studying levels of unemployment and underemployment of working age youth and the causes of each.
3. Working for improved opportunities in vocation and apprenticeship training.
4. Working to eliminate discriminatory employment practices.
5. Studying levels of youth and young adult credit and debt creating programs to decrease debt.
6. Creating training programs in entrepreneurship, savings, investment and home ownership.

- d. ***College Chapter Housing and Community Planning Committee.*** The Committee on Housing and Community Planning shall study the housing patterns and conditions of Blacks and other minority people both on and off campus. Specifically, it shall:

1. Seek to guarantee the rights of students and staff to live in any campus controlled housing without regard to race or color.
2. Oppose segregation and discrimination in off-campus housing for both students and staff.
3. Demand the enforcement of community housing and sanitation codes.
4. Where necessary, with the approval of the Association, sponsor direct action programs as a means of publicizing and correcting intolerable housing conditions.
5. Seek to eliminate segregation and discrimination and to improve the general housing conditions for Blacks and other minorities in the community at large.

- e. ***College Chapter Juvenile Justice Committee.*** The Committee shall:



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1. Seek to eliminate discriminatory practices in the Juvenile and Adult Justice systems.
  2. Research and monitor local and state incarceration, sentencing, arrest and probation rates of African-American and other youth of color.
  3. Investigate disproportionate incarceration and sentencing of African-Americans and other youth of color.
  4. Investigate living conditions and treatment within youth detention centers.
  5. Mobilize Units to correct abuses where found.
- f. College Chapter Press and Publicity Committee.* The Committee shall:
1. Secure publicity in the local press for the Chapter.
  2. Publicize by means of posters, etc., the meetings and activities of the Chapter.
  3. Promote the sale of the CRISIS and other Association literature.
  4. College Chapters shall not issue press releases without the consent of the Chapter President.
- g. College Chapter Program and Research Committee.* The Committee shall:
1. Study local and national issues affecting Black youth and other minority groups and recommend certain of these issues for discussion and action by the unit.
  2. Operate a speakers' bureau for the benefit of the Units and for the benefit of organization on the campus and in the community desiring to make use of it.
  3. To have charge of such entertainment as shall be approved by the Executive Committee.
  4. Formulate and present to the Executive Committee, at the regular monthly meeting following the annual Meeting of the Unit, a program of activity for the ensuing year.

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8. *(Distinctive Duties of Youth Council Standing Committees)*

- a. ***Youth Employment and Economic Empowerment Committee.*** The Committee shall seek to empower youth economically by:
  - 1. Encouraging the development of job readiness training and placement programs for youth and young adults.
  - 2. Studying levels of unemployment and underemployment of working age youth and the causes of each.
  - 3. Working for improved opportunities in vocation and apprenticeship training.
  - 4. Working to eliminate discriminatory employment practices.
  - 5. Studying levels of youth and young adult credit debt and creating programs to decrease debt.
  - 6. Creating training programs in entrepreneurship, savings, investment and home ownership.
- b. ***Youth Council Entertainment Committee.*** The Committee on Entertainment shall have charge of entertainment of such kind as shall be approved by the Executive Committee of the Youth Council.
- c. ***Youth Council Juvenile Justice Committee.*** The Committee shall:
  - 1. Seek to eliminate discriminatory practices in the juvenile and adult justice systems.
  - 2. Investigate living conditions and treatment within youth detention centers.
  - 3. Mobilize units to correct abuses where found.
- d. ***Press and Publicity Committee.*** The Press and Publicity Committee shall:
  - 1. Seek to secure favorable publicity in local, state and national media for the Youth Council.
  - 2. No press releases shall be issued without the consent of the President and Youth Council Advisor.



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*e. Youth Council Program and Research Committee.* The Program and Research Committee shall:

1. Study local and national issues affecting Black youth and other minority groups and recommend certain of these issues for discussion and action by the Council.
2. Operate a speakers' bureau for the benefit of the Council and the community.
3. Formulate and present to the Executive Committee at the regular monthly meeting following the Annual Meeting of the Council a program of activity for the ensuing year.

**9. (Tenure)**

Members of the Executive Committee and of the several standing committees of Branches and Prison Branches shall hold office for two years and until their successors are elected and qualify. Members of the Executive Committee of Youth Units shall hold office for one year.

**10. (Removal Procedure)**

- a. Non-functioning committees shall be discharged promptly by the Executive Committee.
- b. Any member of the Executive Committee, except officers or of any standing or special committee who shall be absent from three (3) consecutive meetings without notice to the Secretary or President or who shall not perform the required duties for three (3) consecutive months, or who shall be absent from any six (6) meetings with or without notice in a twelve month period shall be removed by the Executive Committee by written notification to the delinquent member and replaced in accordance with Article VIII, Section 2(e). A member of any standing or special committee may be directly removed by the chairperson for dereliction of duty. If the Executive Committee fails to act, the President, Secretary, and one member may sign the removal letter.
- c. For any officers who shall be absent from three (3) consecutive meetings without notice or explanation to the Secretary or President, or who shall not perform the required duties for three (3) consecutive months, or who shall be absent from any six (6) meetings with or without notice in a twelve month period except in cases when the General Meeting and the Executive Committee meeting are held on the same day those occurrences

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shall be counted as one missed meeting, the National Office is to be notified by the Secretary by way of a petition signed by the Secretary, the President and one (1) other member of the Executive Committee. If the President or Secretary is in violation, then any three members of the Executive Committee shall sign the petition. The National Office shall recommend the removal of said officer by the Board of Directors at the next meeting of the Board of Directors following receipt of the petition.

**ARTICLE IX  
ELECTION OF OFFICERS AND EXECUTIVE  
COMMITTEE AND DELEGATES**

**1. *(Procedure for State/State-Area Conference Elections)***

**a. *Election of Delegates***

1. All delegates elected to the Annual Convention of a State/State-Area Conference must be members in good standing of Units in good standing within the State/State-Area Conference. All such delegates must be elected at a regular meeting of their general membership. Elected delegates must present official credential forms as provided by the State/State-Area Conference at the time of registering to the Credentials Committee of the Convention.
2. The election shall be by secret ballot of delegates both youth and adults at the Annual Convention of the State/State-Area Conference held in odd numbered years and those elected shall hold office for two (2) year terms and/or until their successors are elected and qualify.
3. *Representation.* Representation of Units at the Annual Convention of the State/State-Area Conference shall be on the following basis:

25 - 49	(Youth) 2 delegates
50 - 100	4 delegates
101 - 500	6 delegates
501 - 1,000	8 delegates
1,001 - 2,500	10 delegates
2,501 - 5,000	12 delegates
5,001 - 10,000	14 delegates
10,001 - 20,000	16 delegates
20,001 - 25,000	18 delegates



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Over 25,000 - 1 additional vote for every 2,500 members.

- (a) Representation shall be on the basis of membership as recorded in the National Office, sixty (60) days prior to the opening date of each Annual Convention.
- (b) Each Unit is entitled to the number of alternate delegates equal to the number of voting delegates. Alternate delegates shall be permitted to vote in place of absent delegates.

4. *Organization of State/State-Area Conference.* At the first session of the Annual Convention, the delegates shall elect delegates to serve on the Committee on Time and Place, Committee on Resolutions and Committee on Credentials.

- (a) *Committee on Time and Place.* Shall be charged with the responsibility of investigating possible cities for future Annual Conventions, and recommending same to the Convention.
- (b) *Committee on Resolutions.* Shall be responsible for determining for each proposed resolution whether it meets the criteria of newness or material modification of existing resolutions.
- (c) *Committee on Credentials.* Shall examine and report upon the credentials of all delegates to the Convention as the first order of business of each Business Session. The Committee on Credentials shall be the arbitrator of all disputes and will report the resolution of same to the Convention.

5. *Quorum of State/State-Area Conference Meetings.* The number of members necessary to constitute a quorum at all meetings shall be decided upon by a resolution adopted by the State/State-Area Conference which shall be incorporated in the approved State/State-Area Conference Bylaws.

b. *Election Procedure*

- 1. All State/State-Area Conferences shall hold an election for officers in odd numbered years in accordance with the Constitution, these Bylaws and the Manual on State/State-Area Conference Election

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Procedure. All State/State Area Conferences shall utilize the following election procedure.

- (a) In each even numbered year, the delegates at the Annual Convention of each State/State-Area Conference shall elect seven delegates to the Election Procedures Committee which shall be responsible for the election process leading up to the State/State-Area Conference election in the odd numbered years. No more than two (2) State/State-Area Conference officers or Executive Committee members shall be elected to the Election Procedures Committee. The Committee shall conduct an organizing meeting during the Convention at which time they shall elect a chairperson and secretary. Members of the Election Procedures Committee are not prohibited from filing a nominating petition.
- (b) Written notice of the date, time, location and procedure for the conduct of the biennial State/State-Area Conference election shall be sent by the State/State-Area Conference Secretary by certified mail to all Units in good standing within the State/State-Area Conference by no later than February 1 of the odd numbered year. The notice shall include the positions to be filled by election and the official nominating petition.
- (c) Persons wishing to run for elective office must be members in good standing and return the petition bearing their signature by certified mail signed by three (3) or more members in good standing of Units in good standing within the State/State-Area Conference by no later than June 15 of the election year. The nominating petitions must be mailed to the official mailing address of the State/State-Area Conference to the attention of the Election Procedures Committee which shall follow the procedures set forth in the Manual on State/State-Area Conference Election Procedure. An individual may seek only one elective office at a time.
- (d) For the purpose of running for office, a member in good standing is one whose name appears on the roll of a Unit in good standing within the State/State Area Conference no later than December 15 of the even numbered year prior to the State/State-Area Conference election. For the purpose



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of signing a nominating petition, a member in good standing is one whose name appears on the roll of a Unit in good standing within the State/State-Area Conference at least thirty (30) days prior to the date the nominating petition is filed.

- (e) The Election Procedures Committee shall review all nominating petitions, validate the eligibility of candidates and file its report with the State/State-Area Conference Secretary by no later than June 30 of the election year.
- (f) Upon receipt of the Committee's report, the State/State-Area Conference Secretary shall mail the listing of all eligible candidates for each office to all Units in good standing within the State/State-Area Conference by no later than July 15 of the election year.
- (g) Thirty (30) days prior to the election the Election Procedures Committee shall file a report with the State/State-Area Conference Secretary verifying that all eligible candidates for office will be members in good standing as of the date of the election.
- (h) An eligible candidate may withdraw from contention by forwarding a letter requesting that his/her name be removed from the ballot. The letter must be sent to the Chairperson of the Election Procedures Committee thirty (30) days prior to the election.

All voting at the Annual Convention must be by delegates present who were duly elected by their respective Unit in good standing within the State/State-Area Conference. Proxy voting, absentee voting and write-in voting are prohibited in NAACP elections. State/State-Area Conference Officers and Executive Committee members only have voting privileges if they have been duly elected by their respective Unit in good standing within the State/State-Area Conference.

- (i) Prison Units in good-standing, only, shall be allowed to participate in State/State Area Conference Elections. Prison Units that meet all prerequisites as defined in Article III, Section 3(c) and Article IV, Section 3(a) will receive a

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ballot. The State/State Area Conference on June 30th when sending out report of the Election Procedures Committee to all units, will also forward the prerequisite ballots to Prison Units that are in good-standing. Ballots will be prepared in accordance with guidelines established by the Association. The Prison Unit will elect delegates at its General Membership meeting, after which the delegates will vote. When returning the ballots to the address of the State/State Area Conference mailing address, a copy of the minutes of the meeting when delegates were elected must be included. Ballots must be received by the State/State Area Conference 10 business days prior to the first day the Annual State/State Area Convention convening. The State Conference Secretary shall provide the Chair of the Election Procedures a report as to when ballots were received. The State/State Area Conference Secretary shall, upon the election of the Election Supervisory Committee immediately turn over the sealed ballots to the Election Supervisory Committee. Ballots are to remain sealed and not be counted until the polls close.

- (j) At the first session of the Annual Convention, the delegates shall elect five (5) delegates to the Election Supervisory Committee which will conduct the election in accordance with the Constitution, these Bylaws and the Manual on State/State-Area Conference Election Procedure. In addition, if there is more than one presidential candidate, each presidential candidate is entitled to appoint a representative to the Election Supervisory Committee. In the event the total number of presidential candidates exceeds four (4), the delegates must elect additional members to the Election Supervisory Committee so that the total number of elected members is one more than the appointed members of the Committee. No candidate for office shall serve on the Election Supervisory Committee.
- (k) On Saturday during the Convention at 8:00 a.m. on Election Day, the Election Supervisory Committee shall convene a special session of the Convention for the sole purpose of hearing from the candidates seeking office. Candidates shall be heard in the following order:

Assistant Secretary



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Secretary  
Assistant Treasurer  
Treasurer  
Vice Presidents  
President

Immediately following the special session, but no later than 11:00 a.m., the polls shall open, remaining open until 3:00 p.m. Following tabulation, the results of the election shall be announced by the Election Supervisory Committee by posting on the tabulation room door and by announcement on Saturday evening.

2. *State/State-Area Conference Election Controversy*

- (a) In the event of election controversy, all parties thereto shall submit complaints to the National Office. Said complaints must be postmarked not later than ten (10) days following the date of the election in question. The complaints must be signed by at least twenty-five (25) voting delegates who were in attendance at the Convention. Said delegates must represent at least five (5) units registered at the Convention.
- (b) The National Office will institute an investigation into the matter, and should a determination be made that the complaint is frivolous or completely devoid of merit, or that the election result could not have been otherwise even if the allegations alleged are assumed to be true, then the National Office shall within thirty (30) days, or as soon thereafter as possible, dismiss the complaint and inform all parties forthwith that the installation of officers might be held.
- (c) Should the National Office be unable to dismiss the complaint because the charges appear to have merit and as such, the results of the election might have been otherwise had the alleged violations not occurred, then the matter will be referred to the Chairperson of the Committee on Membership and Units of the Board of Directors, who will designate a Hearing Panel.
- (d) Pending resolution of the dispute, the officers whose terms were to have expired with the new election, will continue to function.

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- (e) *Authority of the National Office.* The National Office shall have authority to intervene at any time during the period leading up to the State Conference election. Such authority includes suspending the process and instituting corrective action to assure that the rights of all members are protected.

2. *(Election of Officers and Executive Committees for Branches)*

a. *Organizing Meeting (New Branch)*

- 1. The officers and members of the Executive Committee elected at the organizing meeting of the Branch shall hold office until their successors are elected and qualify.
- 2. Following the chartering of a new Branch by the Board of Directors, the National Office shall cause an election to be held of the members of the new Branch. Should the election take place during an even numbered year, the officers and members of the Executive Committee elected at this time shall not be required to stand for election again until the next Branch election year.

- b. *Eligible Voters at Organizing Meeting.* All persons who endorse the aims and purposes of the National Association for the Advancement of Colored People who have paid the prescribed fees shall be entitled to vote at the organizing meeting and to be elected to office.

- c. *Biennial Elections.* Thereafter, all officers and elected members of the Executive Committee shall be elected by ballot at a Branch election held in even numbered years as hereinafter provided, and shall hold office for two (2) years and until their successors are elected and qualify.

d. *Nominating Committee Election.*

- 1. In even numbered years there shall be elected at a **September** membership meeting of the Branch a Nominating Committee composed of not less than five (5) nor more than fifteen (15) members of the Branch in good standing, provided that not more than two (2) shall be officers of the Branch or members of the Executive Committee.
- 2. *Duties of the Nominating Committee.* The Branch Secretary shall call the organizing meeting of the Nominating Committee. The first meeting of the Nominating Committee shall be held no later



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than ten (10) days after its election. The Nominating Committee shall:

- (a) Elect its Chairperson and Secretary as its first order of business.
  - (b) Nominate any member of the Branch who is in good standing. For purposes of running for office, the term "member in Good Standing" shall mean that the person must be a bona fide member of the Branch by April 1 of the election year and must live and/or work within the branch's jurisdiction.
  - (c) The Nominating Committee may nominate a member thereof as a candidate for office or as an at large member of the Executive Committee.
  - (d) The Nominating Committee shall have itself available to interview members interested in being considered for office or as at-large members of the executive Committee.
  - (e) The Nominating Committee shall nominate only those persons who have given written consent to be nominated. The secretary shall verify that each nominee has given written consent after the Nominating Committee has given its report at the October meeting and before the Branch accepts this report.
  - (f) The Committee shall nominate a member for only one (1) position during the election.
3. *Reporting of the Nominating Committee.* The Nominating Committee shall submit a report in writing at the **October** General Membership Meeting of the Branch. This report shall consist of the names of those persons qualified to fill existing Branch offices (one name for each office) and to be members of the Executive Committee (at least ten (10) names and up to twenty-four (24) names).
4. *Nominations by Petition.* At said **October** Membership Meeting of the Branch, additional nominations may be made for all officers and elected members of the Executive Committee by written petition signed by three or more members of the Branch in good

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standing as of the time of the meeting. No one shall be nominated by the Nominating Committee or by petition without having first obtained his/her written consent. The Branch Secretary shall certify that at least three (3) of the members who signed the petition are members in good standing and that the member being nominated is a member in good standing and that a consent form has been signed by the nominee.

5. *Withdrawal of Nominations.* A member properly nominated for a position may withdraw from contention by forwarding a letter requesting that his/her name be removed from the ballot. The letter must be sent to the Chairperson of the Election Supervisory Committee in sufficient time prior to the election.
  6. *Eligibility Determinations.* All questions regarding the eligibility of candidates must be resolved prior to the conclusion of the October meeting.
- e. After all nominations have been made, the Branch at said October meeting shall elect an Election Supervisory Committee consisting of five (5) members of the Branch in good standing. In addition, each candidate for the presidency is entitled to appoint a representative to the Election Supervisory Committee. However, in the event the total number of candidates for the presidency is more than four (4), the Branch must elect additional members to the Election Supervisory Committee so that the total number of elected members is one more than the appointed members of the Committee. No candidate may serve on the Election Supervisory Committee.
  - f. It shall be the duty of the Election Supervisory Committee to:
    1. Supervise the Branch election.
    2. Supervise the establishment of appropriate machinery, provisions, and procedures for conducting the election in accordance with this Constitution and the Manual for Branch Election Procedure, whether at an election meeting or at polling booths, in order to protect the right of each member of the Branch to cast his ballot properly and have it counted.
    3. Have printed ballots containing in alphabetical order by last name, the names of all persons nominated for office and executive



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committee that were properly received at the October General Membership meeting for each office to be elected.

4. Prepare the ballot in sufficient numbers for use at the election, and this ballot shall be the only ballot used at the election. Unless the Branch decides to use voting machines in addition to, or in place of, the ballot.
- g. *Notice of September, October Meeting and November Election.* Each Branch shall send notice to each member in good standing at least ten (10) days prior to the September meeting, listing the time, place, date and purpose of the September and October meetings and time, place and date of the November election. Notices shall be sent via regular and electronic mail to members. The Secretary shall maintain a list of those members to whom a notice was sent and shall secure and maintain all electronic delivery receipts for the notice. In addition to this notice, each Branch shall place the announcements of such meetings and election in one or more local newspapers of general circulation at least ten (10) days before the date of the November election. Should a run-off election be necessary, that election shall occur on the following date at time certain (at least 1 hour) at this location run-off elections shall be conducted not less than ten (10) days after the original election.
- h. *Term of Office.*
1. All officers and elected members of the Executive Committee shall be elected by secret ballot for a two year term ending December 31. The term of each elected officer shall begin on January 1, of each odd numbered year.
  2. *Election Meeting.* No officer of the Branch or any candidate for office shall occupy their chair at election meetings. The names of the various candidates for the office shall be clearly announced or posted in a place visible to all present at the election meeting. Tellers to count the ballot shall be appointed in equal numbers by the candidates for office of the President. No officer of the Branch or candidate for office shall serve as teller.
- i. *Eligible Voters.* The number of eligible voting members of the Branch shall be established before the voting begins. Upon proof of qualification, all eligible voters shall receive and sign for one ballot each and thereupon immediately proceed to vote secretly. The right to vote is personal and shall not be exercised by proxy. No absentee ballots may be cast.

