

# Bylaws

*National Hispanic Latino Association of the  
Deaf Revision October 6, 2020*

## ARTICLE I

### National Hispanic & Latino Association of the Deaf

This organization shall be known as National Hispanic Latino Association of the Deaf, hereafter referred to as NHLAD.

## ARTICLE II

### 2.1 MISSION

The mission for NHLAD is to build an alliance between Deaf Latino and the Hispanic community ([Refer to 'Latino and Hispanic Terminology'](#)) through the preservation of our language, culture & customs. We recognize the importance of gaining empowerment through the promotion of leadership and education in the Hispanic and Latino community.

### 2.2 VISION

1. To collaborate and build partnerships with other local Deaf Hispanic and Latino organizations
2. Engage our community to build partnerships with other organizations within the developing network
3. Serve as a resource for Hispanics, Latino and Youth in improving their communities
4. Become an effective community partnership that provides support for Hispanic and Latino youth

### 2.3 OBJECTIVES

1. Empowerment
2. Family
3. Collaboration

4. Support
5. Inclusivity
6. Advocacy
7. Education

## 2.4 Latino and Hispanic Terminology

According to the world's definition, Hispanic and Latino are often used interchangeably though they actually mean two different things. Hispanic refers to people who **speak Spanish** and/or are descended from Spanish-speaking populations, while Latino refers to people who are from or descended from people from **Latin America**. NHLAD wants to respect everyone that wishes to be identified as an individual.

As part of the National Hispanic Latino Association of the Deaf, we welcome "**ALL**", regardless of sexual orientation, gender identity or religion. We do not tolerate any discrimination based on sexual orientation, gender identity or religion.

## 2.5 Use of the word "D"eaf

The capitalized "D"eaf shall be used in all-inclusive manner to represent and include all people who may identify as Deaf , Deaf Blind, Deaf Disabled, deaf, deafblind, deaf disabled, hard of hearing, late-deafened, hearing impaired people and other community subsets in recognition of our community's human right to learn and use American Sign Language

## 2.6 Respect

We respect our members, donors and all stakeholders and encourage the collaborative sharing of perspective and ideas. NHLAD shall also strive to be a "safe place" enabling all to feel confident that they will be exposed to discrimination, criticism, harassment and other emotional or physical harm

## **ARTICLE III**

### **3.1 MEMBERSHIP**

#### **3.1.1 Regular Membership**

Regular membership status in the Association shall be conferred to residents of the United States, upon payment of biennial dues.

#### **3.1.2 Senior Membership.**

Senior citizen membership status shall be conferred to individuals at the ages of 55 and beyond, upon payment of biennial dues.

#### **3.1.3 Youth Membership**

Youth membership status shall be conferred to individuals aged 18 to 30 years upon payment of biennial dues.

#### **3.1.4 International Membership**

International membership status shall be conferred to individuals who do not reside in the United States, upon payment of biennial dues. International members shall not vote or hold office.

#### **3.1.5 Individual Membership Fees**

Required individual membership fees for Regular, Senior, Youth, and International members shall be determined by the Board of Directors of the Association.

### **3.2 Affiliate Membership**

Affiliated with our organization that consist the same values and purpose that established in Article II

#### **3.2.1 Affiliate Membership Fees**

Required organizational membership fees for Organizational Affiliates, either as a whole or by category, shall be determined by the Board of Directors of the Association.

## ARTICLE IV

### OFFICERS & EXECUTIVE BOARD

#### 4.1 - Executive Board

Executive Board shall consist of : (4) Officers and 3 Members at Large. The Executive must be Deaf or Hard of Hearing Hispanic and Latino.

#### 4.2 -Elected Officers

Elected Officers of the NHLAD shall be composed of the following: President, Vice President, Secretary, Treasurer and Members at Large to be elected every two (2) years between by the month of September and October.

#### 4.2 - Term Limit

Term Limit: All officers shall be limited to **two** consecutive terms in office.

#### 4.3 - Swearing In

Swearing In: Elected Officers shall take place in between the month of **September and October**.

\*Each newly-elected board member will take the oath of office prior to any action taken in November.

#### 4.4- Qualifications

Qualifications: The president and vice president must be Hispanic and Latino as well as Deaf. No college student shall be eligible to serve on the NHLAD as the president and vice president and must be a member for at least one year, and have **six** regular attendances at the meetings.

#### 4.5 Appointed Board Members.

The Board of Directors may select up to two (2) Appointed Board members for special expertise. Consideration shall be given to ensure diversity balance for the Board as whole. Appointed Board Members must be a member of the Association.

#### 4.6 Social Media Duty

- A. For any individual in NHLAD organization does not represent/reflect on any form of social media that relates with the term that comes with “X” i.e. (latinx, muxeres, etc.).
- B. Any person who is involved in NHLAD that has social media must be a true representative of NHLAD same as with their personal social media. (Boards & Chairpersons). There is an exception that it will not apply to members, and the board/officers’ professional work-related respectively.

