

Association of Lesbian, Gay, Bisexual and Transgender Issues in Counseling of Ohio (ALGBTICO)

Bylaws

ARTICLE I: Name, Mission, and Purpose

SECTION I: Name

The name of the Association shall be the Association of Lesbian, Gay, Bisexual and Transgender Issues in Counseling of Ohio, hereinafter referred to as ALGBTICO. It is a division of the Ohio Counseling Association, hereinafter referred to as OCA, and is subject to the provisions of its bylaws that apply to divisions.

SECTION II: Mission

The mission of ALGBTICO is to promote greater awareness and understanding of lesbian, gay, bisexual, and transgender (LGBT) issues among members of the counseling profession, students and related helping occupations. ALGBTICO also promotes greater awareness and understanding of persons of various sexual and/or affectional identities not represented within the identities presumed by “LGBT” such as queer, intersex and ally. ALGBTICO is affiliated with the national chapter of ALGBTIC, a division of the American Counseling Association (ACA).

SECTION III: Purpose

Through the recognition of both individual and social contexts that represent the confluence of race, ethnicity, class, gender, gender identity and expression, sexual and/or affectional orientation, ability, age, spiritual and/or religious belief, record of offense or indigenous, cultural and ethnic heritage, it is the purpose of ALGBTICO to:

1. Promote greater awareness and understanding of lesbian, gay, bisexual, and transgender (LGBT) community issues among members of the counseling profession, students and related helping occupations.
2. Promote greater awareness and understanding of persons of various sexual and/or affectional identities not represented within the LGBT population. Therefore, the usage of “LGBT community” within this document will include these other persons not fully represented by the terms lesbian, gay, bisexual or transgender as well as gender identities and expressions not represented within the LGBT population.
3. Facilitate professional development and training opportunities for mental health and school counselors as well as students in regards to LGBT community issues in counseling.

4. Improve the standards and delivery of counseling and educational services provided to LGBT community clients and students in the State of Ohio.
5. Provide current information to enhance professional counselors' awareness, knowledge, skill, and professionalism towards LGBT community clients and students, both adults and youth.
6. Secure equality of treatment, advancement, qualification, and status of LGBT community members of the counseling profession, students and related helping occupations in the State of Ohio.
7. Identify and advocate for the elimination of conditions that create barriers to LGBT community individuals' and student development and community members seeking of professional services.

ARTICLE II: Membership

SECTION I: Non-Discrimination Policy.

There shall be no discrimination against any individual on the basis of race, ethnicity, class, gender, gender identity and expression, sexual and/or affectional orientation, age, religion and/or spirituality, indigenous and cultural heritage, record of public offense, and/or ability.

SECTION II. Classes of Membership.

- a. Membership shall be individual and open to residents of Ohio who are members of the Ohio Counseling Association (OCA) and Ohio School Counselor Association (OSCA).
- b. There shall be three classes of voting membership: Professional, Student, and Retired.
 - Student members shall include persons who are enrolled at least half-time in a graduate college or university program.
 - Professional members shall hold a master's degree or higher in counseling and/or be credentialed in counseling through a certificate or license.
 - Retired are persons who were Professional members of OCA/OSCA prior to retirement.
- c. All ALGBTICO members must agree to abide by the ACA Code of Ethics.
- d. All memberships will be valid for one year from date of processing.

SECTION III. Dues.

- a. Annual ALGBTICO dues for members shall be established by action of the ALGBTICO Board of Directors, hereinafter referred to as the Board.
- b. The Board may authorize reduced dues or dues waivers for special categories of members in accordance with policies and procedures established by the Board.
- c. The dues for each classification of membership shall be based on the following:
 - Professional—full dues
 - Student—1/2 dues

- Retired—1/2 dues
- d. All membership dues are one year from date of processing.

SECTION IV. Severance of Membership.

- a. A member may be dropped from membership for any conduct that tends to injure ALGBTICO or to affect adversely its reputation, or that is contrary to or destructive of its mission according to the ALGBTICO Bylaws and the ACA Code of Ethics.
- Any member charged with engaging in such conduct shall be given notice of the precise nature of the charges against them and provided with opportunity to present evidence on their behalf through witnesses or otherwise. Those accused shall be given opportunity to confront witnesses against them and have the right to appeal through a hearing before the ALGBTICO Ethics Committee whose decision shall be final. The ALGBTICO Ethics Committee shall have the power to determine whether the charges shall be dropped, whether the accused shall be permitted to resign, or whether the charges are true and they be removed from ALGBTICO. However, the accused member does have the right to appeal to the Board any final decision of the ALGBTICO Ethics Committee. Members may be reinstated at the behest of the Board.
- b. A member shall be dropped from membership for the nonpayment of dues. A member may be reinstated by payment of dues.

ARTICLE III: Executive Board

SECTION I: Officers and Duties

All Officers of the Board must be members of the national division of ALGBTIC.

- a. President- Shall preside at all meetings of ALGBTICO, the Board of ALGBTICO and the OCA Executive Council. The President shall, with the approval of the Board, create and fill positions on committees/taskforces to serve the needs of the division. President will recommend individuals which would be confirmed by the ALGBTICO Board if vacancies occur. President shall perform the duties customary to that office and such additional duties as directed by the Board. The President also may call special meetings when needed.
- b. President-Elect- Shall perform the duties of the President in the absence or incapacity of the President as determined by the Board. The President-Elect shall assume the Presidency of ALGBTICO upon the incapacity or resignation of the President. The President-Elect shall serve as Chairperson of the AOCC (All-Ohio Counselors Conference) and Workshop Committee, and shall perform such additional duties as directed by the Board. If the President-Elect becomes incapacitated, the term is to be completed by the candidate with the next highest vote on the same slate of candidates.