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- j. *Polling Booths of Branches of 1,000 or More Members.* Polling booths must be used and must be setup as prescribed by the Branch Election Manual in a centralized place staffed by the Election Supervisory Committee, and with an equal number of watchers and observers for each of the candidates for President. The Branch's bylaws will determine the number of hours the booths shall be open. The minimum number of hours for polling shall be four (4) hours unless otherwise determined by the Branch's bylaws. Provisions for determining eligibility and challenging the right of persons to vote shall be established in accordance with the Branch Election Manual, which has been adopted by the Board of Directors and is appended hereto.
- k. *Members in Good Standing.* Members in good standing shall be eligible to run for office or vote in a Branch election. For the purpose of running for office, a member in good standing is one whose name appears on the roll of the Branch as a bona fide member of the Branch by April 1 of the election year and who lives and/or works within the Branch jurisdiction. For the purpose of being elected to the Nominating Committee or the Election Supervisory Committee, signing a nominating petition or voting in Branch elections, a member in good standing is one who has been a bona fide member of the Branch for at least (30) thirty days prior to the date the election is held or the nominating petition is filed. For all other purposes, a member in good standing is one who has paid the requisite minimum membership fee to the Branch at least (30) thirty days prior to the date the election is held or the nominating petition is filed. For all other purposes, a member in good standing is one who has paid the requisite minimum membership fee to the Branch.
- l. *Youth Voting in Branch Elections.* The minimum voting age for any member in good standing in Branch elections shall be seventeen (17) years of age. Should a member of the Branch be seventeen (17) years of age, but under twenty-one (21) years of age, that member may vote in the Branch election if he/she has paid the minimum adult membership fee to the Branch.
- m. *Life Members, Subscribing Life Members and Members-At-Large.* In order to run for Branch office unaffiliated Life Members and Members-At-Large must be actively affiliated with the Branch by April 1 of the election year. In order to run for State/State-Area Conference office unaffiliated Life Members and Members-At-Large must be actively affiliated with a Unit in good standing within the Conference by December 15 of the year prior to the election year. In order to vote in a Branch or Conference election, unaffiliated Life Members and Members-



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At-Large must be actively affiliated with a Unit in good standing within the Conference at least thirty (30) days prior to any meeting at which they are nominated for office or seek to vote. *The term "affiliated" means that the individual must have requested, in writing, that his membership be transferred to the Branch. The request may be made through the Branch or directly to the National Office. The National Office must notify the Branch in writing within thirty (30) days of receiving notification.*

- n. *Tellers.* Presidential candidates shall have the right to appoint an equal number of tellers. The tellers thus appointed, shall elect a chief teller, who shall organize the tabulating of the ballots.
- o. *Election Controversy.* In the event of election controversy, all parties thereto shall submit any written complaint(s) to the National Office through the President and CEO. Said complaint(s) must be postmarked no later than five (5) calendar days following the date of the election in question. *In Branches with memberships up to 1000, such complaints must be signed by at least twenty-five (25) members of the Branch in good standing. In Branches with memberships exceeding 1000, such complaints must be signed by at least fifty (50) members of the Branch in good standing.*
  - (a) The National Office will institute an investigation into the matter, and should a determination be made that the complaint is frivolous or completely devoid of merit, or that the election result could not have been otherwise even if the allegations alleged are assumed to be true, then the National Office shall within thirty (30) days, or as soon thereafter as possible, dismiss the complaint and inform all parties forthwith that the installation of officers might be held.
  - (b) Should the National Office be unable to dismiss the Complaint because the charges appear to have merit and as such, the results of the election might have been otherwise had the alleged violations not occurred, then the matter will be referred to the Chairman of the Committee on Membership and Units of the Board of Directors, who will designate a Hearing Panel.
  - (c) Pending resolution of the dispute, the officers whose terms were to have expired with the new election, will continue to function.

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- p. Authority of the National Office.* The National Office shall have authority to intervene at any time during the three-month period leading up to the Branch election. Such authority includes suspending the process and instituting corrective action to ensure that the rights of all members are protected.

**3. (Procedure for Prison Branch Elections)**

*a. Organizing Meeting (New Prison Branch)*

1. The officers and members of the Executive Committee elected at the organizing meeting of the Prison Branch shall hold office until their successors are elected and qualify.
2. Following the chartering of a new Prison Branch by the Board of Directors, the National Office shall cause an election to be held of the members of the new Prison Branch. Should the election take place during an even numbered year, the officers and members of the Executive Committee elected at this time shall not be required to stand for election again until the next Prison Branch election year.

- b. Eligible Voters at Organizing Meeting.* All persons who endorse the aims and purposes of the National Association for the Advancement of Colored People who have paid the prescribed fees shall be entitled to vote at the organizing meeting and to be elected to office.

- c. Biennial Elections.* Thereafter, all officers and elected members of the Executive Committee shall be elected by ballot at a Prison Branch election held in even numbered years as hereinafter provided, and shall hold office for two (2) years and until their successors are elected and qualify.

*d. Nominating Committee Election.*

1. In even numbered years there shall be elected at a September membership meeting of the Prison Branch a Nominating Committee composed of not less than five (5) nor more than fifteen (15) members of the Prison Branch in good standing, provided that not more than two (2) shall be officers of the Prison Branch or members of the Executive Committee.
2. *Duties of the Nominating Committee.* The Prison Branch Secretary shall call the organizing meeting of the Nominating Committee. The first meeting of the Nominating Committee shall be held no



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later than ten (10) days after its election. The Nominating Committee shall:

- (a) Elect its Chairperson and Secretary as its first order of business.
  - (b) Nominate any member of the Prison Branch who is in good standing. For purposes of running for office, the term "member in good standing" shall mean that the person must be a bona fide member of the Prison Branch at least one hundred and eighty (180) days prior to the date nominations are made and must live and/or work within the Prison Branch's jurisdiction.
  - (c) The Nominating Committee may nominate member thereof as a candidate for office or as an at large member of the Executive Committee.
  - (d) The Nominating Committee shall have itself available to interview members interested in being considered for office or as at-large members of the Executive Committee.
  - (e) The Nominating Committee shall nominate only those persons who have given written consent to be nominated. The Secretary shall verify that each nominee has given written consent after the Nominating committee has given its report at the October meeting and before the Prison Branch accepts this report.
  - (f) The Committee shall nominate a member for only one (1) position during the election.
3. *Reporting of the Nominating Committee.* The Nominating Committee shall submit a report in writing at the **October** General Membership Meeting of the Prison Branch. This report shall consist of the names of those persons qualified to fill existing Branch offices (one name for each office) and to be members of the Executive Committee (at least ten (10) names and up to twenty-four (24) names).
4. *Nominations by Petition.* At said **October** Membership Meeting of the Prison Branch, additional nominations may be made for all officers and elected members of the Executive Committee by

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written petition signed by three or more members of the Branch in good standing as of the time of the meeting. No one shall be nominated by the Nominating Committee or by petition without having first obtained his/her written consent. The Unit Secretary shall certify that at least three (3) of the members who signed the petition are members in good standing and that the member being nominated is a member in good standing and that a consent form has been signed by the nominee.

5. *Withdrawal of Nominations.* A member properly nominated for a position may withdraw from contention by forwarding a letter requesting that his/her name be removed from the ballot. The letter must be sent to the Chairperson of the Election Supervisory Committee in sufficient time prior to the election.
  6. *Eligibility Determinations.* All questions regarding the eligibility of candidates must be resolved prior to the conclusion of the October meeting.
- e. After all nominations have been made, the Prison Branch at said October meeting shall elect an Election Supervisory Committee consisting of five (5) members of the Prison Branch in good standing. In addition, each candidate for the presidency is entitled to appoint a representative to the Election Supervisory Committee. However, in the event the total number of candidates for the presidency is more than four (4), the Prison Branch must elect additional members to the Election Supervisory Committee so that the total number of elected members is one more than the appointed members of the Committee. No candidate may serve on the Election Supervisory Committee.
  - f. It shall be the duty of the Election Supervisory Committee to:
    1. Supervise the Prison Branch election.
    2. Supervise the establishment of appropriate machinery, provisions, and procedures for conducting the election in accordance with the Constitution and the Manual for Branch Election Procedure, whether at an election meeting or at polling booths, in order to protect the right of each member of the Prison Branch to cast his ballot properly and have it counted.



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3. Have printed, copied, or typewritten, one complete ballot containing in alphabetical order, for each office and Executive Committee, the names of all persons nominated for office.
  4. Prepare the ballot in sufficient numbers for use at the election, and this ballot shall be the only ballot used at the election. Unless the Branch decides to use voting machines in addition to, or in place of, the ballot.
- g. Notice of September, October Meeting and November Election.* Each Prison Branch shall notify each member in good standing, at least ten (10) days prior to the September meeting, listing the time, place, date and purpose of the September and October meetings and time, place and date of the November election. In addition, to this notice, each Branch shall place the announcements of such meetings and election in one or more newspapers or newsletters of general circulation at the prison or correctional facility least ten (10) days before the date of the November election. Should a run-off election be necessary that election shall occur on the following date at time certain (at least 1 hour) at this location, run-off elections shall be conducted not less than ten (10) after the original election.
- h. Term of Office.*
1. All officers and elected members of the Executive Committee shall be elected by secret ballot for a two year term ending December 31. The term of each elected officer shall begin on January 1, of each odd numbered year.
  2. *Election Meeting.* No officer of the Prison Branch or any candidate for office shall occupy their chair at election meetings. The names of the various candidates for the office shall be clearly announced or posted in a place visible to all present at the election meeting. Tellers to count the ballot shall be appointed in equal numbers by the candidates for office of the President. No officer of the Prison Branch or candidate for office shall serve as teller.
- i. Eligible Voters.* The number of eligible voting members of the Prison Branch shall be established before the voting begins. Upon proof of qualification, all eligible voters shall receive and sign for one ballot each and thereupon immediately proceed to vote secretly. The right to vote is personal and shall not be exercised by proxy. No absentee ballots may be cast.

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*Bylaws for Units of the NAACP*

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- j. *Members in Good Standing.* Members in good standing shall be eligible to run for office or vote in a Prison Branch election. For the purpose of running for office, a member in good standing is one whose name appears on the roll of the Prison Branch as a bona fide member of the Prison Branch at least one hundred and eighty (180) days prior to the date nominations are made and who lives and/or works within the Prison Branch jurisdiction. For the purpose of being elected to the Nominating Committee or the Election Supervisory Committee, signing a nominating petition or voting in Prison Branch elections, a member in good standing is one who has been a bona fide member of the Prison Branch for at least (30) thirty days prior to the date the election is held or the nominating petition is filed. For all other purposes, a member in good standing is one who has paid the requisite minimum membership fee to the Prison Branch at least (30) thirty days prior to the date the election is held or the nominating petition is filed. For all other purposes, a member in good standing is one who has paid the requisite minimum membership fee to the Prison Branch.
- k. *Youth Voting in Prison Branch Elections.* The minimum voting age for any member in good standing in Prison Branch elections shall be seventeen (17) years of age. Should a member of the Prison Branch be seventeen (17) years of age, but under twenty-one (21) years of age, that member may vote in the Prison Branch election if he/she has paid the minimum adult membership fee to the Prison Branch.
- l. *Life Members, Subscribing Life Members and Members-At-Large.* In order to run for Prison Branch office or vote in Prison Branch or State Conference election, unaffiliated Life Members and Members-At-Large must be actively affiliated with the Prison Branch at least thirty (30) days prior to any meeting at which they are nominated for office or seek to vote. *The term "actively affiliated" means that the individual must have requested, in writing, that his membership be transferred to the Prison Branch. The request may be made through the Prison Branch or directly to the National Office. The National Office must notify the Prison Branch in writing within thirty (30) days of receiving notification.*
- m. *Tellers.* Presidential candidates shall have the right to appoint an equal number of tellers. The tellers thus appointed, shall elect a chief teller, who shall organize the tabulating of the ballots.
- n. *Election Controversy.* In the event of election controversy, all parties thereto shall submit any written complaint(s) to the National Office through the President and CEO. Said complaint(s) must be postmarked



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*Bylaws for Units of the NAACP*

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no later than five (5) calendar days following the date of the election in question. *In Prison Branches with memberships up to 1000, such complaints must be signed by at least twenty-five (25) members of the Branch in good standing.* In Prison Branches with memberships exceeding 1000, such complaints must be signed by at least twenty-five (25) members of the Prison Branch in good standing.

- (a) The National Office will institute an investigation into the matter, and should a determination be made that the Complaint is frivolous or completely devoid of merit, or that the election result could not have been otherwise even if the allegations alleged are assumed to be true, then the National Office shall within thirty (30) days, or as soon thereafter as possible, dismiss the Complaint and inform all parties forthwith that the installation of officers might be held.
- (b) Should the National Office be unable to dismiss the Complaint because the charges appear to have merit and as such, the results of the election might have been otherwise had the alleged violations not occurred, then the matter will be referred to the Chairman of the Committee on Membership and Units of the Board of Directors, who will designate a Hearing Panel.
- (c) Pending resolution of the dispute, the officers whose terms were to have expired with the new election, will continue to function.

- o. Authority of the National Office.* The National Office shall have authority to intervene at any time during the three-month period leading up to the Prison Branch election. Such authority includes suspending the process and instituting corrective action to assure that the rights of all members are protected.

**4. (Procedure for College Chapter Elections)**

- a. The officers and members of the Executive Committee elected at the organizing meeting shall hold office until their successors are elected and qualify, unless removed.
- b. *Annual Meeting.* Thereafter, all officers and members, not otherwise appointed, shall be elected by ballot at each Annual Meeting of the

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College Chapter and shall hold office for one year and until their successors are elected and qualify.

- c. *Elections.* All persons qualified as provided by Article IV, Section 7, who signify their intention of becoming charter members of the College Chapter and their endorsement of the aims and purposes of the National Association for the Advancement of Colored People and who have paid the prescribed fees, shall be entitled to vote at the organizing meeting and to be elected to office. Thereafter, all members who are in good standing by noon of the day of my meeting of the College Chapter shall be entitled to vote at the meeting.
- d. *Nominating Committee.*
  - 1. At the regular meeting of the College Chapter next preceding the Annual Meeting, the College Chapter shall elect a Nominating Committee, composed of not less than five (5) and no more than nine (9) members of the College Chapter in good standing, provided not more than two shall be officers of the College Chapter or members of the Executive Committee, to present nominations at the Annual Meeting for all officers and the Executive Committee, provided, that additional nomination may be made at the Annual Meeting by written petition signed by three or more members of the College Chapter.
  - 2. *Duties of Nominating Committee.* The Nominating Committee shall meet promptly to elect a Chairman and interview persons qualified as candidates for office.
  - 3. *Report of Nominating Committee.* The Nominating Committee shall submit a report in writing to the College Chapter during the Annual Meeting. In case the Nominating Committee is not elected and neglects or refuses to render a report, nominations shall be made at the Annual Meeting by written petition signed by three or more members of the College Chapter.
- e. *Notice of Annual Meeting and the Meeting That Precedes the Annual Meeting.* At least seven days prior to the Annual Meeting and the meeting that precedes the Annual Meeting, written notice shall be sent to each member of the College Chapter in good standing of the date, place, and purpose of said meetings and election. Notices may be sent via electronic mail to members for whom the College Chapter has a valid address. The Secretary shall maintain a list of those members to whom a



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notice was sent and shall secure and maintain all electronic delivery receipts for the notice. Should a run-off election be necessary email that election shall occur on the following date at a time certain (at least 1 hour) at this location run-off elections shall be conducted not less than ten (10) days after the original election.

- f. *Tenure in Office.* All officers and elected members of the Executive Committee shall be elected by secret ballot and shall hold office for one year or until their successors are elected and qualified.
- g. *Election Meeting.* The College Chapter election of officers meetings and the College Chapter Annual Meeting shall be the same. No candidate for office shall occupy the chair at the election meeting. The names of the various candidates for office shall be clearly announced or posted in a place visible to all present at the election meeting. Tellers to count the ballots shall be appointed in equal number by the candidates for office of President. Should a run-off election be necessary that election shall occur on the following date at time certain (at least 1 hour) at this location, run-off elections shall be conducted not less than ten (10) days after the original election.
- h. *Eligible Voters.* The number of the eligible voting members of the College Chapter shall be established before the voting begins. Upon proof of qualification eligible voters shall receive and sign for one ballot each and thereupon immediately proceed to vote secretly. The right to vote is personal and shall not be exercised by proxy.
- i. *Site of Election.* The site of the College Chapter election shall be that place where the College Chapter held the majority of its regular meetings, unless otherwise voted by a majority of the College Chapter members present at the meeting preceding the Annual Meeting.
- j. *Member in Good Standing.* Only members in good standing shall be eligible to run for office or to vote in a College Chapter election. For the purpose of running for office, a member in good standing is one who has paid the prescribed membership fee no later than thirty (30) days prior to the date of elections. For the purpose of being nominated by the Nominating Committee, a member in good standing is one who has been a bona fide member of the College Chapter and one who has paid the prescribed membership fee by twelve noon the day of the meeting that precedes the Annual Meeting.

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- k. Life Members and Members-At-Large.* In order to run for College Chapter office or vote in a College Chapter election, Life Members and Members-at-Large must be affiliated with the College Chapter at least thirty (30) days prior to any meeting at which they are nominated for office or seek to vote.
- l. Election Controversy.* In the event of an election controversy, all parties thereto shall submit complaints to the National Office through the President and CEO for resolution. Said complaints must be postmarked no later than five (5) days following the date of the election in question. The complaint must be signed by at least seven (7) members of the College Chapter in good standing, and each signer must list his or her address. A copy of the complaint shall be forwarded by mail to the officer or member against whom the complaint has been filed at the officer's or member's address on record by the National Office.

  - (a) The National Office will institute an investigation into the matter, and should a determination be made that the Complaint is frivolous or completely devoid of merit, or that the election result could not have been otherwise even if the allegations alleged are assumed to be true, then the National Office shall within thirty (30) days, or as soon thereafter as possible, dismiss the Complaint and inform all parties forthwith that the installation of officers might be held.
  - (b) Should the National Office be unable to dismiss the Complaint because the charges appear to have merit and as such, the results of the election might have been otherwise had the alleged violations not occurred, then the matter will be referred to the Chairman of the Committee on Membership and Units of the Board of Directors, who will designate a Hearing Panel.
  - (c) Pending resolution of the dispute, the officers whose terms were to have expired with the new election, will continue to function.
- m. Authority of the National Office.* The National Office shall have authority to intervene at any time during the three-month period leading up to the College Chapter election. Such authority includes suspending the process and instituting corrective action to assure that the rights of all members are protected.



