

Constitution for the Lambda Law Alliance

Article I: NAME & PURPOSE

This organization is called the Lambda Law Alliance (Lambda). Lambda provides professional, social, and academic support for bisexual, lesbian, gay, trans, queer, intersex, and asexual members of the University of Virginia School of Law community. Lambda also aims to educate and advocate on issues concerning the LGBTQIA community. This includes raising awareness and advocating on issues regarding members of the community who have intersectional identities and the ways in which identities operate within systems of power, privilege, and oppression.

Article II: MEMBERSHIP

All students of the University of Virginia may become members of Lambda, and Lambda abides by the University's non-discrimination policy. The Lambda Law Alliance does not restrict its membership, programs, or activities on the basis of age, color, disability, gender identity, marital status, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), sexual orientation, veteran status, and family and genetic information. Matters pertaining to internal governance such as amendments may be restricted to dues-paying members at the discretion of the Lambda Board; however, the failure to pay such dues shall not be a bar to admittance to an open event or participation in a public event's proceedings.

Membership in Lambda does not denote or imply any particular sexual orientation or gender identity.

Article III: OFFICERS

Section 1. The governing body of the Lambda Law Alliance shall be the Executive Board constituted by the following officers and any ex officio officers that are added consistent with the remainder of this Article and Articles VI and VII. All officers are presumed to have executory power to meet their enumerated responsibilities.

Section 2. President. The President of the Lambda Law Alliance is the presiding officer of the Executive Board and shall be responsible for calling and directing meetings of the board; agendas for discussion and action; and, where discretionary action is allowed, is authorized to make executive decisions on behalf of Lambda. The President shall also be responsible for recruiting new members in conjunction with the Vice President for Community Development. The President shall be responsible for the successful direction of all Lambda activities.

Section 3. Executive Vice President. The Executive Vice President of the Lambda Law Alliance acts as the liaison between the President and the other board members, assisting the President in coordinating their various efforts. The Executive Vice President also serves by building relationships with school administrators for the purpose of garnering stronger institutional support. The Executive Vice President shall also serve as Chairperson of Elections.

Section 4. Treasurer. The Treasurer shall be responsible for securing funding for Lambda from the Law School Foundation, Student Council, Student Bar Association, and any other available sources, preparing the annual budget in consultation with the Board, and regularly accounting for income, reimbursements, and expenditures.

Section 5. Vice President for Community Development . The Vice President for Community Development manages the Community Working Group. The Vice President for Community Development shall be responsible for planning and executing Lambda's educational, social, and academic events including arranging the selection of a topic or theme and overseeing logistical arrangements related to the event including, but not limited to, speaker arrangements. Finally, the Vice President for Community Development shall assist the President in recruitment efforts.

Section 6: Vice President for Inclusivity, Service, and Advocacy . The Vice President for Inclusivity, Service, and Advocacy (ISA VP) manages the Inclusivity, Service, and Advocacy Working Group (ISA Working Group).

The ISA VP shall be responsible for planning and executing events related to raising awareness of members within the LGBTQIA community who have intersectional identities. The ISA VP shall also lead advocacy efforts for nonpartisan LGBTQIA issues and identify service opportunities that enhance the lives of LGBTQIA individuals. The ISA VP is also responsible for ensuring that the culture within Lambda is one that is inclusive and supports all members of the LGBTQIA community, especially members with intersectional identities. In accomplishing this, the ISA VP shall work with all Vice Presidents to ensure that events are welcoming to all members of the community and make a good faith effort to invite speakers who have intersectional identities for Lambda's events. The ISA VP shall also be responsible for developing pro bono opportunities for issues concerning LGBTQIA and intersectional identities and is expected to facilitate the development of pro bono opportunities through working with the Co-Vice Presidents for Career Development to select and build relationships with attorneys and nonpartisan nonprofit organizations that match Lambda member career interests and that share Lambda's commitment to inclusivity.

Section 7. Co-Vice Presidents for Career Development. The Co-Vice Presidents for Career Development shall be responsible for maintaining an alumni database and network of former Lambda members; producing updates and communications, in conjunction with the Chief of Staff, to engage our alumni; working with the Law School Foundation to supplement and build on our alumni database; forwarding recruitment information to the Lambda membership; and coordinating fundraising efforts with the Treasurer and Law School Foundation. The Co-Vice Presidents for Career Development shall also coordinate formal and informal mentorship, including events for mentors and mentees. The Co-Vice Presidents for Career Development will oversee outreach to prospective LGBTQIA students, and may oversee outreach to prospective LGBTQIA students. The Co-Vice Presidents for Career Development are also encouraged to work with the Vice President for Community Development to organize events like informal study sessions to encourage social interaction between the class years.