- c. Immediate Past President- Shall serve as Chairperson of the nominations for ALGBTICO Awards and Elections Committee, and shall perform such additional duties as directed by the Board.
- d. Secretary- Shall keep record of all proceedings of the Board. The Secretary shall also send meeting minutes to all ALGBTICO members. The Secretary will also oversee the ALGBTICO website, updating the site at least 4 times a year. The Secretary will also create any necessary ALGBTICO flyers, documentation, etc. The Secretary shall perform the duties customary to that office and such additional duties as directed by the Board.
- e. Treasurer- Shall represent ALGBTICO in assuring the receipt and expenditures of funds in accordance with the directives established by the Board, and shall be under such bond as may be determined by the Board. The Treasurer shall perform the duties customary to that office and such additional duties as directed by the Board. The Treasurer will serve a 2 year term.
- f. The Regional Representative shall represent the needs and ambitions of our members throughout Ohio with a special emphasis on the needs of members in areas that are not highly represented by our membership and executive board members. The Regional Representative shall also reach out to local agencies, Universities and Counties in Ohio to bring back relevant information, issues and opportunities to the executive board. The Regional Representative is a key component to gathering support and finding ways to get ALGBTICO involved in local issues and events throughout Ohio.
- g. Officers shall be members of ACA, OCA and ALGBTIC of both the national and state branches.

ARTICLE IV: Nominations and Elections

- a. Nominations and Elections will be carried out by the ALGBTICO Awards and Elections committee with the Immediate Past-President as Chairperson.
- b. The election procedures shall be published with the ballot. The ballot will be sent to all members.
- c. Committee shall seek and select more than one nominee for each position to be elected for the next term and submit at least one candidate for each office. Any ALGBTICO member can nominate a candidate for office.
- d. If a member of the ALGBTICO Awards and Elections committee becomes a candidate, that member shall forthwith resign from the committee and be replaced by a new member appointed by the President.

ARTICLE V: Committees

SECTION I: Executive Committee:

Shall be comprised of the officers of the ALGBTIC Board; shall act for ALGBTICO as a division body; shall prepare the annual budget for ALGBTICO; shall report to the OCA Executive Board during scheduled Executive Council Meetings. The ALGBTICO Executive Board will consist of the President, President-Elect, Secretary, Past-President and Treasurer.

SECTION II: Standing Committees:

Standing Committees shall be comprised of at least one chairperson and at least one member, at all times, to specifically address needs within the organization. All committees are required to report directly to the Executive Board. Other committees may be appointed as specific conditions warrant:

- a. Advocacy: Committee shall be responsible for organization of professional development and educational events; promotion of ALGBTICO, OCA, and the counseling profession as a whole; advocating for clients, students, ALGBTICO members, and the LGBT community as a whole.
- b. Awards and Elections: Committee shall be responsible for annual awards, nominations, and elections process within ALGBTICO.
- c. Bylaws: Committee shall review and revise bylaws continuously.
- d. Conference/Workshop: Committee shall be responsible for AOCC conference activities and/or workshops for ALGBTICO.
- e. Ethics: Committee shall be responsible to provide all ALGBTICO members with updated information on OCA and ACA Codes of Ethics; will be responsible to handle all infractions by associated members.
- f. Membership: Committee shall receive membership applications; maintain an official membership list and recruit new ALGBTICO members.
- g. Resources: Committee shall be responsible for webpage development and maintenance; gathering appropriate community resources for ALGBTICO members, LGBT community clients and students in the State of Ohio.
- h. Youth: Committee shall focus on providing educational resources and professional development events for counseling professionals regarding issues concerning LGBT community youth.
- i. Ad-hoc committees can be created by the President to work on specific issues or directives as needed.

SECTION III: Appointments

Committee members serve at the discretion of the Board on a year to year basis.

ARTICLE VI: Finances

SECTION I Dues and Assessments

Shall be established by the Board on an annual basis. Members will be informed about any changes in dues via electronic and/or paper mail.

SECTION II Contracting for a Fee

May be authorized and appointed by the Board, as may be necessary, to fulfill the objectives

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of ALGBTICO.

ARTICLE VII: Fiscal Year

The fiscal year of ALGBTICO shall run July 1 through June 30 of each year.

ARTICLE VIII: Amendments to Bylaws

SECTION I: The President and the Executive Board shall appoint the Bylaws Committee when deemed necessary to review for possible revisions.

SECTION II: Members may suggest possible amendments to the ALGBTICO Executive Board.

SECTION III: Amendments to the bylaws will be voted on by the Board and reviewed by the national branch of ALGBTIC. The Secretary shall post an amended copy of the bylaws on the ALGBTICO website for all ALGBTICO members.

ARTICLE X: Rules of Order

The current edition of Robert's Rules of Order, Newly Revised, (edited by Henry M. Robert III and William J. Evans, and published by Perseus-Harper Collins) shall govern the proceedings of all bodies of ALGBTICO except where otherwise specified in these Bylaws.