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**5. (Procedure for Youth Council, High School Chapter and Junior Youth Council Elections)**

- a. Organization Meeting.* The officers and members of the Executive Committee elected at the organizing meeting of the Youth Council shall hold office until their successors are elected and qualified.
- b. Annual Meeting.* Thereafter, all officers and Executive Committee members shall be elected by ballot at each Annual Meeting of the Youth Council, High School Chapter and Junior Youth Council and shall hold office for one year and until their successors are elected and qualified.
- c. Elections.* All persons qualified as provided by Article IV, who signify their intention of becoming charter members of the High School Chapter, Youth Council, Junior Youth Council and their endorsement of the aims and purposes of the National Association for the Advancement of Colored People and who have paid the prescribed fees, shall be entitled to vote at the organizing meeting and to be elected to office. Thereafter, all members who are in good standing by noon of the day of any meeting of the Youth Council shall be entitled to vote at the meeting.
- d. Nominating Committee.*
  1. At the regular meeting next preceding the Annual Meeting, the Youth Council, High School Chapter and Junior Youth Council shall elect a Nominating Committee composed of not less than five (5) and no more than nine (9) members of the Unit in good standing, provided not more than two shall be officers of the Unit or members of the Unit's Executive Committee, to present nominations at the Annual Meeting for all officers and the Executive Committee, provided that additional nomination may be made at the Annual Meeting by written petition signed by three or more members of the Youth Council, High School Chapter and Junior Youth Council.
  2. *Duties of Nominating Committee.* The Nominating Committee shall meet promptly to elect a Chairman and interview persons qualified as candidates for office.
  3. *Report of Nominating Committee.* The Nominating Committee shall submit a report in writing to the Youth Council, High School Chapter or Junior Youth Council during the Annual Meeting. In case the Nominating Committee is not elected and neglects or

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*Bylaws for Units of the NAACP*

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refuses to render a report, nominations shall be made at the Annual Meeting by written petition signed by three or more members of the Youth Council, High School Chapter or Junior Youth Council.

- e. *Notice of Annual Meeting and the Meeting that Precedes the Annual Meeting.* At least seven days prior to the Annual Meeting and the meeting that precedes the Annual Meeting, written notice shall be sent to each member of the Youth Council, High School Chapter and Junior Youth Council, in good standing, of the date, place and purpose of said meetings of the Youth Council, High School Chapter and Junior Youth Council. Notices may be sent via electronic mail to members for whom the Youth Council, High School Chapter and Junior Youth Council has a valid email address. The Secretary shall maintain a list of those members to whom a notice was sent and shall secure and maintain all electronic delivery receipts for the notice.
- f. *Tenure in Office.* All officers and elected members of the Executive Committee shall be elected by secret ballot and shall hold office for one year or until their successors are elected and qualified.
- g. *Election Meeting.* The Youth Council, High School Chapter and Junior Youth Council election of officers meetings and the Unit's Annual Meeting shall be the same. No candidate for office shall occupy the chair at the election meeting. The names of the various candidates for office shall be clearly announced or posted in a place visible to all present at the election meeting. Tellers to count the ballots shall be appointed in equal number by the candidates for office of President. Should a run-off election be necessary that election shall occur on the following date at time certain (at least 1 hour) at this location, run-off elections shall be conducted not less than ten (10) days after the original election.
- h. *Eligible Voters.* The number of the eligible voting members of the Youth Council, High School Chapter and Junior Youth Council shall be established before the voting begins. Upon proof of qualification, eligible voters shall receive and sign for one ballot each and thereupon immediately proceed to vote secretly. The right to vote is personal and shall not be exercised by proxy.
- i. *Site of Election.* The site of the Youth Council, High School Chapter and Junior Youth Council election shall be that place where the Unit Council held the majority of its regular meetings, unless otherwise voted by a majority of the Unit's members present at the meeting preceding the Annual Meeting.



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*Bylaws for Units of the NAACP*

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- j. *Member in Good Standing.* Only members in good standing shall be eligible to run for office or to vote in a Youth Council, High School Chapter and Junior Youth Council election. For the purpose of running for office, a member in good standing is one who has paid the prescribed membership fee no later than thirty (30) days prior to the date of elections. For the purpose of being nominated by the Nominating Committee, a member in good standing is one who has been a bona fide member of the Youth Council and one who has paid the prescribed membership fee by twelve noon on the day of the meeting that precedes the Annual Meeting.
- k. Youth Council, High School Chapter and Junior Youth Council. In order to run for Youth Council, High School Chapter and Junior Youth Council or vote in a Youth Council, High School Chapter and Junior Youth Council election, Junior Life Members, Life Members, and Members-at-Large must be affiliated with the Youth Council at least thirty (30) days prior to any meeting at which they are nominated for office or seek to vote.
- l. *Election Controversy.* In the event of election controversy, all parties thereto shall submit complaints to the National Office through the President and CEO. Said complaints must be postmarked no later than five (5) days following the date of the election in question. The complaint must be signed by at least seven (7) members of the Unit in good standing, and each signer must list his or her address. A copy of the complaint shall be forwarded by mail to the officer or member against whom the complaint has been filed at the officer's or member's address on record by the National Office.
  - (a) The National Office will institute an investigation into the matter, and should a determination be made that the complaint is frivolous or completely devoid of merit, or that the election result could not have been otherwise even if the allegations alleged are assumed to be true, then the National Office shall within thirty (30) days, or as soon thereafter as possible, dismiss the complaint and inform all parties forthwith that the installation of officers might be held.
  - (b) Should the National Office be unable to dismiss the complaint because the charges appear to have merit and as such, the results of the election might have been otherwise had the alleged violations not occurred, then the matter will be referred to the Chairman of the Committee on

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*Bylaws for Units of the NAACP*

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Membership and Units of the Board of Directors, who will designate a Hearing Panel.

- (c) Pending resolution of the dispute, the officers whose terms were to have expired with the new election, will continue to function.

- m. Authority of the National Office.* The National Office shall have authority to intervene at any time during the three-month period leading up to the Youth Council, High School Chapter or Junior Youth Council election. Such authority includes suspending the process and instituting corrective action to assure that the rights of all members are protected.

**6. *(Voting for Members of the Board of Directors at Large)***

The list of candidates for the Board of Directors is mailed out to the Units of the Association by not later than November 1st of each year in accordance with procedures established by the Board of Directors in the NAACP Annual Elections Procedure Manual. The names of the Board of Directors Candidates shall be placed on an election ballot to be voted upon by members of the Unit at the Annual Meeting of the Unit.

**ARTICLE X  
EXPULSION, SUSPENSION OR REMOVAL OF OFFICERS AND MEMBERS**



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*Bylaws for Units of the NAACP*

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**1. (Units Failing to Report)**

If a Unit fails to inform the Association in writing of its activities or shall fail to maintain a minimum of fifty (50) adult members; twenty-five (25) Prison Branch members; or twenty-five (25) Youth Unit members; for a period of four (4) consecutive months, the Board of Directors shall declare any or all of the offices of the Unit vacant and order a new election. Notice of removal shall be sent to the President, Secretary and Treasurer of the Unit and the State/State-Area Conference by registered mail at their last addresses on file in the Association and shall be published in the official communication organ of the National Association. Immediately upon the service of notice by the Association, the Officers shall perform no official acts and shall hold all records and monies of the Branch, subject to the disposition of the Association.

**2. (Grounds for Suspension or Other Disciplinary Action)**

When an individual becomes a member of the NAACP, that individual pledges to abide by the rules and policies of the Association and the decisions of the Board of Directors. The Board of Directors, upon satisfactory evidence that an officer or member of the Association, or of a subsidiary Unit of the Association is guilty of conduct not in accord with the principles, aims and purposes of the National Association for the Advancement of Colored People, as set forth in its Constitution, and as defined by the Board or Convention, or guilty of conduct inimical to the best interests of the National Association for the Advancement of Colored People, may order suspension, expulsion or other disciplinary action against such officer or member, after a full hearing if requested by the respondent in accord with the provisions of this Constitution. Any member of the Association who files litigation against the National NAACP or against any of its units without having pursued the remedies within the framework of the Association, shall be deemed as exhibiting behavior not in accord with the principles, aims and purposes of the National Association for the Advancement of Colored People, meriting suspension, expulsion, or other disciplinary actions.

**3. (Complaints)**

A complaint against an officer or member of a Branch of the NAACP may be initiated by any 20 members of the affected Branch and must be signed by such members and forwarded to the National Office and to the attention of the President and CEO as well as State/State-Area Conference. The National Office may seek input from said State/State-Area Conference on the complaint. The complaint must include the officer or member's mailing address.

**4. (Authority of National President and CEO)**

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*Bylaws for Units of the NAACP*

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Where the President and CEO of the National Office is satisfied that there is danger of irreparable harm to the Association or Unit involved and that immediate action is necessary, he may order an officer or member suspended pending a full hearing if requested by the respondent.

**5. *(Notice of Complaint and Right to Answer)***

Upon receipt of the complaint by certified or regular mail, the National Office shall forward a copy of the complaint by mail to the officer or member against whom it has been filed at the officer or member's correct address of record within ten (10) calendar days of receipt of the complaint. The respondent officer or member shall have fifteen (15) calendar days from the date of the receipt of the complaint to file a written response by certified and regular mail, sent to the attention of the Vice President of Field Operations and Membership Department. The 15-day period shall commence to run from the time service of the complaint is complete. Service of the complaint upon the officer or member shall be deemed complete five (5) days after the complaint was mailed by the Vice President of Field Operations and Membership Department.

**6. *(National Office Review and Investigation)***

The National Staff, upon receipt of the complaint, and the respondent's written response, shall conduct an investigation, render determinations and make recommendations and findings regarding the complaint, when no hearing is requested by the respondent, to the Committee on Membership and Units within ninety (90) calendar days of the respondent's written response. The National Staff shall prepare a record which includes all documentary matters submitted to it. Where a hearing is requested by the respondent, the National Office through the President and CEO or his designee, shall cause a hearing to be held by a panel of three members of the Board of Directors. The panel shall be appointed by the Chairperson of the Board's Committee on Membership and Units. The hearing panel shall convene within sixty (60) calendar days, of the receipt of the complaint or as soon as possible thereafter, and conduct a hearing according to the hearing procedure.

After receipt of the National Staff or hearing panel's decision, the complainant and respondent shall have fifteen (15) calendar days within which to appeal. Notice of Appeal shall be filed with the National Office, by certified and regular mail, to the attention of the Vice President of Field Operations and Membership Department, 4805 Mt. Hope Drive, Baltimore, MD 21215. If an appeal is filed, the National Office shall notify the Committee on Membership and Units within fifteen (15) days. The Committee on Membership and Units will review the findings and conclusions of the National Staff or hearing panel. Upon failure to appeal within a fifteen (15) day period, the complainant/respondent's opportunity to appeal is waived.



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Should either party file an appeal to the National Office, the President and CEO or his designee shall cause an appellate hearing to be held by the Board of Directors. The panel shall be appointed by the Chairperson of the Board's Committee on Membership and Units. The hearing panel shall convene within sixty (60) calendar days, of the receipt of the appeal, or as soon as possible thereafter, and conduct an appellate hearing according to procedures.

**7. (Hearing Procedure)**

The hearing panel shall review the written record and may allow oral argument by the parties or their spokesperson. Based on its review of the record, and oral argument, if any, the panel shall render findings and recommendations in the matter to the Board of Directors. The Board of Directors shall affirm, reverse, modify the panel's recommendation, or deny a rehearing. The decision of the Board of Directors shall be final.

Appeals shall be based only on the written record. Appeal hearings will be conducted by a hearing panel which shall be appointed by the Chairperson of the Board's Committee on Membership and Units. The General Counsel or his/her designee shall serve as counsel for the panel. The appellants may be represented by oral argument by counsel or another person of their choosing. The parties may not present documentary evidence or testimony, but rather they may speak only from the written record before the panel.

**8. (Notice of Findings and Action of the Board)**

Notice of the findings and action of the Board shall be sent to the officer or member by registered mail at his/her address on file in the National Office and, in the discretion of the Board of Directors, published in the official organ of the National Association. Decisions affecting membership shall be forwarded to the National Membership Director.

**ARTICLE XI  
SUSPENSION AND REVOCATION OF CHARTER**

The Charter of Authority received by a Unit upon its admission to the Association may be suspended or revoked by the Board of Directors of the Association, whenever the Board of Directors shall deem it in the best interest of the Association; provided, however, that a hearing consistent with Article X, Section 7 on such changes be held. Such charter suspension or revocation shall not invalidate the membership of any member of the Unit in the Association. Notice of the findings and action of the Board of Directors shall be sent by the President and CEO, by registered mail, to the President and

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*Bylaws for Units of the NAACP*

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Secretary of the Unit, and shall be published in the official organ of the National Association and in a newspaper of general circulation in the jurisdiction where the Unit is located. Upon receipt of the notice by the President or Secretary by mail, publication or otherwise of charter suspension or revocation, the Unit shall cease to function and the officers shall forthwith forward all records, property and monies of the Unit to the Association where the same may be applied in its discretion for the benefit of the community wherein the Unit was located.

Notice of intent to revoke or suspend a charter shall be mailed to officers of the Unit on such terms and conditions as determined by the Board of Directors.

**ARTICLE XII  
INDEMNIFICATION**

**1. (Persons Covered)**

The Association shall furnish all duly elected directors or officers or staff of the Association or its subsidiaries and duly elected or Executive Committee members, of Units a legal defense and indemnification against judgments incurred as a result of specifically authorized actions on behalf of the NAACP and its programs.

**2. (Limitation; Notice)**

This Article shall have no force or effect unless the person(s) affected forwards legal process to the General Counsel or his/her designee within a reasonable time to allow a defense to be made.

**ARTICLE XIII  
AMENDMENTS TO LOCAL BYLAWS**

The Bylaws for Units of the Association, except for State/State-Area Conferences, may be amended by a two-thirds (2/3) vote of any Annual Convention of the Association provided the proposed amendment be submitted to the Resolutions Committee by the May 1<sup>st</sup> deadline. The President and CEO shall provide copies of the proposed amendment(s) to all Units at least 30 days prior to the Annual Convention.

**ARTICLE XIV  
RATIFICATION OF BYLAWS**

The Bylaws for Units of the National Association for the Advancement of Colored People becomes effective at Noon, on January 1, 2005, Eastern Standard Time. It supersedes any previous document outlining the policy and procedures of the



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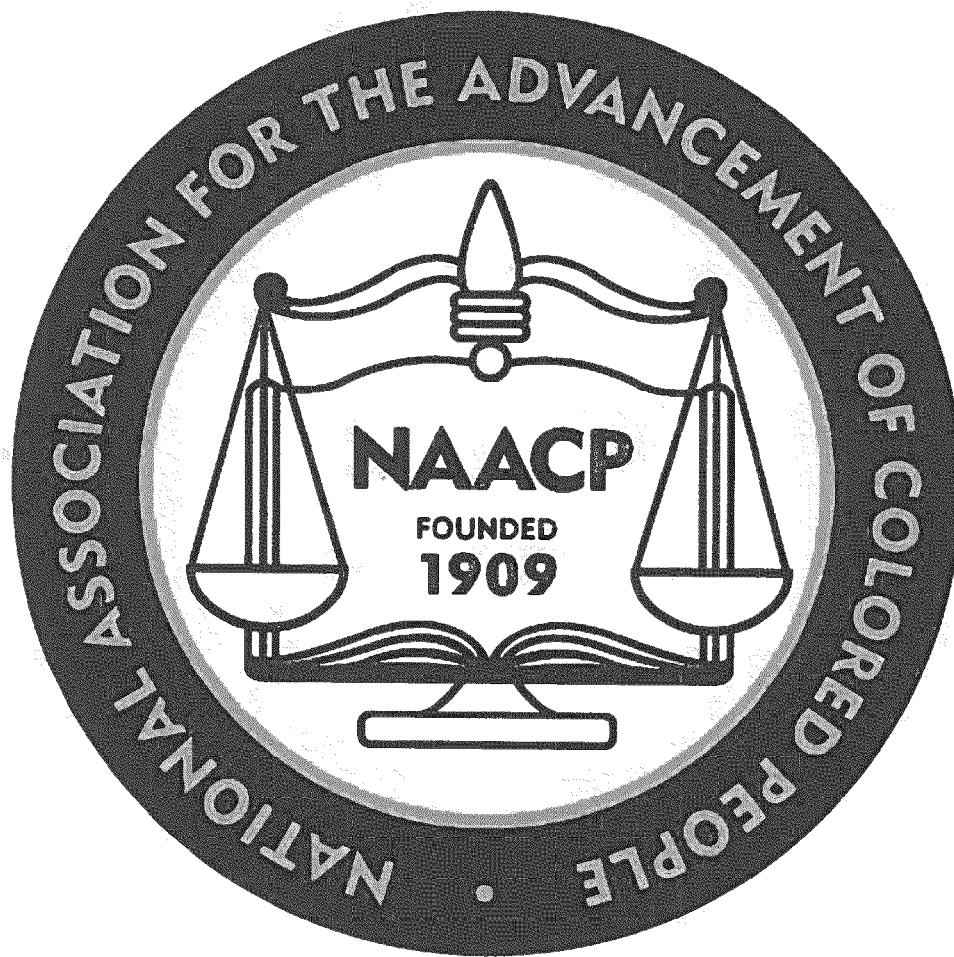
*Bylaws for Units of the NAACP*

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Association and its subordinate Units and the Bylaws; manuals and other documents duly adopted by the Board of Directors and subordinate to these Bylaws.

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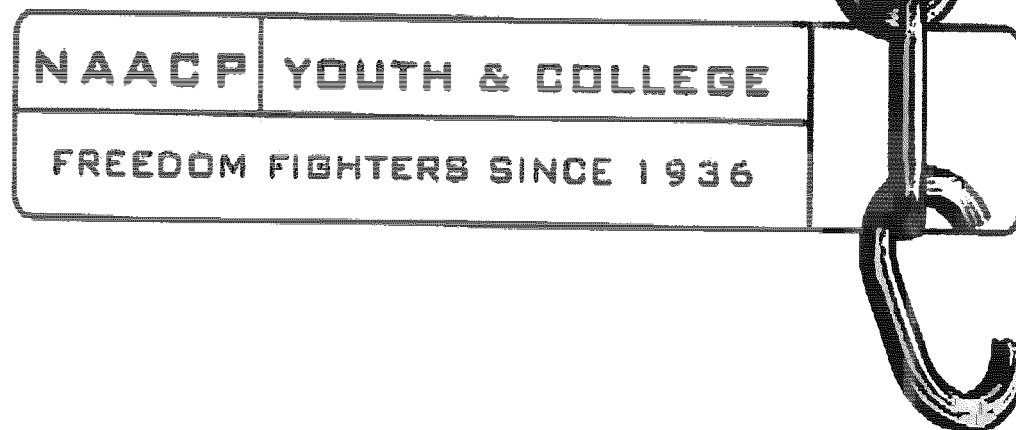
# STATE-STATE AREA CONFERENCE YOUTH & COLLEGE DIVISION GUIDELINES





[REDACTED]

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# **State/State-Area Conference Youth & College Division Guidelines**

Approved by the National Board of Directors  
March 2019



10/27/23

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**ARTICLE XIV**  
**RATIFICATION OF GUIDELINES**

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# State/State-Area Conference Youth & College Division Guidelines

Per Article I, Section 1 (a) of the Bylaws for Units "Each State/State-Area Conference shall have a Youth and College Division." The State/State Area Youth College Division is a component of the State/State-Area Conference of the NAACP. The President, Advisor and other Officers of the State/State Area Youth and College Division, including others as prescribed by State/State-Area Conference Bylaws, shall participate and provide written Quarterly reports at the Executive Committee meetings of the State/State-Area Conference.

These Guidelines for the State/State-Area Youth & College Divisions of the National Association for the Advancement of Colored People should be read in conjunction with the Constitution and Bylaws of the National Association for the Advancement of Colored People.

## ARTICLE I, NAME

### 1. *Name*

- a. The name of this organization shall be the \_\_\_\_\_ Youth & College Division of the \_\_\_\_\_ State-Area Conference of the National Association for the Advancement of Colored People.

## ARTICLE II, OBJECTIVES

### 1. *Purpose of State/State Area Youth & College Division*

- a. *Objectives of Youth & College Division:* The State/State-Area Conference Youth and College Divisions shall be to inform youth of the problems affecting African-Americans and other racial and ethnic minorities, to advance the economic, educational, social and political status of African-American and other racial and ethnic minorities and their harmonious cooperation with other peoples, to stimulate an appreciation of the African Diaspora and other people of color's contribution to civilization; and to develop an intelligent and militant youth leadership. These objectives shall be pursued in accordance with the policies of the Association."