Section 8 Chief of Staff. The Chief of Staff is a flexible role with the responsibility to assist the ISA, Career Development, and Community

Development Vice Presidents in fulfilling their respective duties. The Chief of Staff has the responsibility of keeping track of the progress and responsibilities of each Vice President (ISA, Career Development, and Community Development) in accomplishing their duties and providing this information to the President and Executive Vice President. The Chief of Staff shall also assist other officers when needed. The Chief of Staff has the responsibility of taking notes in each executive board meeting and, in the event that an officer misses a meeting of the executive board, updating the officer on the contents of the meeting. The Chief of Staff is also responsible for internal and external communications of Lambda. In this role the Chief of Staff shall publicize Lambda's activities; respond to requests for information or comment and general inquiries from any member of the organization or external sources; and maintain a history of the organization's accomplishments and membership roster.

Section 9. 1L Representatives. The 1L Representatives shall chiefly assist other members of the Board, but in particular, shall focus on publicizing Lambda's activities to first-year law students and recruiting the same.

Section 10. Financial Access. Lambda shall, to the best extent practicable, maintain its funding in a bank account accessible by the President and Treasurer. Access may be transferred from either officer to another upon a majority vote of the Board; however, there must always be at least two different persons with access to the account.

Article IV: WORKING GROUPS

Section 1. Definition and Purpose. Lambda will have two Working Groups: the Community Working Group and the ISA Working Group. Each Working Group is staffed by their respective Vice President (Community Development, ISA) and Working Group Members. The purpose of each Working Group is to assist the Community Development and ISA Vice Presidents in accomplishing their respective duties set forth in Article III.

Section 2. Qualifications. To become a Working Group Member an applicant must be a member of Lambda, in good standing, at the time of application.

Section 3. Application. To become a Working Group Member, a prospective applicant must request to do so, in writing, to the Vice President of the Working Group they wish to join. Vice Presidents are expected to accept any qualified applicant who applies. In the event of non-acceptance, the procedures set forth in Article IV, Section 4 apply.

Section 4. Removal or Non-acceptance. The Vice President of each Working Group has the power to remove or deny the admission of any Working Group Member. A denied applicant, or in the alternative a removed Working Group Member, has the right to appeal their denial/removal to the Executive Board through written request to any Board Member. If an appeal is requested, the Executive Board has the responsibility to discuss and vote on whether the applicant/Working Group Member should be instated/reinstated in the Working Group. The Executive Board, through a majority vote, can also remove any Working Group Member or deny any application to become a Working Group Member.

Section 5. Duties and Responsibilities. Working Group Members are expected to communicate with the Vice President of their Working Group and assist the Vice President of their Working Group in accomplishing the duties of the Vice President, set forth in Article III.

Article V: OFFICERS GENERALLY

Section 1. Any Lambda Board Member shall be granted honorary membership for life, including full privileges of membership. If Lambda distinguishes dues-paying members, such privileges as any dues paying member, excluding voting in elections, shall be granted to honorary members for life.

Section 2. Term of Office. All officers shall serve from one week following their election until one week following the election of their successor. Should the transition occur over Spring Break, the Board may adopt a later transition date.

Section 3. Election Date. Elections for all offices except 1L Representatives

shall be held in the Spring Semester, at a time to be decided by the Board. The date for elections may not be held after the deadline to apply for Law School Foundation funding or a time unreasonably close to that deadline. Should the deadline to apply for Law School Foundation funding be moved to a date more than three weeks away from April 1st, the applicable restrictions on the Board's discretion will no longer apply. The date of election for each office shall be set by the Board, which shall have discretion to elect different officers on different dates.

Section 4. Removal. Any officer may be removed by a majority vote of the Executive Board, sitting in a Special Session. To call a Special Session, the officer who called the Special Session must give at least one week's notice to all other officers. Alternatively, an officer may be removed by a majority vote of members in attendance of a Special Meeting of Lambda called with at least one week's notice given to all members of Lambda. Authority to call a Special Meeting shall lie with any officer provided at least one-third of all officers concur on the necessity of the Special Meeting.

