



Michigan Organization for
Human Rights

P. O. Box 445A • Detroit, Michigan 48232

BY-LAWS

ARTICLE I - NAME

The name of the organization shall be the Michigan Organization for Human Rights (MOHR.)

ARTICLE II - PURPOSE

A. The primary goal of this organization is to provide services which establish and protect the basic legal and human rights of persons in the State of Michigan and neighboring communities whose sexual or affectional orientation or preference, may subject them to social and/or legal discrimination.

B. To promote this goal, the organization will pursue programs of coordination, communication, education and legislation at all levels of government.

ARTICLE III - MEMBERSHIP

A. Membership in this organization shall be open to all persons or groups who support the goals of this organization and shall be of two types; Individual and Group:

1. Individual membership shall be open to all persons upon the payment of annual dues. Individual members in good standing shall enjoy all of the rights and privileges of membership including but not limited to the right to vote and hold office.

2. Group membership shall be open to any group which holds regular meetings and/or provides a regular service.

B. Non-discrimination: The Michigan Organization for Human Rights affirms that membership in the organization shall not be limited or restricted in any way on account of race, color, religion, creed, sex, affectional or sexual orientation or preference, place of birth, national origin, age, handicap, marital status, political affiliation, status of employment, weight or height, or prior arrest or criminal record, except as limited by Article V, Section C.

ARTICLE IV - MEETINGS

A. An Annual Membership Meeting shall be held each year in October or November at the call of the Administrative Board to elect officers, to elect at-large Representatives to the Policy Council, to set policy, and to conduct any other business that may arise.

B. Special Meetings of the membership may be held at the call of the Policy Council or the Administrative Board and shall be held upon the petition of twenty-five (25) percent of the membership.

C. A quorum shall constitute those members present at a properly called meeting. A properly called meeting shall be any meeting which is called with at least 30 days written notice to all members.

ARTICLE V - OFFICERS

A. The officers of the organization shall be a Records Officer, Financial Officer, Education Officer, Communication Officer and Legislation Officer.

B. Duties of Officers:

1. The Records Officer shall keep and publish a record of all meetings; shall maintain a confidential membership list; shall maintain the official files and conduct the external business correspondence of the organization; and shall perform such other duties assigned by the membership meetings, Policy Council, or the Administrative Board.

2. The Financial Officer shall be responsible for the funds of the organization and disburse them according to the decisions of membership meetings, the Policy Council and/or Administrative Board; shall keep an accurate record of receipts and expenditures; shall make regular financial reports to the membership meetings, the Policy Council and the Administrative Board; shall direct fund raising programs; shall assist in the drafting of the annual budget and annual reports; and shall perform such other duties assigned by the membership meetings, the Policy Council and/or Administrative Board.

3. The Education Officer shall coordinate the programs of the organization in the areas of community education and continuing self-education and shall perform such other duties assigned by membership meetings, the Policy Council, or the Administrative Board.

4. The Communication Officer shall have primary responsibility for public relations; shall direct a program of regular communication with the membership; shall serve as a liaison with affiliated organizations, and shall perform such other duties assigned by membership meetings, the Policy Council, or the Administrative Board.

5. The Legislation Officer shall assure the organization's compliance with existing law; shall have primary responsibility for communicating the position of the organization to governmental and political bodies; shall coordinate the programs of the organization in the areas of local, state and national legislation, and shall perform such other duties assigned by membership meetings, the Policy Council, or the Administrative Board.

C. Election of officers: The officers, no more than three of whom shall be of the same sex, shall be elected by ballot at the Annual Membership Meeting to serve for one year or until their successors are elected; and their term of office shall begin at the close of the Annual Membership Meeting at which they are elected.

D. Removal of officers: An officer shall be removed from office upon a 2/3 vote at a membership meeting.

F. Limitation of office: No member may hold more than one office.

ARTICLE VI - THE POLICY COUNCIL

A. Function: The Policy Council shall be the legislative body of the organization between meetings of the membership and shall serve as a forum for its members.

B. Membership: The Policy Council shall be constituted as follows:

1. One representative from each member group.
2. At-large representative to be elected at the Annual Meeting from individual members in good standing based on a proportional representation formula and procedures to be established at the Annual Meeting.
3. The Officers of the organization.

C. Meetings: The Policy Council shall meet quarterly. The Administrative Board may call special meeting. A special meeting shall also be called within thirty days after the receipt of a petition signed by at least twenty-five percent of the voting members of the Policy Council. All meetings shall be open to any member of the organization.

D. Organization: The Policy Council shall have the power to organize by passing on the credentials of its members, elect its own chairperson, and to appoint committees it deems necessary for the conduct of its affairs.

F. Powers: The Policy Council shall hear and act upon reports from its committees, from the officers, and the Administrative Board; shall receive and act upon petitions; shall review and propose the annual budget; shall provide for the annual audit; shall formulate policies and programs; shall establish special services to be offered by the organization; shall fill vacancies on the Administrative Board, until the Annual Meeting of the Membership; shall conduct the business affairs of the organization and have all other powers and duties necessary to the achievement of the goals of the organization. All proceedings of the Policy Council shall be subject to the review of the membership.

ARTICLE VII - THE ADMINISTRATIVE BOARD

A. Function: The Administrative Board shall be the agency through which the general administrative and executive functions of the organization shall be carried out.

B. Membership: The Administrative Board shall be comprised of the Officers of the organization and two At-Large members (one of each sex), one elected by the Policy Council and one to be appointed by the Administrative Board, in that order. At-Large members shall serve for a term of one year or until their successor is selected.

C. Meetings: Regular meetings of the Administrative Board shall be held at least eight times per year. Special meetings may be called on the request of at least three board members.

D. Organization: The Administrative Board shall provide for its own organization and appoint any necessary committees.

F. Powers: The Administrative Board shall conduct, manage and control the affairs and business of the organization between meetings of the Policy Council, subject to the policies established by a membership meeting, or the Policy Council. All proceedings of the Administrative Board shall be subject to review by the Policy