### **ARTICLE III, ORGANIZATIONAL STRUCTURE**

#### **1. *State/State Area Youth & College Division Status***

All Units shall be 501(c)(4) entities. No Units shall be authorized to create or form any 501(c)(3) entity; unless expressly approved in writing by the Board of Directors.

### **ARTICLE IV, MEMBERSHIP**

#### **1. *Membership Prerequisites***

Any person who is in accordance with the principles and policies of the Association may become a member of this Association with consent of the Board of Directors, by accepting the terms of the Constitution of the National Association for the Advancement of Colored People and the Bylaws for Units, and by paying annually in advance the requisite membership fees as prescribed by the Board of Directors. Membership in the Units shall include membership in the National Association. Members of NAACP Units are encouraged to support the Association and cooperate to conserve resources in pursuit of the NAACP's mission and goals.

### **ARTICLE V, GOVERNANCE**

#### **1. *Meetings of the State/State-Area Conference, Youth & College Division***

1. Regular meetings of the State/State-Area Conference Youth & College Division shall be held on the same date of the State/State-Area Conference;
  - a. *Executive Committee of the State/State-Area Conference Youth & College Division.* The Executive Committee shall meet at least once every quarter or as established in the approved Guidelines of the State/State-Area Conference. ***Special Committee meetings may be called by the President, Secretary or by three members of the Committee on three days written notice.*** The notice must state the purpose for which the meeting is called.

**2. Annual Meeting**

- a. *State/State-Area Conferences, Youth & College Division.* Each State/State-Area Conference shall have an Annual Convention at a time and place selected by delegates at the previous Annual Convention. At the Convention, the Conference is to act upon Annual reports from the Officers and Standing Committees. Each Conference shall conduct biennial elections pursuant to Article IX, Section b of these Bylaws.

**3. Notice of Annual Meeting**

- a. *State/State-Area Conferences, Youth & College Division.* Written notice shall be provided a minimum of 30 days prior to the time and place of the Annual State/State-Area Conference Convention to each Unit in good standing.

**4. State Youth and College Division Advisor**

- a. There shall be a State Youth and College Division Advisor. The Advisor shall be elected by the youth delegates at the State Conference Annual Convention in odd years and shall serve on the Executive Committee of the State/State-Area Conferences. The Advisor shall advise the Division in conformity with the rules of the Association. The Advisor must be a member in good standing of the Association, at least twenty-five years of age or twenty-two years of age and a member in good standing with a branch. He/she does not have voting rights on Division issues. He/she shall serve as a member of the State Conference Executive Committee and as a member of the Youth Work Committee.
- b. The Advisor shall act in an advisory capacity to the State Youth and College Division, shall serve as signatory in conjunction with the State Youth President and State Youth Treasurer on the State Youth and College Division's bank accounts.

**5. Indebtedness for State/State Area Youth & College Division**

- a. No indebtedness or obligation shall be incurred by the Youth & College Division of the State/State-Area Conference, or any of its officers or agents in the name of National Association for the Advancement of Colored People, and the National Office shall not be responsible for any



indebtedness or obligation incurred by the Youth & College Division of the State/State-Area Conference.

- b. No indebtedness or obligation of more than \$250.00 shall be incurred in the name or on behalf of the State/State Area Youth & College Division unless by vote of the Executive Committee of the State/State-Area Conference.
- c. The State/State-Area Conference and its Youth & College Division shall work collaboratively on fundraising programs and solicitations. In determining the division of revenues the State Conference Executive Committee will create a line item for monies to be shared with its Youth & College Division.

**6. *Fiscal Business Year***

- a. The fiscal and business year of all Units shall begin on January 1 and end December 31.
- b. Officers may be installed at the next regular meeting of the State Youth and College Division following the election.

**7. *Unit Bookkeeping System***

The Unit must use the uniform bookkeeping system provided by the National Office.

**8. *Audits***

The books of the Unit shall be audited annually by an auditing system acceptable to the National Office.

**ARTICLE VI, OFFICERS OF UNITS AND STAFF**

- 1** The elected officers of the State Youth and College Division shall be: President, First Vice President, Second Vice President, Secretary, Assistant Secretary, Treasurer, Assistant Treasurer, and additional officers as the Youth and College Division's Guidelines may prescribe pursuant to local Guidelines.

**a. *Term of Office***

- 1. *State/State-Area Conference Youth & College Division.*** All officers and elected members of the Executive Committee shall be elected by secret ballot for a two-year term, in each odd-numbered year and shall serve until their successor is elected and qualified. ~~In no case shall Youth and~~

College Division Officers serve beyond their 25th birthday. An officer who turns twenty-five (25) prior to the election of a successor shall serve until the end of the State-State Area Conference convention at which his/her successor is elected and qualified. The term for officers shall begin on the date of their election.

## 2. ***Qualifications***

- a. *State/State Area Youth & College Division.* For the purpose of being nominated by the Election Procedures Committee only members in good standing from a Youth & College Unit in good-standing shall be eligible to run for office or to vote in a State/State-Area Conference Youth & College Division election. For the purpose of running for office, a member in good standing is one who belongs to a College Chapter or Youth Council, who has paid the prescribed membership fee no later than sixty (60) calendar days prior to the date of elections. In order to run for State/State-Area Conference Youth & College Division office Life Members and Members-at-Large must be actively affiliated with a Youth or College Chapter. Only delegates from a Youth or College Unit in good standing with the State/State-Area Conference may vote in an election year.

## **ARTICLE VII, DUTIES OF OFFICERS OF UNITS**

### 1. ***President***

The duties of the President shall be:

- a. To preside at meetings of the NAACP State/State Area Youth & College Division and act as Chair of the Executive Committee.
- b. To appoint the Chair and members of all Committees not otherwise elected by the General Membership of the State/State Area Youth & College Division or the Executive Committee.
- c. Between meetings of the Executive Committee and the NAACP State/State Area Youth & College Division, to exercise general executive authority on behalf of the NAACP State/State Area Youth & College Division subject to ratification by the Executive Committee.
- d. To countersign all checks and properly supported requisitions for disbursements from the NAACP State/State Area Youth & College Division Treasury.
- e. To perform such other functions and exercise such further duties as



may be voted from time to time by the NAACP State/State Area Youth & College Division or the Executive Committee.

- f. To be an ex-officio member of all committees except, the State/State-Area Conference and the State/State-Area Youth and College Division the Election Procedures Committee.
- g. To encourage and assist all Committees in the development of their programs and the performance of their duties.
- h. To recommend, to the Executive Committee, the removal of any Chairperson of a Standing of Special Committees.
- i. The President shall provide to the State/State-Area Conference a written report outlining activities as well as treasurer's report.

## **2. Vice President**

The duties of the Vice President shall be:

- a. To perform all the duties of the President in his/her absence or disability. In case of more than one Vice President, the Vice Presidents shall be designated as first, second, third and so forth and shall perform their duties according to their numerical rank.
- b. In the event of the resignation, removal or death of the President, the Vice President(s) shall automatically ascend to the position of President, according to their numerical rank, for the remainder of the term of the presidency. Any other Vice President(s) shall ascend in the same manner.

## **3. Secretary**

The duties of the Secretary shall be:

- a. To act as Secretary of the NAACP State/State Area Youth & College Division and the Executive Committee; to give members notice of regular meetings and three (3) calendar days notice of special meetings of the NAACP Unit and Executive Committee; to keep full and accurate records of the proceedings of the NAACP State/State Area Youth & College Division and of the Executive Committee and record the same in a minute book or minute books,.
- b. To keep a record of all assessments and other funds paid to the NAACP State/State Area Youth & College Division.

- c. To aid, coordinate and integrate the work of the several committees and divisions of the NAACP State/State Area Youth & College Division.
- d. To submit reports to the NAACP State/State Area Youth & College Division and the Executive Committee at all regular meetings, or whenever required by either body, covering the status of the NAACP State/State Area Youth & College Division and its activities since the date of the last report; to submit to the NAACP State/State Area Youth & College Division at its annual meeting an annual report of the status and activities of the NAACP State/State Area Youth & College Division. The Secretary shall forward a copy of all reports, when adopted by the NAACP State/State Area Youth & College Division, to the Secretary of the State/State-Area Conference and the Association.
- e. To keep the President and CEO of the Association informed of all events affecting the interests of minority groups in the vicinity of the NAACP State/State Area Youth & College Division, and to submit to the Association, whenever required by the Association, a report on NAACP State/State Area Youth & College Division activities, provided that.
- f. In conjunction with the President, to sign requisitions for disbursements from the NAACP State/State Area Youth & College Division Treasury and to maintain a file of receipts and disbursements.
- g. The Secretary shall be an ex-officio member of all committees except, the State/State-Area Conference and the State/State-Area Youth and College Division the Election Procedures Committee.

#### **4. *Treasurer***

The duties of the Treasurer shall be:

- a. To receive all monies of the NAACP State/State Area Youth & College Division and promptly deposit the same in the name of the NAACP State/State Area Youth & College Division in a separate account or accounts in a responsible bank or trust company. No money shall be withdrawn from any account except by check signed by the Treasurer and countersigned by the President and the State Youth Advisor.



- b. To act as chief financial officer of the NAACP State/State Area Youth & College Division and chair of the Finance Committee.
- c. To make authorized disbursements upon requisition signed by the Secretary and countersigned by the President. Each requisition shall recite the amount and purpose of the payment requested. Any requisition exceeding fifty dollars must be approved by the Executive Committee before a check therefore is issued.
- d. To submit reports to the NAACP State/State Area Youth & College Division and the Executive Committee at all regular meetings, or whenever required by either body, covering the financial condition of the NAACP State/State Area Youth & College Division showing receipts and disbursements and outstanding accounts unpaid since the last report; to submit an Annual Report to the business of his/her office at the Annual Meeting of the NAACP State/State Area Youth & College Division, to which shall be appended a statement signed by the President and Secretary that all funds by the NAACP Unit have been listed in the Treasurer's report. A copy of all reports by the Treasurer, when adopted by the NAACP State/State Area Youth & College Division, shall be forwarded to the National Office.
- e. All NAACP State/State Area Youth & College Division shall require the Treasurer to be bonded at the expense of said State/State Area Youth & College Division.
- f. Submit year-end financial reports to the National Office on or before March 1<sup>st</sup>.

**5. *Assistant Secretary***

- a. The duties of the Assistant Secretary shall be: To perform the duties of the Secretary in his/her absence, unavailability or disability. The Assistant Secretary may perform specific duties of the Secretary under the supervision of the Secretary.

**6. *Assistant Treasurer***

- a. The duties of the Assistant Treasurer shall be: To perform the duties of the Treasurer in his/her absence, unavailability or disability. The Assistant Treasurer may perform specific duties of the Treasurer under the supervision of the Treasurer.

## **ARTICLE VIII, COMMITTEES OF UNITS**

### **1. *Executive Committee***

- a. The Executive Committee of each, State/State Area Youth & College Division shall consist of the President, Vice Presidents, Secretary, Assistant Secretary, Treasurer, Assistant Treasurer, and the Chair of the Standing Committees of the State/State Area Youth & College Division, and such other members to be elected at the Annual Meeting of the State/State Area Youth & College Division as the State/State Area Youth & College Division Guidelines may decide, provided that the total membership of the Executive Committee shall not exceed eighteen (18) except by written authorization of the Board of Directors. The State/State Area Youth & College Division Advisor shall serve as an ex-officio member of the Executive Committee of the State/State Area Youth & College Division.

### **2. *Duties of the Executive Committee***

- a. The Executive Committee shall have general control of the affairs and program of the State/State Area Youth & College Division, subject to the authority of the State/State Area Youth & College Division and the provisions of the Constitution and approved Guidelines. -
- b. The Executive Committee shall render a report, containing the reports of all standing and special committees, at the regular meetings of the State/State Area Youth & College Division, State/State-Area Conference and whenever otherwise required.
- c. At its first meeting following the election, and at any time during the term of office, the Executive Committee shall approve the State/State Area Youth & College Division President's appointments of Chairpersons of the various Standing Committees as presented by the President.
- d. To create special committees as needs arise.



- e. To fill all vacancies of the State/State Area Youth & College Division officers and on the Executive Committee including that of the State Youth and College Division Advisor.

### **3. Quorum**

- a. The quorum of the Executive Committee shall be determined by approved State/State Area Youth & College Division Guidelines, but shall not be less than one-third of the committee's total membership.

### **4. Standing Committees and Special Committees of State/State Area Youth & College Division**

- a. *Standing Committees of State/State Area Youth & College Division.* The Standing Committees of the State/State Area Youth and College Division shall be: Membership; Finance; Press and Publicity; Political Action; Youth Employment and Economic Empowerment; Armed Services; Education; Programs and Research; Entertainment; Juvenile Justice; Health; and Community Coordination.

### **5. Duties of the Standing Committees**

The duties of the Standing Committees shall be:

- a. *Press and Publicity Committee.* The Committee shall: (1) Secure publicity in the local press for the Unit. (2) Publicize by means of posters, etc., the meetings and activities of the Unit. (3) Promote the sale of the CRISIS and other Association literature. (4) State/State Area Youth and College Division's shall not issue press releases without the consent of the State Conference President.
- b. *Community Coordination.* The Committee on Community Coordination shall enlist the support of other community organizations on issues affecting the interests of African Americans and other communities of color.
- c. *Education.* The Committee on Education shall: (1) seek to eliminate segregation and other discriminatory practices in public education; (2) study local educational conditions affecting minority groups; (3) investigate the public school system and school zoning; (4) familiarize itself with textbook material there from which is racially derogatory; (5)

seek to stimulate school attendance; (6) keep informed of school conditions and strive to correct abuses where found; (7) investigate the effects of standardized and high stakes testing practices; (8) teacher certification; (9) promote parental involvement in education; and (10) aim to be a center of popular education on the race question and on the work of the Association.

- d. *Finance.* The Finance Committee shall consist of the President, Treasurer, and at least one other member. It shall study the financial needs of the Unit and shall be responsible for drafting an adequate annual budget.
- e. *Health.* The Health Committee shall: (1) work to promote, protect and maintain the health of African Americans; (2) assess the health needs of the community; (3) advocate for equal access to health education, care, treatment and research for all Americans; (4) sponsor health-related activities such as health forums, fairs and workshops highlighting issues of importance to people of color; and (5) support health initiatives of the Association.
- f. *Juvenile Justice Committee.* The Committee shall: (1) Seek to eliminate discriminatory practices in the Juvenile and Adult Justice systems. (2) Research and monitor local and state incarceration, sentencing, arrest and probation rates of African-American and other youth of color. (3) Investigate disproportionate incarceration and sentencing of African-Americans and other youth of color. (4) Investigate living conditions and treatment within youth detention centers. (5) Mobilize Units to correct abuses where found.
- g. *Membership.* The Membership Committee shall: (1) work throughout the year to maintain and increase the membership of the Association; (2) be responsible for planning and organizing the annual membership campaign; (3) be responsible on a continuous basis for soliciting new members and for securing renewals; and (4) initiate all possible means to obtain Life Members and sponsor a continuing program towards this end.
- h. *Political Action.* The Political Action Committee shall: (1) seek to increase registration and voting; (2) work for the enactment of municipal, state and federal legislation designed to improve the educational, political and economic status of minority groups; (3) seek the repeal of racially discriminatory legislation; (4) work to improve the administration of justice; (5) work to secure equal enforcement of the law; and (6) keep



the National Office and the Unit informed of all proposed legislation which affects minority groups. The Committee shall be *nonpartisan and shall not endorse candidates for public office*.

- i. *Armed Services Committee.* The Committee on Armed Services shall: (1) Study conditions pertaining to students of color serving in the branches of the armed services on both the campus and in the community; (2) Receive and act on all these students' complaints relative to discrimination because of race, color or creed or denials of benefits in local areas because of discrimination.
- j. *Employment and Economic Empowerment Committee.* The Committee shall seek ways to empower youth economically by: (1) Encouraging the development of job readiness training and placement programs for youth and young adults. (2) Studying levels of unemployment and underemployment of working age youth and the causes of each. (3) Working for improved opportunities in vocation and apprenticeship training. (4) Working to eliminate discriminatory employment practices. (5) Studying levels of youth and young adult credit and debt creating programs to decrease debt. (6) Creating training programs in entrepreneurship, savings, investment and home ownership.
- k. *Program and Research Committee.* The Committee shall: (1) Study local and national issues affecting Black youth and other minority groups and recommend certain of these issues for discussion and action by the unit. (2) Operate a speakers' bureau for the benefit of the Units and for the benefit of organization on the campus and in the community desiring to make use of it. (3) To have charge of such entertainment as shall be approved by the Executive Committee. (4) Formulate and present to the Executive Committee, at the regular monthly meeting following the annual Meeting of the Unit, a program or activity for the ensuing year.
- l. *Entertainment Committee.* The Committee on Entertainment shall have charge of entertainment of such kind as shall be approved by the Executive Committee of the Youth Council.
- m. All Standing Committees shall report in writing each month to the Executive Committee at its regular meetings.

## **6. *Tenure***

- a. Members of the Executive Committee and of the several standing committees of Branches and Prison Branches shall hold office for two years and until their successors are elected and qualify. Members of the Executive Committee of Youth Units shall hold office for one year. In no case shall

Youth and College Division Officers serve beyond their 25th birthday. The term for officers shall begin on the date of their election.

## **7. Removal Procedure**

- (a) Non-functioning committees shall be discharged promptly by the Executive Committee.
- (b) Any member of the Executive Committee, except officers or of any standing or special committee who shall be absent from three (3) consecutive meetings without notice to the Secretary or President or who shall not perform the required duties for three (3) consecutive months, or who shall be absent from any six (6) meetings with or without notice in a twelve month period shall be removed by the Executive Committee by written notification to the delinquent member and replaced in accordance with Article VIII, Section 2(e). A member of any standing or special committee may be directly removed by the chairperson for dereliction of duty. If the Executive Committee fails to act, the President, Secretary, and one member may sign the removal letter.
- (c) For any officers who shall be absent from three (3) consecutive meetings without notice or explanation to the Secretary or President, or who shall not perform the required duties for three (3) consecutive months, or who shall be absent from any six (6) meetings with or without notice in a twelve month period, the National Office is to be notified by the Secretary by way of a petition signed by the Secretary, the President and one (1) other member of the Executive Committee. If the President or Secretary is in violation, then any three members of the Executive Committee shall sign the petition. The National Office shall recommend the removal of said officer by the Board of Directors at the next meeting of the Board of Directors following receipt of the petition.

## **ARTICLE IX ELECTION OF OFFICERS AND EXECUTIVE COMMITTEE AND DELEGATES**

### **1. Procedure for State/State-Area Conference Elections**



a. *Election of Delegates*

- i. All delegates elected to the Annual Convention of a State/State-Area Conference must be Members in good standing of Units in good standing within the State/State-Area Conference. All such delegates must be elected *of* a regular meeting of their general membership. Elected delegates must present *official* credential forms as provided by the State/State-Area Conference at the time of registering to the Credentials Committee of the Convention.
- ii. The election shall be by secret ballot of delegates both youth and adults at the Annual Convention of the State/State-Area Conference held in odd numbered years and those elected shall hold office for two (2) year terms and/or until their successors are elected and qualify.

b. *Representation.* Representation of Units at the Annual Convention of the State/State-Area Conference shall be on the following basis:

25 - 49	(Youth) 2
50 - 100	4 delegates
101 -500	6 delegates
501 -1,000	8 delegates
1,001 - 2,500	10 delegates
2,501 - 5,000	12 delegates
5,001 - 10,000	14 delegates
10,001 - 20,000	16 delegates
20,001 - 25,000	18 delegates

Over 25,000 1 additional vote for every 2,500 members.

Representation shall be on the basis of membership as recorded in the National Office, sixty (60) days prior to the opening date of each Annual Convention.