Section 5. Removal Procedure. In the event of either a Special Session or a Special Meeting, the following procedure is required. Both the officer who called the meeting (the Electing Officer) and the officer who may be removed (the Defending Officer) are given the opportunity to speak for five minutes each, with the Electing Officer speaking first, to present the reasons why the Defending Officer should or should not be removed from office. Either party may appoint a representative to speak in their place. The right to speak may also be affirmatively waived through writing or constructively waived through absence. In choosing when to hold either a Special Meeting or Special Session, the Executive Board must make a good faith attempt to accommodate both the Electing and Defending Officer's schedule.

Section 6. Vacancies. If the Executive Board is unable to function until the next planned election, a Special Election may be held to fill a vacancy. Any member who runs must be a student of the university, in good standing, and able to complete the term of office before graduation. In the event of a Special Election the new officer assumes the same Term of Office as the officer they replace. In the event the office of Lambda Law Alliance

President is vacated, the Executive Vice President assumes the duties of the President. If the Executive Vice President is unable or unwilling to assume the duties of the President the remaining members of the Executive Board shall elect a temporary presiding officer who shall lead the Board until a successor is elected. A Special Election to nominate a successor must be held within two months of the President's vacancy regardless of whether the Executive Vice President does or does not assume the duties of the President. Should one Co-Vice President vacate their office, the remaining Vice President shall assume full responsibility, and the Board will consider replacing the vacated office.

Section 7. Officer Eligibility. Only dues-paying Lambda members in good standing may run for an officer position, provided they are able to complete the term of office before graduation. However, members who have been granted exemption from paying dues as a result of financial hardship—by application to the Treasurer, and approved for such hardship—shall still be eligible to run.

Section 8. Voting Eligibility. Only dues-paying Lambda members in good standing may vote in elections. However, members who have been granted exemption from paying dues as a result of financial hardship—by application to the Treasurer, and approved for such hardship—shall still be eligible to vote.

Section 9. Other Officers. The 1L Representative shall be a full voting member of the Executive Board and shall be elected on the soonest practicable date in the Fall Semester. At the discretion of the Executive Board, two people may be elected to any Vice President position

Section 10. The Executive Board. All action undertaken by the Executive Board shall require a majority vote. The Board may substitute its will for the discretionary act of any officer. The Executive Board shall grant final approval for any speakers, themes, or budgetary matters brought to the Board by the appropriate officer.

Article VI: PROCEEDINGS

Section 1. Executive Board Meetings. The Executive Board shall meet at

least once a month during the academic year, but may waive this requirement upon a majority vote in the preceding month.

Section 2. Lambda Events. Events open only to Lambda members, prospective members, reciprocal members, and alumni shall be publicized as such and may be restricted to members in good standing.

Section 3. Open Events. The planning, logistics, or any requirements of any event open to the public sponsored or co-sponsored by Lambda shall be determined by the Executive Board.

Section 4. Quorum. There is no quorum requirement except for Special Sessions. A Special Session must have a quorum requirement of at least half of the Executive Board..

Section 5. Procedure. Voice voting shall be the presumptive voting technique but is not exclusive; presiding officers have discretion in this matter. If a vote contains more than two options and none receives an absolute majority, a run-off shall be held with only the two options which received the most votes previously. At elections, both proxy voting and absentee voting shall be permitted. However, votes and method must be clearly made prior to the commencement of the election.

Article VII: AMENDMENTS AND BY-LAWS

Section 1. Amendments. This Constitution may be amended at any time by a two-thirds vote of Lambda's Officers. Any such Amendments will take effect upon passage. Lambda members can request constitutional amendments, in writing, to an officer. At least once a term, the executive board must meet to consider and vote on whether to implement these requested amendments. The executive board must inform the general body of Lambda of any amendment to the constitution at the soonest general body meeting after the amendment is passed. Section 2. By-Laws. There shall be no by-laws for Lambda. Lambda shall be governed at the discretion of the Executive Board, except insofar as such actions are inconsistent with the Articles of this Constitution.

CIO NON-DISCRIMINATION STATEMENT

A student organization is ineligible for CIO status when the organization restricts its membership, programs, or activities on the basis of age, color, disability, gender identity, marital status, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), sexual orientation, veteran status, and family and genetic information. Notwithstanding these requirements, a CIO may petition to restrict its membership based on gender (e.g. all-male or all-female a cappella groups) or an ability to perform the activities related to the organization's purpose by filing a written request with the Office of the Dean of Students. In evaluating any such requests, the University will look not merely to the constitution of an organization but to its actual practices and operations.