Each Unit is entitled to the number of alternate delegates equal to the number of voting delegates. Alternate delegates shall be permitted to vote in place of absent delegates.

c. *Organization of State/State-Area Conference.* At the first session of the Annual Convention, the delegates shall elect delegates to serve on the Committee on Time and Place, Committee on Resolutions and Committee on Credentials.

***Committee on Time and Place.*** Shall be charged with the responsibility of investigating possible cities for future Annual

Conventions, and recommending same to the Convention.

***Committee on Resolutions.*** Shall be responsible for determining for each proposed resolution whether it meets the criteria of newness or material modification of existing resolutions.

***Committee on Credentials.*** Shall examine and report upon the credentials of all delegates to the Convention as the first order of business of each Business Session. The Committee on Credentials shall be the arbitrator of all disputes and will report the resolution of same to the Convention.

- d. ***Quorum of State/State-Area Conference Meetings.*** The number of members necessary to constitute a quorum at all meetings shall be decided upon by a resolution adopted by the State/State-Area Conference which shall be incorporated in the approved State/State-Area Conference Bylaws.
- e. ***Election Procedure***
  - 1. All State/State-Area Conferences shall hold an election for officers in odd numbered years in accordance with the Constitution, these Guidelines and the Manual on State/State-Area Conference Election Procedure. All State/State-Area Conferences shall utilize the following election procedure.
    - i. In each even numbered year, the delegates at the Annual Convention of each State/State-Area Conference shall elect seven delegates, two of which shall be youth delegates, to the Election Procedures Committee which shall be responsible for the election process leading up to the State/State-Area Conference election in the odd numbered years. No more than two (2) State/State-Area Conference officers or Executive Committee members shall be elected to the Election Procedures Committee. The Committee shall conduct an organizing meeting during the Convention at which, time they shall elect a chairperson and secretary. Members of the Election Procedures Committee are not prohibited from filing a nominating petition.
    - ii. Written notice of the date, time, location and procedure for the conduct of the biennial State/State-Area Conference election shall be sent by the State/State-Area Conference Secretary by certified mail to all Units in good standing within the State/State-Area Conference by no later than February 1 of the odd numbered year. The notice shall include the positions to be



filled by election and the official nominating petition.

- iii. Persons wishing to run for elective office must be members in good standing and return the petition bearing their signature by certified mail signed by three (3) or more members in good standing of Units in good standing within the State/State-Area Conference by no later than August 1<sup>st</sup> of the election year. The nominating petitions must be mailed to the official mailing address of the State/State-Area Conference to the attention of the Election Procedures Committee which shall follow the procedures set forth in the Manual on State/State-Area Conference Election Procedure. An individual may seek only one elective office at a time.
- iv. For the purpose of running for office, a member in good standing is one whose name appears on the roll of a Unit in good standing within the State/State-Area Conference no later than June 1st of the year the State/State-Area Conference election is to be held. For the purpose of signing a nominating petition, a member in good standing is one whose name appears on the roll of a Unit in good standing within the State/State-Area Conference at least thirty (30) days prior to the date the nominating petition is filed.
- v. The Election Procedures Committee shall review all nominating petitions, validate the eligibility of candidates and file its report with the State-State/Area Conference Secretary by no later than August 10<sup>th</sup>.
- vi. Upon receipt of the Committee's report, the State/State-Area Conference Secretary shall mail the listing of all eligible candidates for each office to all Units in good standing within the State/State-Area Conference by no later than August 15<sup>th</sup> of the election year.
- vii. Thirty (30) days prior to the election the Election Procedures Committee shall file a report with the State/State-Area Conference Secretary verifying that all eligible candidates for office will be members in good standing as of the date of the election.
- viii. An eligible candidate may withdraw from contention by forwarding a letter requesting that his/her name be removed from the ballot. The letter must be sent to the Chairperson of

the Election Procedures Committee thirty (30) days prior to the election.

- ix. All voting at the Annual Convention must be by delegates present who were duly elected by their respective Unit in good standing within the State/State-Area Conference. Proxy voting, absentee voting and write-in voting are prohibited in NAACP elections. State/State-Area Conference Officers and Executive Committee members only have voting privileges if they have been duly elected by their respective Unit in good standing within the State/State-Area Conference.
- x. At the first session of the Annual Convention, in the odd numbered year, the delegates shall elect five (5) delegates, two of which shall be youth delegates, to the Election Supervisory Committee which will conduct the election in accordance with the Constitution, these Guidelines and the Manual on State/State-Area Conference Election Procedure. In addition, if there is more than one presidential candidate, each presidential candidate is entitled to appoint a representative to the Election Supervisory Committee. In the event the total number of presidential candidates exceeds four (4), the delegates must elect additional members to the Election Supervisory Committee so that the total number of elected members is one more than the appointed members of the Committee. No candidate for office shall serve on the Election Supervisory Committee.
- xi. On Saturday during file Convention at 8:00 a.m. on Election Day, the Election Supervisory Committee shall convene a special session of the Convention for the sole purpose of hearing from the candidates seeking office. Candidates shall be heard in the following order:
  - 1. Assistant Secretary
  - 2. Secretary
  - 3. Assistant Treasurer
  - 4. Treasurer
  - 5. Vice Presidents
  - 6. President
- xii. Immediately following the Special session, but no later than 11:00 a.m., the polls shall open, remaining open until 3:00 p.m. Following tabulation, the results of the election shall be announced by the Election Supervisory Committee by posting on the tabulation room door and by announcement on Saturday evening.

## **2. *State/State-Area Conference Election Controversy***



- (a) In the event of election controversy, all parties thereto shall submit complaints to the National Office. Said complaints must be postmarked not later than ten (10) days following the date of the election in question. The complaints must be signed by at least twenty-five (25) voting delegates who were in attendance at the Convention. Said delegates must represent at least five (5) units registered at the Convention.
- (b) The National Office will institute an investigation into the matter, and should a determination be made that the complaint is frivolous or completely devoid of merit, or that the election result could not have been otherwise even if the allegations alleged are assumed to be true, then the National Office shall within thirty (30) days, or as soon thereafter as possible, dismiss the complaint and inform all parties forthwith that the installation of officers might be held.
- (c) Should the National Office be unable to dismiss the complaint because the charges appear to have merit and as such, the results of the election might have been otherwise had the alleged violations not occurred, then the matter will be referred to the Chairperson of the Committee on Membership and Units of the Board of Directors, who will designate a Hearing Panel.
- (d) Pending resolution of the dispute, the officers whose terms were to have expired with the new election, will continue to function.
- (e) *Authority of the National Office.* The National Office shall have authority to intervene at any time during the period leading up to the State Conference election. Such authority includes suspending the process and instituting corrective action to assure that the rights of all members are protected.

## ARTICLE X EXPULSION, SUSPENSION OR REMOVAL OF OFFICERS AND MEMBERS

### 1. *Units Failing to Report*

If a Unit fails to inform the Association in writing of its activities or shall fail to maintain a minimum of fifty (50) adult members; twenty-five (25) Prison Branch members; or twenty-five (25) Youth Unit members; for a period of four (4) consecutive months, the Board of Directors shall declare any or all of the offices of the Unit vacant and order a new election. Notice of removal shall be sent to

the President, Secretary and Treasurer of the Unit and the State/State-Area Conference by registered mail at their last addresses on file in the Association and shall be published in the official communication organ of the National Association. Immediately upon the service of notice by the Association, the Officers shall perform no official acts and shall hold all records and monies of the Branch, subject to the disposition of the Association.

## **2. *Grounds For Suspension Or Other Disciplinary Action***

When an individual becomes a member of the NAACP, that individual pledges to abide by the rules and policies of the Association and the decisions of the Board of Directors. The Board of Directors, upon satisfactory evidence that an officer or member of the Association, or of a subsidiary Unit of the Association is guilty of conduct not in accord with the principles, aims and purposes of the National Association for the Advancement of Colored People, as set forth in its Constitution, and as defined by the Board or Convention, or guilty of conduct inimical to the best interests of the National Association for the Advancement of Colored People, may order suspension, expulsion or other disciplinary action against such officer or member, after a full hearing if requested by the respondent in accord with the provisions of this Constitution. Any member of the Association who files litigation against the National NAACP or against any of its units without having pursued the remedies within the framework of the Association, shall be deemed as exhibiting behavior not in accord with the principles, aims and purposes of the National Association for the Advancement of Colored People, meriting suspension, expulsion, or other disciplinary actions.

## **3. *Complaints***

A complaint against an officer or member of a Branch of the NAACP may be initiated by any 20 members of the affected Branch and must be signed by such members and forwarded to the National Office and Chief of Field Operations and the State/State-Area Conference. The National Office may seek input from said State/State-Area Conference on the complaint. The complaint must include the officer or member's mailing address.

## **4. *Authority of National President and CEO***

Where the President and CEO of the National Office is satisfied that there is danger of irreparable harm to the Association or Unit involved and that immediate action is necessary, he may order an officer or member suspended pending a full hearing if requested by the respondent.

## **5. *Notice of Complaint and Right to Answer***



Upon receipt of the complaint by certified or regular mail, the National Office shall forward a copy of the complaint by mail to the officer or member against whom it has been filed at the officer or member's correct address of record within ten (10) calendar days from the date of receipt of the complaint. The respondent officer or member shall have fifteen (15) calendar days from the date of the receipt of the complaint to file a written response by certified or regular mail, sent to the Chief of Field Operations. The 15-day period shall commence to run from the time service of the complaint is complete. Service of the complaint upon the officer or member shall be deemed complete five (5) days after the complaint was mailed by the President and CEO.

#### **6. *National Office Review and Investigation***

The National Staff, upon receipt of the complaint, and the respondent's written response, shall conduct an investigation, render determinations and make recommendations and findings regarding the complaint, when no hearing is requested by the respondent, to the Committee on Memberships and Units within ninety (90) calendar days of the respondent's written response. The National Staff shall prepare a record which includes all documentary matters submitted to it. Where a hearing is requested by the respondent, the National Office through the President and CEO or his designee, shall cause a hearing to be held by a panel of three members of the Board of Directors. The panel shall be appointed by the Chairperson of the Board's Committee on Membership and Units. The hearing panel shall convene within sixty (60) calendar days, of the receipt of the complaint or as soon as possible thereafter, and conduct a hearing according to the hearing procedure.

After receipt of the National Staff or hearing panel's decision, the complainant and respondent shall have fifteen (15) calendar days within which to appeal. Notice of Appeal shall be filed with the National Office, by regular mail, through the President and CEO, Department of Branch and Field Services, 4805 Mt. Hope Drive, Baltimore, MD 21215. If an appeal is filed, the National Office shall notify the Committee on Membership and Units within fifteen (15) days. The Committee on Membership and Units will review the findings and conclusions of the National Staff or hearing panel. Upon failure to appeal within a fifteen (15) day period, the complainant/respondent's opportunity to appeal is waived.

Should either party file an appeal to the National Office, the President and CEO or his designee shall cause an appellate hearing to be held by the Board of Directors. The panel shall be appointed by the Chairperson of the Board's Committee on Membership and Units. The hearing panel shall convene within sixty (60) calendar days, of the receipt of the appeal, or as soon as possible thereafter, and conduct an appellate hearing according to procedures.

**7. *Hearing Procedure***

The hearing panel shall review the written record and may allow oral argument by the parties or their spokesperson. Based on its review of the record, and oral argument, if any, the panel shall render findings and recommendations in the matter to the Board of Directors. The Board of Directors shall affirm, reverse, modify the panel's recommendation, or deny a rehearing. The decision of the Board of Directors shall be final.

Appeals shall be based only on the written record. Appeal hearings will be conducted by a hearing panel which shall be appointed by the Chairperson of the Board's Committee on Membership and Units. The General Counsel or his/her designee shall serve as counsel for the panel. The appellants may be represented by oral argument by counsel or another person of their choosing. The parties may not present documentary evidence or testimony, but rather they may speak only from the written record before the panel.

**8. *Notice of Findings and Action of the Board***

Notice of the findings and action of the Board shall be sent to the officer or member by registered mail at his/her address on file in the National Office and, in the discretion of the Board of Directors, published in the official organ of the National Association. Decisions affecting membership shall be forwarded to the National Membership Director.

**ARTICLE XI  
SUSPENSION AND REVOCATION OF CHARTER**

The Charter of Authority received by a Unit upon its admission to the Association may be suspended or revoked by the Board of Directors of the Association, whenever the Board of Directors shall deem it in the best interest of the Association; provided, however, that a hearing consistent with Article X, Section 7 on such changes be held. Such charter suspension or revocation shall not invalidate the membership of any member of the Unit in the Association. Notice of the findings and action of the Board of Directors shall be sent by the President and CEO, by registered mail; to the President and Secretary of the Unit, and shall be published in the official organ of the National Association and in a newspaper of general circulation in the jurisdiction where the Unit is located. Upon receipt of the notice by the President or Secretary by mail, publication or otherwise of charter suspension or revocation, the Unit shall cease to function and the officers shall forthwith forward all records, property and



monies of the Unit to the Association where the same may be applied in its discretion for the benefit of the community wherein the Unit was located.

Notice of intent to revoke or suspend a charter shall be mailed to officers of the Unit on such terms and conditions as determined by the Board of Directors.

## **ARTICLE XII INDEMNIFICATION**

### ***a. Persons Covered***

The Association shall furnish all duly elected directors, officers or staff of the Association or its subsidiaries and duly elected or Executive Committee members of Units, a legal defense and indemnification against judgments incurred as a result of specifically authorized actions on behalf of the NAACP and its programs.

### ***b. Limitation; Notice***

This Article shall have no force or effect unless the person(s) affected forwards legal process to the General Counsel or his/her designee within a reasonable time to allow a defense to be made.

## **ARTICLE XIII AMENDMENTS TO LOCAL BYLAWS**

The Guidelines for Units of the Association, except for State/State-Area Conferences, may be amended by a two-thirds (2/3) vote of any Annual Convention of the Association provided the proposed amendment be submitted to the Resolutions Committee by the May 1<sup>st</sup> deadline. The President and CEO shall provide copies of the proposed amendment(s) to all Units at least 30 days prior to the Annual Convention.

## **ARTICLE XIV RATIFICATION OF GUIDELINES**

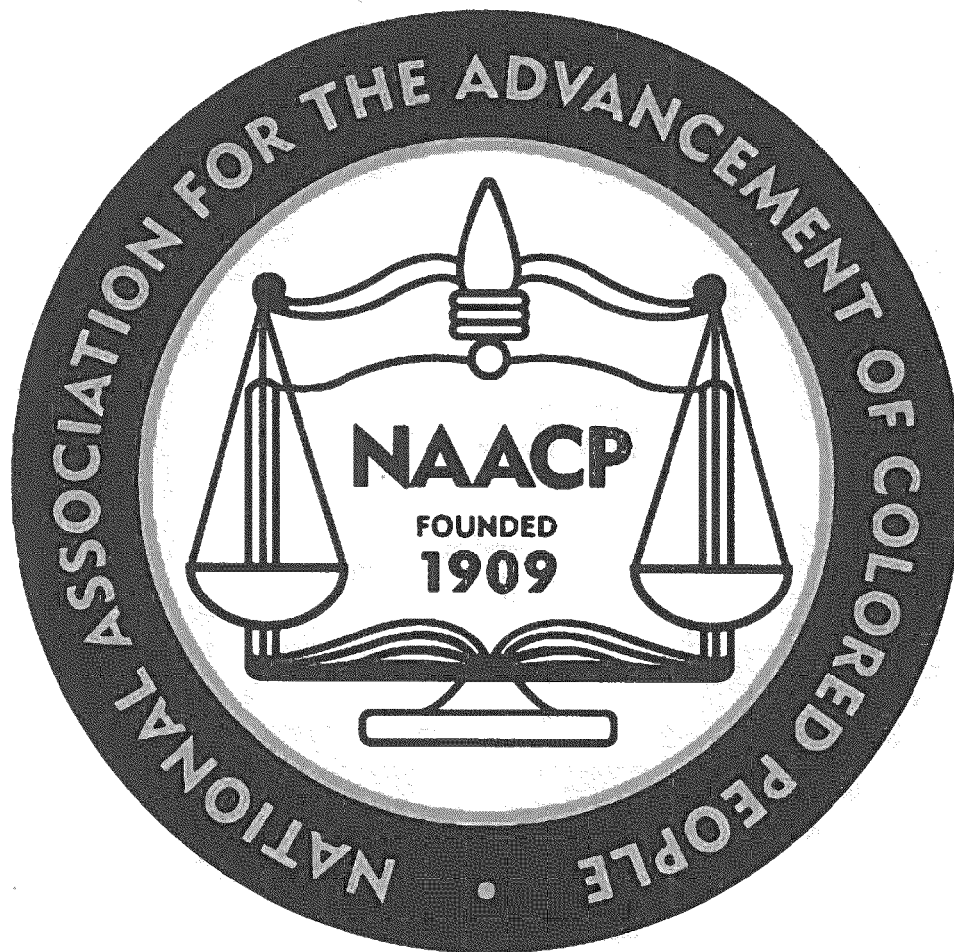
The Bylaws for Units of the National Association for the Advancement of Colored People becomes effective at Noon, on January 1, 2005, Eastern Standard Time.

It supersedes any previous document outlining the policy and procedures of the Association and its subordinate Units and the Bylaws, manuals and other documents duly adopted by the Board of Directors and subordinate to these Guidelines.





**CONSTITUTION**  
**of the**  
**NATIONAL ASSOCIATION FOR THE**  
**ADVANCEMENT OF COLORED PEOPLE**





[REDACTED]

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**CONSTITUTION OF THE  
NATIONAL ASSOCIATION FOR THE  
ADVANCEMENT OF COLORED PEOPLE**

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**CONSTITUTION OF THE  
NATIONAL ASSOCIATION FOR THE  
ADVANCEMENT OF COLORED PEOPLE**

**PREAMBLE**

The National Association for the Advancement of Colored People, hereinafter referred to as the "NAACP" or the "Association," was founded on the beliefs embodied in the Constitution of the United States of America. We support democracy, dignity and freedom.

Members of the NAACP, in keeping with the charge of our founders, stand against all forms of injustice.

The United States of America, built by us all, belongs to all of us. The repayment for our labor is equity and justice for all.

The NAACP will continue to fight for justice until all, without regard to race, gender, creed or religion enjoy equal status.

**NAACP VISION STATEMENT**

The vision of the National Association for the Advancement of Colored People is to ensure a society in which all individuals have equal rights and there is no racial hatred or racial discrimination.

**NAACP MISSION STATEMENT**

The mission of the National Association for the Advancement of Colored People is to ensure the political, educational, social and economic equality of rights of all persons and to eliminate racial hatred and racial discrimination.

**ARTICLE I  
NAME**

The name of this Corporation shall be the National Association for the Advancement of Colored People, Inc.

**ARTICLE II  
OBJECTIVES**

The principal objectives of the Association shall be to ensure the political, educational, social and economic equality of all citizens; to achieve equality of rights and eliminate race prejudice among the citizens of the United States; to remove all barriers of racial discrimination

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through democratic processes; to seek enactment and enforcement of federal, state and local laws securing civil rights; to inform the public of the adverse effects of racial discrimination and to seek its elimination; to educate persons as to their constitutional rights and to take all lawful action to secure the exercise thereof, and to take any other lawful action in furtherance of these objectives, consistent with the NAACP's Articles of Incorporation and this Constitution.

### ARTICLE III ORGANIZATIONAL STRUCTURE

#### 1. *(Units)*

The NAACP shall consist of duly organized State/State-Area Conferences, Branches, Prison Branches, College Chapters, Youth Councils, Junior Youth Councils, High School Chapters and Authorized Committees of the Association (hereinafter collectively referred to as "Units," as described in the Bylaws for Units), that are chartered by the Board of Directors of the Association and in good standing according to the policies and procedures determined by the Board of Directors from time to time.

#### 2. *(NAACP Regions)*

The Association shall be divided into seven geographical Regions as set forth in Article IX(9)(a) of this Constitution for the purpose of electing a Chair, Vice Chair, Secretary, Assistant Secretary, Treasurer, Assistant Treasurer, and nominating representatives to the Board of Directors from the Regions, and electing representatives to various committees of the Annual Convention. These Regions shall be in legislative session only at the Annual Convention and at Regional Training Conferences for purposes of adopting resolutions.

#### 3. *(Official Publication)*

The Association shall have an official publication known as *The Crisis*, published by Crisis Publishing Company, Inc.

### ARTICLE IV MEMBERSHIP

#### 1. *(Qualifications)*

Any person in accord with the principles and policies of the Association may become a member with the consent of the Board of Directors. Such person shall become a member by agreeing to abide by the rules and policies of the Association and the decisions of the Board of



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Directors and by paying in advance the annual membership fee established by the Board of Directors.

**2. (Categories of Membership)**

The Board of Directors shall have the power, at a regular or special meeting by a majority vote of members present, to create or discontinue categories of memberships and establish such fees as it may deem desirable from time to time, and to issue appropriate certificates of memberships. The current categories of membership, subject to the discretion of the Board of Directors, are as follows:

- a. REGULAR ADULT MEMBERSHIP
- b. YOUTH MEMBERSHIP WITH CRISIS
- c. YOUTH MEMBERSHIP WITHOUT CRISIS
- d. PRISON MEMBERSHIP WITH CRISIS
- e. WOMEN IN THE NAACP (WIN)
- f. ANNUAL CORPORATE MEMBERSHIP
- g. JUNIOR LIFE MEMBERSHIP
- h. BRONZE LIFE MEMBERSHIP
- i. SILVER LIFE MEMBERSHIP
- j. GOLD LIFE MEMBERSHIP
- k. DIAMOND LIFE MEMBERSHIP

**3. (Indemnification)**

- a. A member who commences or assists in the commencement of any external action, suit or proceeding (whether civil, criminal, administrative or investigative) against the Association or any Unit thereof, or against any director, officer, employee or member of the Association or Unit thereof with respect to matters concerning the internal operations of the Association, violates the policy of the Association and shall have his or her membership automatically revoked under such processes as the Board of Directors may establish.
- b. (1) Upon receiving a summons, complaint or other documentation evidencing that a prohibited external action has been brought, the General Counsel's office shall notify the member(s) involved that Article IV, Section 3a provides for automatic revocation of membership and shall provide five (5) calendar days for

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the member(s) involved either (a) to dismiss or cause dismissal of the external action with prejudice, or (b) to provide the General Counsel's office with a sworn statement attesting and explaining that the member(s) did not actually commence or assist in commencing the external action;

(2) If the member(s) involved should fail to dismiss or cause the dismissal of the action and should they also fail to submit an affidavit of denial after receiving notice, the General Counsel's office shall notify the Chair of the Committee on Membership and Units (a) that a prohibited external action has been brought, (b) that the member(s) involved have neither dismissed nor caused the dismissal of the action nor submitted an affidavit of denial, and (c) that the General Counsel will therefore recommend to the President/CEO that he or she revoke the membership of the member(s) responsible under Article IV, Section 3a, and,

(3) After said notice has been provided to the Chair of the Committee on Membership and Units, the President/CEO shall proceed to revoke the membership of the member(s) responsible after receiving notice from the General Counsel's office that suspension is in order.

- c. A member or Unit that commences any external action, suit or proceeding against the Association or any Unit thereof, or against any director, officer, employee or member of the Association or any Unit thereof with respect to matters concerning the internal operations of the Association, shall indemnify the Association, the Unit, and all directors, officers, employees and members of the Association and Unit, for all costs and attorney fees incurred in connection with defending against such external action, suit or proceeding, irrespective of the outcome of such action, suit or proceeding. In any action brought by the Association to recover such costs and attorney fees, the member or Unit involved consents to the personal jurisdiction of any state or federal court in Baltimore, Maryland, and agrees that any litigation concerning the recovery of such costs and attorney's fees shall be brought in a state or federal court in Baltimore, Maryland.

## ARTICLE V GOVERNANCE

### 1. *(Board of Directors)*

The management and governance of the Association shall be vested in a Board of Directors. Without limiting the foregoing, the Board of Directors shall have full power and authority to:

- a. Establish all major administrative and other policies governing the affairs of the Association.
- b. Designate and/or elect all officers of the Association.



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- c. Fill all vacancies in the offices of the Association and unexpired terms of the Board of Directors as specified in Section 7 of this Article.
- d. Acquire, own, manage, invest and dispose of property, both real and personal, stock, certificates and securities or otherwise, in the name of the Association.
- e. Create Standing Committees as prescribed in Article VIII of this Constitution.
- f. Create and dissolve such special committees of the Board of Directors as it considers advisable to carry out the purposes of the Association. Such special committees deemed no longer necessary shall be dissolved.
- g. Create from time to time such regions, divisions, departments or bureaus of the Association as it may deem advisable to carry out the objectives of the Association.
- h. Establish such Units of the Association in such places and under such conditions as it sees fit. Each Unit shall be administered under a charter granted to it by the Board of Directors and in accordance with this Constitution.
- i. Establish such personnel rules and policies as may be required for the successful administration of the Association.
- j. Set membership fees and categories of membership.
- k. Cause the quarterly meetings that include the Annual Meeting of the Board of Directors to be held in accordance with this Constitution.
- l. Cause an annual meeting of the Board of Directors to be held in accordance with this Constitution.
- m. Perform such other acts as may be necessary to carry out the responsibilities and duties imposed on it by this Constitution.

**2. (Composition)**

The Board of Directors shall consist of sixty-four (64) members, of whom twenty-one (21) shall be elected from the seven (7) Regions, three (3) from each Region; seven (7) shall be elected from the Youth Councils, Junior Youth Councils, High School Chapters, and College Chapters, one (1) from each Region; twenty-one (21) shall be elected at large; twelve (12) shall be elected by the Board of Directors; and three (3) shall be elected by the Annual Convention. The Chair of the National Youth Work Committee shall serve as an ex-officio, non-voting member on the Board of Directors.

**3. (Qualification)**

Any member in good standing with the Association, who has been a bona fide member for at least 180 calendar days prior to the date nominations are made, and who has not been an

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employee of the Association or any of its Units during the two-year period prior to the date nominations are made, and is affiliated with a local Unit, shall be eligible to be nominated, elected and serve on the Board of Directors. However, in the event that the Board of Directors determines that for the benefit of the Association, a member of the Board should serve in an interim executive capacity, then such interim status shall not constitute "employment" as set forth herein. If there is an appropriate vacancy on the Board, then by vote of the Board, the former Board member may return to his or her previous status as a Board member without a two-year delay.

4. *(Term of Office)*

- a. *Regional, At-Large, Board of Directors, Annual Convention.* All directors except those elected exclusively by Youth Units shall serve three-year terms. No member elected by either the Region or the Board of Directors may be elected for more than four (4) consecutive three-year terms; any member who has been elected for four (4) consecutive terms shall not be eligible for nomination and election by the Region or the Board of Directors until one year following the expiration of his or her four (4) consecutive three-year terms (12 years). However, any such member shall be eligible for nomination and election as an at-large or convention candidate.
- b. *Youth Regional.* The seven (7) members elected exclusively by Youth Units shall serve two-year terms. No such member may be elected for more than two (2) consecutive two-year terms. Members elected by Youth Units may not serve beyond the Annual Meeting of the Corporation immediately following his/her twenty-fifth (25<sup>th</sup>) birthday.

5. *(Compensation)*

The Directors shall serve without compensation but may be reimbursed for the actual cost for attending meetings, at the discretion of the Board of Directors.

6. *(Meetings)*

- a. *Regular Meetings.* There shall be four regular meetings annually of the Board of Directors at a place designated by the Board of Directors to be held on *the third Saturday in February, the third Saturday in May, the third Saturday in October*, or such other times as decided from time to time by the Board of Directors, and on a day during the Annual Convention, as designated by the Board of Directors at a place as may be decided by the Board of Directors.
- b. *Special Meetings.* A special meeting of the Board of Directors *may* be called by the Chair at any time and *shall* be called by the President and CEO and held within ten (10) calendar days after his/her receipt of a written demand from any fifteen (15) members of the Board of Directors. The object of such meeting *must* be stated in the *demand and in the notice* thereof, and the business transacted in the meeting shall be limited to the objective so stated.



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- c. *Notice.* The Chair of the Board of Directors shall give the members of the Board of Directors thirty (30) calendar days written notice of its regular meetings and three (3) business days written notice of any special meeting.
- d. *Quorum.* The presence of a majority of the voting membership of the Board of Directors shall constitute a quorum and the act of a majority of the voting members present at a meeting at which there is a quorum shall be the act of the full membership. In the absence of a quorum, or when a quorum is present, a meeting may be adjourned from time to time by a vote of a majority of the voting members present without notice other than by announcement at the meeting and without further notice to any absent members. At any adjourned meeting at which a quorum is present, any business may be transacted which might have been transacted at the meeting as originally notified.
- e. In the event that the provisions herein do not address a specific procedural question during any meeting of the Association, the latest edition of *Robert's Rules of Order* shall apply.
- f. *Proxies.* There shall be no proxies at meetings of the Association.

**7. (Vacancies)**

- a. *By Region.* In the case of a vacancy among those Directors elected by the Region, an interim replacement shall be elected by the majority vote of a committee comprised of the State/State-Area Conference Presidents in the Region in which the vacancy occurs. The President and CEO of the Association or his/her designee shall convene a meeting of such committee within thirty (30) calendar days after the vacancy has occurred for the purpose of filling such vacancy. A director elected to fill a vacancy shall hold office until the next annual meeting at which the election of directors is in the regular order of business, and until his/her successor is elected and qualifies.
- b. *By Youth and College Division Units.* In the case of a vacancy among those Directors elected by the Youth and College Division Units in a Region, an interim replacement shall be elected by the majority vote of a committee comprised of the Youth Regional National Youth Work Committee Member, and the State/State-Area Youth and College Chapter Presidents. The National Youth Work Committee Member will serve as an ex-officio member of the committee. The President and CEO of the Association or his/her designee shall convene a meeting of such committee within thirty (30) calendar days after the vacancy has occurred for the purpose of filling such vacancy. In no event shall a Director elected as a Youth and College Division Director serve beyond the Annual Meeting immediately following his or her twenty-fifth (25<sup>th</sup>) birthday. No later than thirty (30) calendar days after his or her election, the Youth and College Division Director shall provide to the Chairman of the Board of Directors proof of age. A director elected to fill a vacancy shall hold office until the next annual meeting at which the election of

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directors is in the regular order of business, and until his/her successor is elected and qualifies.

- c. *By At-Large, by Convention and by Board of Directors.* Any vacancy occurring during the year among those directors elected at-large, by the Annual Convention or by the Board of Directors itself, may be filled by the Board of Directors at any regular meeting of the Board of Directors, provided thirty (30) calendar days' notice is given the Board of Directors membership that such action is to be taken at such meeting. A director elected to fill a vacancy shall hold office until the next annual meeting at which the election of directors is in the regular order of business, and until his/her successor is elected and qualifies.

## ARTICLE VI OFFICERS

### 1. *(Composition)*

The Officers of the Association shall include a Chair of the Board of Directors, a Vice Chair, a Treasurer, an Assistant Treasurer, a Secretary who is the General Counsel of the Association, a President who is the Chief Executive Officer of the Association (hereinafter, "President" or "President and CEO"), an Assistant Secretary and such other officers as the Board of Directors from time to time may designate and elect.

### 2. *(Qualification)*

The Chair, Vice Chair, Assistant Secretary, Treasurer, and Assistant Treasurer must be members of the Board of Directors. These Officers shall be elected by the Board of Directors at the first meeting of the Board of Directors after the Annual Meeting.

### 3. *(Term of Office)*

The Chair, Vice Chair, Treasurer, Assistant Treasurer and Assistant Secretary shall be elected for a term of two (2) years, unless the Board of Directors shall, by resolution passed at the time of the particular election, order a shorter term. No member shall hold more than one office at a time. All of these Officers shall take office immediately after their election, and they shall serve their respective terms of office until their respective successors shall be elected and qualified. The President and CEO and Secretary shall serve, without a vote, during their respective terms of employment with the Association as President and CEO and General Counsel respectively.

### 4. *(Vacancies)*

In case of a vacancy in an elected office of the Board of Directors, the Board of Directors shall elect a successor who shall serve for the unexpired portion of the term, or in the case of disability, until the disability ceases.



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**5. (Officers Pro Tem)**

If at any meeting of the Association, the Board of Directors or the Executive Committee, the designated presiding officer is absent, an officer pro tem shall be elected by majority vote of the members present.

**ARTICLE VII  
DUTIES OF OFFICERS OF ASSOCIATION**

**1. (Chair)**

The Chair shall preside at all meetings of the Board of Directors, the Executive Committee and the Association. The Chair of the Board of Directors shall be an official spokesperson of the Association. Between meetings of the Board of Directors and the Executive Committee, the Chair shall have overall control of the policy and supervision of the Association, with full authority over the Association, subject to such limitations as the Board of Directors may from time to time impose. The Chair shall appoint all committees of the Association not elected directly by the Board of Directors, including the eleven (11) non-officer members of the Executive Committee. All such committee appointments shall be subject to ratification by majority vote of the Board of Directors. The Chair shall be an ex-officio member of all committees other than the Nominating Committee.

**2. (Vice-Chair)**

The Vice-Chair of the Board of Directors shall assume and perform all of the duties and functions of the Chair in the latter's absence, disability or unavailability as defined by the Board of Directors.

**3. (President and CEO)**

The President and CEO shall be the spokesperson for the Association with responsibility for all management functions. He/she shall manage and direct all activities of the Association as prescribed by the Board of Directors, shall report to the Chair of the Board of Directors and shall be responsible and accountable to the Board of Directors. He/she shall employ and may terminate the employment of the staff as is necessary to carry out the work of the Association and set their compensation within the rewards strategy adopted by the Board of Directors; provided however, that the General Counsel and the Chief Financial Officer shall be terminated only with the advice and consent of the Board of Directors.

**4. (Treasurer)**

The Treasurer shall be the Chair of the Finance Committee and the Chief Fiscal Officer of the Association. He/she may require regular reports on the finances of the Association and from all divisions, Units, departments and bureaus thereof and may inspect the books and audit the accounts thereof. He/she shall render an account of the financial affairs of the Association to the Board of Directors at its regular meetings, or whenever it requires, and shall submit a report on the

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financial condition of the Association at its Annual Meeting. He/she shall discharge such other duties as may be prescribed by resolution of the Board of Directors.

**5. (Assistant Treasurer)**

The Assistant Treasurer shall perform such duties as may be assigned by the Treasurer. In the absence of the Treasurer due to his or her death or inability to act, or in the event for any reason it shall be impracticable for the Treasurer to act personally, the Assistant Treasurer shall perform the duties of the Treasurer, and when so acting, shall have the powers of and be subject to all the restrictions placed upon the Treasurer. The Assistant Treasurer, in general, shall perform such duties and have such authority as shall from time to time be delegated or assigned by the Treasurer, the Chair or the Board of Directors. The Assistant Treasurer shall serve as a member of the Finance Committee.

**6. (Secretary)**

The Secretary shall be the custodian of the seal, the charter and amendments thereof, the bylaws and amendments, standing resolutions, all financial reports, all proceedings of the Board of Directors and its committees and the membership register. He/she shall affix the corporate seal to all papers requiring a seal. He/she shall discharge such other duties as may be prescribed by resolution of the Board of Directors.

**7. (Assistant Secretary)**

The Assistant Secretary shall perform such duties as may be assigned by the Secretary. In the absence of the Secretary due to his or her death or inability to act, or in the event for any reason it shall be impracticable for the Secretary to act personally, the Assistant Secretary shall perform the duties of the Secretary, and when so acting, shall have all the powers of and be subject to all of the restrictions placed upon the Secretary. The Assistant Secretary shall serve as Secretary to the Executive Committee. The Assistant Secretary, in general, shall perform such duties and have such authority as shall from time to time be delegated or assigned by the Chair or the Board of Directors.

## ARTICLE VIII COMMITTEES OF THE BOARD OF DIRECTORS

The work of the Board of Directors shall be carried out through committees, subject to the approval of the Board of Directors.

All committees shall be chaired by Board members. The Chair of the Board of Directors shall recommend, subject to ratification by majority vote of the Board of Directors, all committee chairs and members. Whenever possible, a Youth Member of the National Board of Directors shall be appointed to each committee.

The committees of the Board of Directors shall include, but not be limited to, the following:



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**1. (Executive Committee)**

- a. The Executive Committee shall consist of seventeen (17) members to include the Chair, Vice Chair, Treasurer, Assistant Secretary, Chair of the NAACP Foundation, Treasurer of the NAACP Foundation, one (1) youth board member, one (1) member from each of the seven (7) regions, and three (3) additional members. The eleven (11) additional members, all of whom must be members of the Board of Directors, shall be appointed by the Chair, subject to the approval of the Board.
- b. The duties of the Executive Committee shall be to:
  - (1) decide all matters of policy as may arise between meetings of the Board of Directors, consistent with policy determinations established by the Board of Directors;
  - (2) hire and evaluate the job performance of the President and CEO;
  - (3) review and update human resource policies and procedures; and
  - (4) in consultation with the President and CEO, develop a meeting agenda and ensure the production of necessary materials for Board of Directors meetings.
- c. **Qualifications of the Executive Committee**  
 All members of the Executive Committee must be members of the Board of Directors, with the exception of the Chair and Treasurer of the NAACP Foundation.
- d. **Term of Office of Executive Committee**  
 The Chair, Vice Chair, Treasurer and Assistant Secretary of the Board of Directors, and the Chair and Treasurer of the NAACP Foundation shall serve on the Executive Committee during their respective terms of office. Additional members appointed by the Chair of the Board of Directors shall serve for a term of one year.
- e. **Vacancies on Executive Committee**  
 In case of a vacancy in a position held by one of the additional members appointed by the Chairman of the Board of Directors to the Executive Committee, the Chair of the Board of Directors shall appoint, subject to the ratification of the Board of Directors, a successor from among the members of the Board of Directors, who shall serve the unexpired portion of the term, or in the case of disability, until the disability ceases.
- f. **Meetings of Executive Committee**

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The Executive Committee shall meet between regular meetings of the Board of Directors a minimum of four (4) times per year on days to be determined by the Chair. Any meeting, including a conference telephone call, in which a quorum of members of the Executive Committee participate, shall constitute a proper meeting of the Executive Committee, provided that written notice of date and time for such meeting is transmitted to the members of the Executive Committee at least seven (7) calendar days prior to such meeting. A written report of its meeting shall be delivered at the next regular or special meeting of the Board of Directors and shall be subject to the ratification of the Board of Directors. The minutes of the Executive Committee meetings shall be kept at each of its meetings. A majority of the members of the Executive Committee shall constitute a quorum.

2. *(ACT-SO Committee)*

- a. The Afro Academic Cultural Technological Scientific Olympics (hereinafter "ACT-SO") Committee shall consist of a majority of Board members and may include non-Board member Trustees and members of the Association.
- b. The duties of the ACT-SO Committee shall be to:
  - (1) recommend policies and guidelines for the Association's ACT-SO program;
  - (2) provide oversight of the implementation of the ACT-SO program;
  - (3) in consultation with the President and CEO, recommend annual work plans and resources to effectively implement the ACT-SO program; and
  - (4) perform other duties as assigned by the Board of Directors.

3. *(Audit Committee)*

- a. The Audit Committee shall consist of Board members and the Treasurer of the NAACP Foundation.
- b. The duties of the Audit Committee shall be to:
  - (1) Provide an annual auditor report;
  - (2) develop requests for audit proposals, review bids and recommend selection of an auditor to assess the financial operations of the Association;
  - (3) meet with the auditor to review audit processes and procedures and to make a final report;
  - (4) provide oversight of staff development of a bookkeeping and audit program to be used by Units of the Association;



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- (5) monitor, review and evaluate the internal controls, compliance with policies, financial accounts and records, funds expended or received or other fiscal function or activity of any program, unit or department of the Association as needed; and
- (6) perform other duties as assigned by the Board of Directors.

**4. (Convention Planning Committee)**

a. The Convention Planning Committee shall:

- (1) provide oversight of the planning and programming for the National Convention in accordance with procedures established by the Board of Directors;
- (2) ensure that all vendors, including hotels and transportation vendors practice equal opportunity;
- (3) select sites for the NAACP Annual Convention in consultation with the Time and Place Committee; and
- (4) perform other duties as assigned by the Board of Directors.

**5. (Finance Committee)**

a. The Finance Committee shall:

- (1) ensure overall financial health and success of the Association by overseeing financial policies and procedures and budget-related decisions;
- (2) provide oversight of the development of an annual budget for the Association to be adopted at the October Board of Directors Meeting;
- (3) provide oversight of the development policies and procedures to ensure that the Association is performing within the parameters of the budget and that Association is not taking any undue financial risk(s);
- (4) recommend financial guidelines to the Board of Directors for major expenditures or activities that have budget implications;
- (5) ensure the Board receives accurate and timely financial reports and statements;
- (6) recommend investment policy;
- (7) recommend the fundraising strategies and activities of the Association;

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- (8) provide oversight of the Compensation and Reimbursement Subcommittee; and
    - (9) perform other duties as assigned by the Board of Directors.
  - b. There will be a Compensation/Reimbursement Subcommittee that shall review and approve all reimbursements for expenses incurred on behalf of the Association by the President and CEO and the members of the Board of Directors.
- 6. *(Image Awards Committee)*
  - a. The Image Awards Committee shall provide oversight of planning and programming of the Annual Image Awards Program in accordance with procedures established by the Board of Directors; and
  - b. Perform other duties as assigned by the Board of Directors.
- 7. *(Legal Committee)*
  - a. The Legal Committee shall:
    - (1) monitor and report on operations of the Office of the General Counsel;
    - (2) monitor and report on the corporate civil litigation of the Association;
    - (3) monitor and report on the civil rights litigation of the Association;
    - (4) provide oversight of the development of strategies for civil rights advocacy for the Association;
    - (5) monitor and report on developments in the area of civil rights law;
    - (6) review and recommend corporate interest/risk management policies and procedures;
    - (7) provide oversight of the development by the President and CEO of policy, tactics and strategies for the maintenance and expansion of civil rights law;
    - (8) monitor and report on the status of the Association's real property interest; and
    - (9) perform other duties as assigned by the Board of Directors.
- 8. *(Membership and Units Committee)*
  - a. The Membership and Units Committee shall:



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- (1) provide oversight of the administration of units, in compliance with the policies and procedures of the Association;
- (2) make recommendations to the Board of Directors on the granting of charters for new Units of the Association;
- (3) provide oversight of the development of an Association-wide program to increase membership;
- (4) make recommendations to the Board of Directors on membership classification and fees;
- (5) provide oversight of all election procedures and processes of the units of the Association;
- (6) provide oversight of the development of a unified Constitution and a Policy and Procedure Handbook for the Association;
- (7) support the on-going work of the NAACP and its units;
- (8) provide oversight of training for all NAACP units and officers on the policies and procedures of the Association; and
- (9) perform other duties as assigned by the Board of Directors.

**9. (*Advocacy and Policy Committee*)**

- a. The Advocacy and Policy Committee shall serve the purpose of recommending the civil rights advocacy agenda of the Association. Its duties shall be to recommend policy and advocacy proposals for consideration by the Board of Directors, and to provide oversight and coordinate the work of the Association's policy committees.
- b. In making appointments to the Advocacy and Policy Committee, the Board Chair shall take into consideration the expertise required in the policy areas addressed by the Association's policy committees.
- c. The policy committees of the Association consist of the following:
  - (1) Committee on Criminal Justice
  - (2) Committee on Economic Development
  - (3) Committee on Education
  - (4) Committee on Health
  - (5) Committee on Housing

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- (6) Committee on International Affairs
- (7) Committee on Labor
- (8) Committee on Political Action
- d. All policy committee chairs shall be members of the Policy and Advocacy Committee.
- e. The duties of the policy committees shall be to:
  - (1) recommend to the Policy and Advocacy Committee policy, advocacy, and programmatic activities pertaining to civil rights concerns within their respective areas;
  - (2) provide oversight of implementation of the programs and policies of the Association within their respective areas;
  - (3) recommend policies to increase the advocacy capacity of the Association's units within their respective areas;
  - (4) in consultation with the President and CEO, recommend annual work plans and resources to effectively implement the policies and programs within their respective areas; and
  - (5) perform other duties as assigned by the Board of Directors.

10. *(Religious Affairs Committee)*

- a. The Religious Affairs Committee shall:
  - (1) in consultation with the President and CEO, enlist the support of religious leaders to promote an educational program to give moral and ethical interpretation to the civil rights struggle as an integral part of accomplishing the mission of the Association;
  - (2) in consultation with the President and CEO, work with religious groups on the membership, fundraising and political empowerment activities of the Association;
  - (3) in consultation with the President and CEO, recommend annual work plans and resources to effectively implement the policies and programs related to religious affairs; and
  - (4) perform other duties as assigned by the Board of Directors.



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**11. (National Youth Work Committee)**

- a. The National Youth Work Committee shall:
  - (1) recommend to the Board of Directors policy, advocacy, and programmatic activities pertaining to the civil rights concerns of African American and other young people;
  - (2) provide oversight of the implementation of these programs and policies;
  - (3) recommend policies to increase the advocacy capacity of the Association's youth units;
  - (4) in consultation with the President and CEO, recommend annual work plans and resources to effectively implement youth programs; and
  - (5) perform other duties as assigned by the Board of Directors.
- b. At the meeting following the election of new members at the Convention, the National Youth Work Committee shall convene, at a time and place to be printed in the Convention Program, for the purpose of electing a Chairman, Vice Chairman, and any other officers the Committee deems necessary. The officers shall serve for a period of one year. The National Youth Work Committee Chairmanship, insofar as possible, shall be rotated among the Regions from year to year. Only members that will be present on the National Youth Work Committee after the end of the Convention shall participate in the election of the National Youth Work Committee officers.
- c. Between Conventions, the Committee shall advise and recommend programs and policies pertaining to the Youth and College Program to the Board of Directors. The Committee shall apprise the Board of Directors of the status of the NAACP Youth and College Program and make recommendations for the development of the Youth and College Program.
- d. The Regional members of this Committee shall be elected by the Regions at the first Regional meeting at the Convention, and the names of the members shall be reported to the Convention at the next plenary session. No person so elected may be a candidate if they have reached the age of twenty-five (25). Members so elected shall take office immediately at the Convention and each shall serve a two-year term. Seven (7) adult members are to be elected in even-numbered years, and seven (7) youth members are to be elected in odd-numbered years. Within thirty (30) days of the election, the youth members of the National Youth Work Committee must provide to the Chairman of the Board of Directors proof of age. No National Youth Work Committee Member shall serve beyond the close of the Annual Convention following his or her twenty-fifth (25<sup>th</sup>) birthday.

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- e. The Committee shall meet three (3) times a year between Conventions. It may meet at the call of the Chairman during the Convention and thereafter.
- f. In the case of a vacancy among those representatives elected by Youth Units in a Region, an interim replacement shall be elected by the majority vote of a committee comprised of the Regional Youth Representative to the Board of Directors and the State/State-Area Conference Youth and College Division Presidents. The President and CEO of the Association shall convene a meeting of such committee within thirty (30) calendar days after the vacancy has occurred for the purpose of filling such vacancy. The person so elected shall serve for the balance of the unexpired term.
- g. The Chair of the National Youth Work Committee or his/her designee shall serve as a member of the Membership & Units Committee with no voting privileges.
- h. The Chair of the National Youth Work Committee may appoint up to three (3) members to the Committee who are members of the Association and who shall serve during the term of the Chair.

## ARTICLE IX CONVENTION

### 1. *(Purpose of the Convention)*

The Annual Convention of the Association shall establish policies and programs of action for the ensuing year. All actions of the Convention on questions of policy and programs, which are not contrary to this Constitution, shall be binding on the Board of Directors, the Executive Committee, the Officers and all Units, except as hereinafter provided. No resolution for change of policy or program of action shall be in order unless it shall have been favorably voted upon at regular legislative meetings of a Unit in good standing, or has been submitted by the President and CEO. The resolutions for policy or program change must be certified by the President and the Secretary of the Unit, and received by the President and CEO in the National Office by May 1st, annually. The Convention shall act on all such proposed program or policy changes during its Legislative Sessions.

### 2. *(Board of Directors Ratification of Convention Resolutions)*

All actions of the Convention on matters of policy and programs, including referrals by the Convention to the Board of Directors, shall be considered by the Board of Directors at its next regular meeting, and the Board of Directors may disapprove of any such action by two-thirds (2/3) vote of the members of the Board of Directors present and voting. Any Convention action thus disapproved by the Board of Directors shall then be submitted to a referendum before the Units, which shall vote on said matter and notify the President and CEO of their action within thirty (30) calendar days of receipt of the submission; and these referendum votes of Units shall be counted by the use of the scale of voting strength set forth in Section 3 of this Article.



*Constitution of the NAACP***3. (Representation)**

- a. Representation of Units in good standing at the Annual Convention shall be on the following basis:

Unit Members				Voting Delegates
Youth Units from	25	to	49	2
Branches and Youth Units from	-50	to	100	4
	101	to	500	6
	501	to	1,000	8
	1,001	to	2,500	10
	2,501	to	5,000	12
	5,001	to	10,000	14
	10,001	to	20,000	16
	20,001	to	25,000	18
	Over		25,000	1
				Additional vote for every 2,500 members
State/State-Area Conference				1
State/State-Area Conference Youth and College Division				1

- b. Representation shall be based on the Unit membership as recorded in the National Office, as of March 31<sup>st</sup> of the current year, and notice of same will be sent ninety (90) calendar days prior to the opening date of each Annual Convention. A Branch may not have more than twenty-four (24) youth members for purposes of representation at the Annual Convention.
- c. All voting at Annual Conventions must be by delegates present who have been duly elected as voting delegates by their Units. Voting may not be exercised by proxy.
- d. Each Unit in good standing is entitled to elect a number of alternate delegates equal to the number of its voting delegates. Alternate delegates shall be permitted to vote in place of absent delegates.

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- e. Members of the Board of Directors have voting privileges at National Annual Conventions.

**4. (Election of Delegates)**

- a. Delegates to the Annual Conventions are elected by the Units at their regular monthly meetings prior to the Annual Convention.
- b. Delegates representing State/State-Area Conferences shall be elected at the meeting of the State/State-Area Conference preceding the Annual Convention, or by special meeting called in accordance with bylaws of the State/State-Area Conference.
- c. Each delegate must present to the National Convention a credential blank certifying election as delegate, signed by the President and Secretary of the Unit. Blank credential forms for certificates and duplicate certificates are furnished by the National Office. A duplicate of all such certificates must be returned to the National Office and the original thereof presented to the Annual Convention.
- d. Each State/State-Area Conference delegate must present to the Convention a certificate of election as delegate signed by the President and Secretary of the State/State-Area Conference.
- e. Delegates to the Annual State/State-Area Conference Conventions are elected by the Branches, Prison Branches, Youth Councils, and College Chapters in accordance with the approved bylaws of the particular State/State-Area Conference.
- f. State/State-Area Conference Conventions are elected by the Branches, Prison Branches, Youth Councils, and College Chapters may elect Nominating Committees to facilitate the selection of Delegates to the Annual National Convention or the State/State-Area Conference Convention. If this approach is used, nominations by petition will also have to be allowed. Approved bylaws for the entities should govern such procedure.
- g. Members of the Board of Directors shall have voting privileges in State/State-Area Conferences of which they are residents as well as in the Annual Convention.

**5. (Participation by Delegates)**

- a. Each delegate must present to the Convention a certificate of election as delegate, signed by the President and Secretary of the Branch. Blank forms for certificates and duplicate certificates must be furnished by the National Office. A duplicate of all such certificates must be returned to the National Office and the original thereof presented to the Convention.



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- b. Each State/State-Area Conference delegate must present to the Convention a certificate of election as delegate, signed by the President and Secretary of the State/State-Area Conference.

**6. (Convention Registration)**

All Board of Directors, members, voting delegates, alternates, and observers shall pay the convention registration fee as set by the Board of Directors.

**7. (Chairman of Plenary and Legislative Sessions)**

Presiding officers for the Plenary and Legislative Sessions shall be appointed by the Chairman of the Board of Directors. The duties of the presiding officer of each Convention session shall be to declare the opening and closing of that session; preside over deliberations, rule on all points of order and, subject to these rules, have parliamentary control over the proceedings of the session. A parliamentarian, a timekeeper, a sergeant-at-arms and an assistant sergeant-at-arms shall be appointed by the Chairman for each session.

**8. (Convention Agenda)**

A Plenary Legislative Session for the consideration of resolutions, reports and elections is required. The Legislative Session shall convene not later than 10:00 a.m. on the second day with a report from the Chairman of the Resolutions Committee.

**9. (Structure of Convention)**

a. *Regions*

To secure equitable participation of delegates in the Convention Committee and to nominate regional candidates to the Board of Directors, the delegates shall constitute themselves into seven Regional groups as follows:

Region I – Alaska, Arizona, California, Hawaii, Idaho, Nevada, Oregon, Utah, Washington, Korea and Japan.

Region II – Connecticut, Delaware, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont and Europe.

Region III – Illinois, Indiana, Kentucky, Michigan, Ohio, West Virginia and Wisconsin.

Region IV – Colorado, Iowa, Kansas, Minnesota, Missouri, Montana, Nebraska, North Dakota, South Dakota and Wyoming.

Region V – Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina and Tennessee.

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Region VI – Arkansas, Louisiana, Oklahoma, New Mexico and Texas.

Region VII – District of Columbia, Maryland and Virginia.

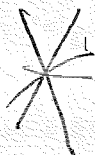
b. *Committees*

The Convention shall have the following standing committees: Resolutions, Time and Place, Credentials, and Rules.

(1) *Resolutions Committee*

A. The Committee on Resolutions: The Committee on Resolutions shall be composed of thirty-five (35) members; twenty-one (21) of whom shall be elected annually at the Convention from the seven (7) Regions established by the Board of Directors; seven (7) members shall be appointed by the Chairman of the Board of Directors, one of whom shall serve as Chairman; and seven (7) members appointed by the Chairman of the Resolutions Committee, three (3) of whom shall be youth. It shall take charge of all resolutions referred to it and report thereon to the Convention not sooner than 10:00 A.M. on the second day and not later than 10:00 A.M. on the third day of the Convention. It shall consider resolutions on the following basis:

(i) The Committee shall take charge of all resolutions referred to it. A report of its deliberation shall be made by the Chairman of the Committee during the Legislative Session(s) at the Annual Convention.



No new resolution not previously submitted to the Resolutions Committee by May 1st may be presented to the full Convention as an emergency resolution submitted to the Resolutions Committee, unless it shall be an emergency matter submitted to the Chairman of the Board of Directors in writing and so declared by the Chairman of the Board of Directors following consultation with the Chairman of the Resolutions Committee and the President and CEO. Emergency matters are those which have occurred since the May 1<sup>st</sup> deadline for submission of resolutions.

(ii) The Convention shall consider only resolutions which propose material changes in Association policies or programs of action. This means resolutions which genuinely modify or amend existing policies or programs; propose matters not heretofore part of Association policies or programs; or eliminate existing Association policies or



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programs. Where no material change is made in existing resolutions, they continue to be in force.

(iii) The Resolutions Committee shall be responsible for determining, for each proposed resolution, whether it meets the criteria of newness or of material modification of existing resolutions. Its decisions shall be final, unless made the subject of a minority report. The determinations of the Resolutions Committee as to procedural acceptability under this and the preceding paragraph shall be in addition to their determinations on the substantive merits of proposed resolutions.

(iv) No resolution which has been presented to the Resolutions Committee and has failed to receive even a minority report shall be considered by the full Convention. A minority report of the Resolutions Committee must be signed by at least 14 members of the Resolutions Committee who voted against the report when the final vote was taken in the Committee and who there announced that they were going to present a minority report to the Convention.

B. Vacancies. Vacancies on the Resolutions Committee shall be filled by the respective original appointing/electing authorities.

C. Meetings. The Committee shall meet in Baltimore for not more than three (3) days in May of each year, and prepare resolutions for consideration by the Annual National Convention and at such other time as the Chair of the Resolutions Committee may deem appropriate.

D. Distribution of Resolutions. The President and CEO shall be responsible for the mailing of the Resolutions Committee's report by June 1<sup>st</sup> to all NAACP Branches, State/State-Area Conferences, High School and College Chapters, Youth Councils, and any other subordinate Units of the Association. The Committee's report shall be placed in the Convention kit distributed to each delegate at the Annual Convention.

(2) *Time and Place Committee*

A. The Committee on Time and Place shall be composed of seventeen (17) members: one (1) adult from each of the seven (7) Regions, five (5) members of the Board of Directors, three (3) members of the staff designated by the President and CEO, and two (2) youth members. The Committee shall evaluate all invitations from

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Branches desiring to host subsequent conventions and shall report its recommendations to the Convention at the designated Business Session.

- B. A minority report of the Time and Place Committee must be signed by at least five (5) members of the Time and Place Committee who voted against the report.
- C. The Committee's meeting shall be held at the Annual Convention.

(3) *Credentials Committee*

- A. The Committee on Credentials shall be composed of forty-two (42) members, four adult and two youth from each Region. The Committee on Credentials shall examine and report upon the credentials of all delegates to the Convention as the first order of business after reading of minutes of each Business Session. All disputes that arise regarding credentials shall be reported to the Committee and its rules for settlement of such disputes shall be announced. The Committee may hold hearings and consider such evidence as is pertinent to determine the validity of challenged credentials.

(4) *Rules Committee*

- A. The Rules Committee shall consist of eighteen (18) members; seven (7) adult and seven (7) youth delegates (one adult and one youth from each Region), the General Counsel, the Chief Operating Officer, and two members of Field Operations appointed by the President and CEO.
- B. The Rules Committee shall, in accordance with the Constitution, Bylaws and Robert's Rules of Order, interpret the rules and procedures of the Convention, consider referrals from the Convention, and perform such other duties not in conflict with the Constitution. The Committee shall meet as needed to deal with such matters as may expedite the business of the Convention.
- C. The Rules Committee shall accept recommendations regarding election controversies presented to it by the Elections Supervisory Committee, including any appeal of the said recommendations by any candidate(s). The Rules Committee shall be the arbiter of all election controversies arising at the convention involving the election of Directors at the Convention by the Convention. After Deliberating, the Rules Committee shall announce its decision to the Delegates at the closing plenary session of the Convention. The



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Convention must ratify (vote up or down) the decision of the Rules Committee. The vote of the Convention is final.

**10. (Annual Elections Supervisory Committee)**

a. *Composition.*

There shall be an Annual Elections Supervisory Committee consisting of fifteen (15) members of the Association in good standing; seven (7) shall be Board of Directors members appointed by the Chair of the Board of Directors, one of whom shall be designated by the Chair to serve both as Chair of the Annual Elections Supervisory Committee and Chief Teller; seven (7) shall be from the Regions with the delegates from each Region electing one (1) member; and one (1) shall be a youth member appointed by the Chair of the National Youth Work Committee. Candidates for election or re-election to the Board of Directors shall not be eligible to serve as members of the Annual Elections Supervisory Committee.

b. *Term of Office.*

Members of the Annual Elections Supervisory Committee shall serve for a term of one year from the date of their appointment or election at the Annual Convention until the following Annual Convention Board of Directors meeting.

c. *Duties.*

The Annual Elections Supervisory Committee shall supervise Annual Convention, Regional, and at large nominations and elections to the Board of Directors and certify the results thereof to the Board of Directors. In addition, it shall investigate election controversies arising at the Annual Convention and refer any election controversies to the Rules Committee for resolution.

**11. (Nomination of Candidates for Board of Directors)**

a. *Regional Adult Nominations for Board of Directors*

- (1) Each of the seven (7) Regions during the Annual Convention shall nominate not more than three (3) adult candidates for the Board of Directors. Nominations shall be made at the Regional meeting designated for that purpose known as the Candidate Selection Meeting, to be held not later than the third business day of the Convention. The names and qualifications of all candidates shall be presented to the adult delegates. A candidate need not be a delegate or be present, provided the candidate's written consent to his/her nomination is presented at the time of nomination.
- (2) A simple majority of the adult delegates present and voting shall be required to elect a nominee. The adult delegates present and voting may decide by two-thirds vote to limit the number of nominees to less than three (3). All voting shall be by secret ballot and a simple majority of adult delegates present and voting shall be required to elect a nominee. All nominees shall

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thereafter be reported to the Convention and certified to the Annual Elections Supervisory Committee by the Chairman of the Legislative Session.

b. *Youth Regional Nominations to Board of Directors*

- (1) The Selection of Regional youth nominees to the Board of Directors shall take place during the Candidate Selection Meeting of each Region. The Youth delegates in each of the seven (7) Regions shall nominate not more than three (3) candidates for the Board of Directors. The names and qualifications of all candidates shall be presented to the youth delegates. A candidate need not be a delegate or be present, provided the candidate's written consent to place his/her name in nomination is presented at the time of nominations.
- (2) The youth delegates may decide by two-thirds majority vote of those present and voting to limit the number of youth nominees to less than three (3). All voting shall be by secret ballot and limited to the accredited youth delegates. A simple majority of the youth delegates present and voting shall be required to elect a nominee. All Regional youth nominees shall be reported to the Convention at the earliest Legislative Session following the Candidate Selection Meeting and certified to the Annual Elections Supervisory Committee by the Chairman of that Session.

c. *Nomination of Members-at-Large by the Nominating Committee*

- (1) The Association shall have a Nominating Committee consisting of seven (7) members in good standing of the Association; of which three (3) adults and one (1) youth shall be elected annually by the delegates to the Annual Convention and three (3) shall be elected annually by the Board of Directors from its own members. Each of the four (4) members elected at the Convention shall come from a different Region. Members of the Nominating Committee during their term of service are ineligible for nomination to the Board of Directors.
- (2) The National Nominating Committee shall nominate seven (7) Members-At-Large to the Board of Directors. It shall convene its first meeting no later than August 1<sup>st</sup> annually. The Annual Nominating Committee shall submit its nominations to the Annual Election Supervisory Committee no later than September 15<sup>th</sup> annually.



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d. *Independent Nominations*

- (1) A member in good standing may become a candidate for election to the Board of Directors by means of an Independent Nomination petition. The format and sample forms for Independent At-Large, Regional and Youth petitions shall be provided by the Annual Elections Supervisory Committee to each Regional Office by July 15th of each year.
- (2) Independent Nominations may be made as follows:
  - A. Regional Nominations may be made by petition signed by not less than one hundred and fifty (150) members of the Association in good standing from active Branches in the particular Region from which the nominations are being made.
  - B. Youth Nominations may be made by petition signed by not less than twenty-five (25) members in good standing from chartered and active Youth Councils and High School and College Chapters in the respective Region.
  - C. Nominations-At-Large may be made by petition signed by not less than three hundred (300) members of the Association in good standing.
- (3) Petitions for all Independent Nominations shall be forwarded by certified mail to the Annual Elections Supervisory Committee at the National Office postmarked no later than **September 15th annually**. After receipt of all Independent Nominating Petitions, but no later than **October 15th**, the Annual Elections Supervisory Committee shall begin the process of validating independent candidacies, which process shall be completed on or before **October 25th annually**.

**12. *(Election of Board of Directors Member by Convention)***

- a. A member in good standing may become a candidate for election to the Board of Directors by the Annual Convention provided said member is present at the Convention and presents to the Chairman of the Annual Election Supervisory Committee a signed candidate consent form signifying his/her willingness to run and, if elected, to serve. The candidate consent form must be endorsed by at least seven (7) members in good standing of the Association.
- b. The nominations shall be received and the election conducted by the Annual Elections Supervisory Committee in accordance with procedures set forth in the bylaws.

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- c. A candidate wishing to contest an election shall submit a written complaint to the Chair of the Election Supervisory Committee at a place designated, no later than 7:00pm, on the date of the election. The Chair of the Election Supervisory Committee shall acknowledge receipt of said complaint by affixing his/her name, the date and time of receipt on the complaint. The complaint must be signed by at least seven (7) delegates. The Election Supervisory Committee shall investigate the matter and shall make its recommendation to the Rules Committee which shall act on its recommendation and shall announce the election results prior to the end of the final Convention plenary session. The Convention must ratify (vote up or down) the decision of the Rules Committee. The vote of the Convention is final.

**13. *(Concerning Election by the Board of Directors)***

- a. The Board of Directors shall elect a member of the Board of Directors by a simple majority of the board members present and voting.
- b. The Board of Directors shall not nominate or elect any person to the Board of Directors who has been an unsuccessful candidate for the election to the Board of Directors on either a Regional or an At-Large basis until the expiration of one (1) year from the date on which of the unsuccessful election was held.

**ARTICLE X  
EXPULSION, SUSPENSION OR REMOVAL  
OF OFFICERS AND MEMBERS**

**1. *(Removal of Elected Officers and Members of Board of Directors)***

The Board of Directors, upon satisfactory evidence that an elected officer or a member of the Board of Directors is guilty of conduct not in accord with the principles, aims and purposes of the Association, as set out in this Constitution, and as further defined by the Board of Directors, or is guilty of conduct inimical to the best interests of the Association, may at its discretion, by affirmative vote of two-thirds (2/3) of those present and voting, remove any elected officer or director for cause, after a full hearing pursuant to the rules and regulations adopted by the Board of Directors. The vacancy created by such action shall be filled as set forth in Article V, Section 7 of this Constitution. A director elected to fill a vacancy shall hold office until the next annual meeting at which the election of directors is in the regular order of business, and until his/her successor is elected and qualifies.

**2. *(Removal of Officers of Units)***

- a. If a Unit and its appropriate officers shall fail to inform the National Office in writing of its activities for period of four (4) consecutive months or shall fail to maintain the minimum number of fifty (50) members in the case of Branches, and twenty-five (25) in the case of Youth Units, as defined in the Bylaws for Units for a period of four (4) consecutive months, the Board of Directors may declare any or all of the offices of the Unit vacant and order a new election. Notice of removal



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shall be sent to the President, Secretary and Treasurer of the Unit and the State Conference by registered mail at their last addresses on file in the National Office and shall be published in the official communication organ of the Association and published in a newspaper of general circulation in the jurisdiction of the Unit. Immediately upon the service of notice by the National Office, the officers of such Unit shall perform no further official acts and shall hold all records and monies of the Unit, subject to the disposition of the National Office. An officer of a Unit may be removed from office for failing to participate in activities directly related to the mission of the Association.

- b. Any member of the executive committee, except officers, or of any standing or special committee of a Unit, who shall (i) be absent from three (3) consecutive meetings (including general and executive committee meetings) without notice to the Secretary or President of the Unit or (ii) fail to perform the required duties for three (3) consecutive months or (iii) be absent from any six (6) meetings or 50% of the regularly scheduled meetings for that Unit with or without notice during a twelve month period, shall be removed by the executive committee of the Unit and replaced in accordance with Article VIII, Section 1e of this Constitution. A member of any standing committee may be directly removed by the Chair of the Committee for dereliction of duty.
- c. In the case of any officers who shall be (i) absent from three (3) consecutive meetings without notice or explanation to the Secretary or President of the Unit, or (ii) fail to perform the required duties for three (3) consecutive months or (iii) be absent from any six (6) meetings (including general and executive committee meetings) with or without notice in a twelve month period, the National Office is to be notified by the Secretary by way of a petition signed by the Secretary, the President and one (1) other member of the executive committee of the Unit. If the President or Secretary is in violation, then any three members of the executive committee shall sign the petition. The National Office shall recommend the removal of said officer by the Board of Directors at the next meeting of the Board of Directors following receipt of the petition.
- d. Any Unit officer, executive committee member elected at-large or any standing committee chairperson who shall fail to complete mandatory training as prescribed by the Board of Directors shall be removed. The National Office shall recommend the removal of said individual to the Board of Directors.
- e. Any Unit officer, executive committee member elected at-large, or standing and special committee chairperson who fails to maintain current membership status throughout his/her tenure in office shall be removed. The National Office shall recommend the removal of said individual to the Board of Directors through the Membership and Units Committee.

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**3. (Removal of Members)**

The Board of Directors, upon satisfactory evidence that a member of the Association is guilty of conduct not in accord with the principles, aims and purposes of the Association, as set forth in this Constitution, and as defined by the Board of Directors and the Convention, or is guilty of conduct inimical to the best interests of the Association, may order suspension, expulsion or other disciplinary action against such member, after a hearing in accordance with the provisions of this Article.

**4. (Automatic Revocation of Membership)**

- a. The procedures contained in this Article shall constitute the sole means for resolving any dispute, claim, or complaint of the Board of Directors or of any member against the Association or any Unit, or any member or officer thereof. By accepting his or her membership in the Association, each member agrees to waive any right to injunctive relief with respect to the procedures contained in this Article and also agrees to exhaust all of the internal remedies provided in this Constitution. A member who commences any external action, suit or proceeding, whether civil, criminal, administrative or investigative, against any of the foregoing, shall have his or her membership automatically revoked. Such automatic revocation shall be effective after notification by the General Counsel to the Board of Directors upon terms and conditions as determined by the Board of Directors.

**5. (Filing of Complaint)**

Members of the Association are encouraged to make every attempt to amicably resolve disputes without the Association's formal intervention. Members should resort to the complaint process under this Article only with respect to matters of significant importance which could not be resolved otherwise. Careful consideration should be given as to whether application of the complaint process would require a disproportionate allocation of scarce Association resources.

- a. A complaint against an officer or executive committee member of a State/State-Area Conference may be initiated by any fifty (50) members from at least five (5) Units of the affected State/State-Area Conference and must be signed by such members and forwarded to the National Office, by regular mail, through the President & CEO, Executive Office; 4805 Mt. Hope Drive, Baltimore, Maryland 21215. The Complaint must include the officer's or executive committee member's mailing address.
- b. A complaint against an officer or member of a Branch may be initiated by any twenty (20) members of the affected Branch and must be signed by such members and forwarded to the National Office, by regular mail, through the President & CEO, Executive Office, 4805 Mt. Hope Drive, Baltimore, MD 21215. The complaint must include the officer or member's mailing address.



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- c. A complaint against an officer or member of a Prison Branch may be initiated by any ten (10) members of the affected Prison Branch and must be signed by such members and forwarded to the National Office, by regular mail, through the President & CEO, Executive Office, 4805 Mt. Hope Drive, Baltimore, MD 21215. The complaint must include the officer or member's mailing address.
- d. A complaint against an officer or executive committee member of a State/State-Area Conference Youth and College Division may be initiated by any twenty-five (25) members from at least three (3) Units of the affected State/State-Area Conference and must be signed by such members and forwarded to the National Office, by regular mail, through the director of the Youth and College Division, 4805 Mt. Hope Drive, Baltimore, MD 21215.
- e. A complaint against an officer or member of a Youth Council, Junior Youth Council, College Chapter or High School Chapter of the NAACP may be initiated by any five (5) members from at least five (5) affected Units of the affected Youth Unit and must be signed by such members and forwarded to the National Office, by regular mail, through the Director of Youth and College Division, 4805 Mt. Hope Drive, Baltimore, MD 21215.
- f. A complaint against any at-large member of the Association may be initiated by any 50 members of the Association and must be signed by such members and forwarded to the National Office, by regular mail, through the President and CEO or his/her designee, 4805 Mt. Hope Drive, Baltimore, MD 21215. In the case of an unaffiliated member, the complaint must include the member's mailing address.
- g. A complaint against an officer or a member of the Board of Directors may be initiated by any 20 members of the Association and must be signed by such members and forwarded to the Board of Directors through the Chairman and President and CEO, by regular mail, through the Corporate Secretary, 4805 Mt. Hope Drive, Baltimore, MD 21215.
- h. The President and CEO may file a complaint against any member of the Association or any officer of a Unit by submitting a signed complaint to the Board of Directors through its Membership and Units Committee.
- i. Where a complaint has been filed and the President and CEO is satisfied that there is danger of harm to the Association or Unit involved and that action is necessary, he may order any officer of a Unit or member of an NAACP Unit suspended pending a full hearing.

**6. *(Notice of Complaint and Answer)***

Except as otherwise directed by the Board of Directors, the hearing procedures with respect to complaints filed under this Article shall be as follows: within fifteen (15) calendar days of receipt of the complaint or as soon thereafter as practicable, the President and CEO or his/her

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designee shall forward a copy of the complaint by regular mail to the officer or member against whom it has been filed at his or her last address of record. The respondent officer or member shall have fifteen (15) calendar days to file a written response by mail to the President and CEO or his/her designee. The 15-day period shall commence from the time service of the complaint is complete. Service of the complaint upon the officer or member shall be deemed complete five (5) days after the complaint was mailed by the President and CEO or his/her designee.

**7. (National Office Review and Investigation)**

The National Office, upon receipt of the complaint, and the respondent's written response, if any, shall conduct an investigation, determine whether respondent(s) desires a hearing, render determinations and, within sixty (60) calendar days of the receipt of the complaint or as soon thereafter as possible, make findings and recommendations regarding the complaint and report the same to the Board of Directors. Upon receipt of the report of the National Office, the Board of Directors shall within five (5) days decide what, if any, disciplinary actions are warranted. If the Board of Directors believes disciplinary action may be warranted and respondent has requested a hearing, it shall order a hearing panel in the matter. The panel shall be appointed by the Chairperson of the Membership and Units Committee. The hearing panel shall convene within sixty (60) calendar days, or as soon thereafter as possible, after the Board of Director's decision to order a panel. The panel will conduct a hearing according to the hearing procedure. If respondent has not requested a hearing and the Board of Directors in its discretion decides no hearing is necessary, the Board of Directors shall proceed to reach a final decision after consideration of the staff's and/or Committee on Branches recommendation(s). In either event, the Board of Directors shall render its final decision within one hundred and eighty (180) days of the receipt of the complaint by the President and CEO or his/her designee, or as soon thereafter as practicable.

**8. (Hearing Procedure)**

Where a hearing has been convened, the hearing panel shall review the written record of the National Office's investigation and also allow oral argument by the parties or their representatives. The panel, in its discretion, may allow the submission of other testimony and/or evidence. Based upon its review of the record, and oral argument, if any, the panel shall render findings and recommendations to the Membership and Units Committee. The Membership and Units Committee shall affirm, reverse or modify the panel's recommendation and report its recommended action to the Board of Directors. The Board of Directors shall adopt, reverse or modify the committee's recommendation.

**9. (Notice of Findings and Action of the Board of Directors)**

Within 15 days of the Board of Director's action on the recommendation of the Membership and Units Committee, notice of the findings and action of the Board of Directors shall be sent by the President & CEO or his/her designee, to the officer or member by mail at his/her last address on file in the National Office, and, shall be published in the official organ of the National Association and published in a newspaper of general circulation in the jurisdiction where the member is located.



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**10. (Action by the Board of Directors)**

Notwithstanding the foregoing procedures, the Board of Directors may, at its discretion, direct that a different notice and hearing procedure be put in place for resolving and hearing complaints.

**ARTICLE XI  
SUSPENSION AND REVOCATION OF CHARTER**

The Charter of Authority received by a Unit upon its admission to the Association may be suspended or revoked by the Board of Directors of the Association, whenever the Board of Directors shall deem it in the best interest of the Association; provided, however, that a full hearing on such changes, consistent with Article X, Sections 7 and 8, be held. Such charter suspension or revocation shall not invalidate the membership of any member of the Unit in the Association. Notice of the findings and action of the Board of Directors shall be sent by the President and CEO, by registered mail, to the President and Secretary of the Unit, and shall be published in the official organ of the National Association and in a newspaper of general circulation in the jurisdiction where the Unit is located. Upon receipt of the notice by the President or Secretary by mail, publication or otherwise of charter suspension or revocation, the Unit shall cease to function and the officers shall forthwith forward all records, property and monies of the Unit to the National Office where the same may be applied in its discretion for the benefit of the community wherein the Unit was located.

Notice of intent to revoke or suspend a charter shall be mailed to officers of the Unit on such terms and conditions as determined by the Board of Directors.

**ARTICLE XII  
INDEMNIFICATION**

**1. (Persons Covered)**

The Association shall furnish all duly elected directors or appointed officers or staff of the Association or its subsidiaries and duly elected or Executive Committee members, trustees, officers and members of Units a legal defense and indemnification against judgments incurred as a result of specifically authorized actions on behalf of the NAACP and its programs.

**2. (Limitation; Notice)**

This Article shall have no force or effect unless the person(s) affected forwards legal process to the General Counsel or his/her designee within a reasonable time to allow a defense to be made.

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**ARTICLE XIII  
ANNUAL MEETING**

There shall be an Annual Meeting of the Association to receive annual reports from officers of the Association held at a place designated by the Board of Directors on the third Saturday in February or at such other time as designated by the Board of Directors.

**ARTICLE XIV  
NOTICE TO MEMBERSHIP**

Whenever the provisions of the statutes of New York require notice to be given to the membership, such notice shall be given in accordance with the Not-For-Profit Corporation Law of New York. Whenever the provisions of this Constitution require notice, such notice shall be given by notifying the President of each Unit of the Association by mail.

**ARTICLE XV  
SEVERABILITY OF PROVISIONS**

If any provision or term of this Constitution is held by a court of competent jurisdiction or other authority to be invalid, void or unenforceable, the remainder of the provisions or terms of this Constitution shall remain in full force and effect and shall in no way be affected, impaired or invalidated.

**ARTICLE XVI  
AMENDMENTS**

**1. (Board of Directors)**

This Constitution may be amended by a two-thirds (2/3) vote of the members of the Board where there is a quorum present at a regular meeting. Notice of the proposed amendment(s) must have been sent out thirty (30) calendar days prior to such regular meeting.

**2. (General Membership)**

This Constitution may be amended through an amendment proposal approved by a majority vote of the members of a Unit in good standing and subsequently approved by a two-thirds (2/3) vote of the members of the Board of Directors present at a regular meeting where there is a quorum present. Notice of the proposed amendment(s) must have been sent out thirty (30) calendar days prior to such regular meeting.



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**ARTICLE XVII  
RATIFICATION**

This Constitution becomes effective at Noon, on March 6, 2019, Eastern Standard Time. It supersedes any previous document duly ratified by the Board of Directors and is the controlling document outlining the policy and procedures of the Association and its subordinate Units and the Bylaws, manuals and other documents duly adopted by the Board of Directors are subordinate to this Constitution.

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*Bylaws for Units of the NAACP*

**BYLAWS FOR UNITS  
NATIONAL ASSOCIATION FOR THE  
ADVANCEMENT OF COLORED PEOPLE**

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[Adopted Effective March 2019]



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