## ARTICLE V

### EXECUTIVE BOARD MEMBERS

#### 5.1 Executive Board

The Executive Board shall consist of: Four (4) Officers, and three (3) Members at large. Fifty-one percent (51%) of the Executive Board must be Legal Immigrant Hispanic / Latino deaf or hard of hearing.

#### 5.2 DUTIES OF THE EXECUTIVE BOARDS:

##### 5.2.1 The President:

- A. The President shall be the representative to all organizations, companies and communities.
- B. The President shall preside at all meetings.
- C. The President must recognize the officers on the floor or videophone.
- D. The President shall prepare the agenda for all the meetings.
- E. The President shall protect the assembly from annoyance.
- F. The President shall announce the result of the vote.
- G. The President can't vote unless there's tie breaking votes to make the final decision.
- H. The President is responsible to make transparency with the founders in any form of communication. President can summon an emergency meeting with the founders when it is necessary.

##### 5.2.2 The Vice President:

- A. The Vice President shall serve in the absence of the President and takes over the office and meetings.
- B. The Vice President shall coordinate all the committee(s).
- C. The Vice President shall work closely with the President.

##### 5.2.3 The Secretary:

- A. The Secretary shall keep records of the minutes of the board meetings and complete within a week.

- B. The Secretary shall attend all the board meetings.
- C. The Secretary shall collect the mails from the post office.
- D. The Secretary shall distribute announcements of meetings, executive meetings, events through email and social media.
- E. The Secretary shall organize the meetings: booking rooms, meetings, prepare the agenda and other documents.
- F. The Secretary shall work with the President closely and authorize to sign the funds with the President.
- G. The Secretary shall work closely with the Webmaster on social media related to all announcements.
- H. The Secretary shall work closely with Spanish Translator prior to posting any information through emails and social media.

#### **5.2.4 The Treasurer:**

- A. The Treasurer shall collect the funds for the organization.
- B. The Treasurer shall deposit the money to the account of the organization.
- C. The Treasurer receives and reimburse all funds of the organization as authorized by the board of directors.
- D. The Treasurer is required to make an annual report via meetings and videophone.
- E. The Treasurer shall receive an authorization from the President and Secretary to sign the checks.
- F. The Treasurer will work with all committees related finances.
- G. The Treasurer will collect and review finance reports from all committees.

#### **5.2.5 Member-at-Large:**

- A. The Member-at-Large represents this organization.
- B. The Member-at-Large shall attend all the meetings.
- C. The Member-at-Large collects the feedback from the members or non-members and brings it to the Executive Board meetings.
- D. The Member-at-Large shall do the duties with the committees.

## **ARTICLE VI**

### **MEETINGS**

#### **6.1 Resignation.**

Resignations must be submitted in writing to the President or the Secretary.

#### **6.2 Impeachment**

Elected or appointed Board members may be removed after due process hearing for failure to carry out their duties or for good and sufficient reason by a two-third (2/3) vote of the Board of Directors.

**\*\*\*Any violation of sharing information outside of board meeting, board members will receive one warning. If 2nd violation, the person will automatically be impeached from the board.**

### **6.3 Conflict of Interest.**

All persons either elected or appointed to an office (including but not limited to any Board or Committee members), prior to acceptance and during tenure of that position, shall consider each item of business, where they have a vote or decision authority, to determine if a real or perceived conflict exists with the interests of the Organization. A conflict of interest is defined as any situation in which a member's decisions or votes could substantially and directly affect the member's professional, personal, financial or business interests. In the event that a person nominated for or holding an office finds himself or herself in such a position, he or she shall promptly disclose the conflict of interest to the Board of Directors and rescues himself or herself at any Board or committee meeting from any deliberations or vote on the matter giving rise to the conflict of interest. A copy of the disclosure statement shall be reviewed by the Governance Committee.

**6.4 Meeting Quorum** - The boards meeting two-third [ $\frac{2}{3}$ ] of the members and board of directors shall constitute a quorum for regular and special board meetings

**6.5 Conferences: The Board of Directors shall govern the site selection process. Such sites shall rotate among the established geographical regions. The President of the Board shall issue an official call to the biennial conference six (6) months in advance.**

**6.6 Executive Board Meetings:** All Board meetings will be taken place on the third week of the month. This can be done through video phone or in person. Any cancellations will be postponed to another date upon their requests and availability.

**6.7 Special Meetings** - Special meetings of the Board of Directors may be called upon the request of two third ( $\frac{2}{3}$ ) of the Board of Directors or by the President upon written petition of two-third ( $\frac{2}{3}$ ) of the Board of Directors, to be held at such time, day, and place as shall be determined in the notice of the meeting.

## **ARTICLE VII**

### **COMMITTEES**

#### **7.1. Ad Hoc and Special Committees.**

The Board of Directors may also form ad hoc or special committees as needed, with chair

of each to be appointed by the President.

## **7.2. Committee Responsibilities.**

All committee chairs and members must be listed and accessible. All committees shall be required to file regular, monthly reports to the membership on the progress of that committee after reporting to the President and the Board.

## **ARTICLE VIII**

### **COMPENSATION AND EXPENSES**

#### **8.1 Compensation and Expenses.**

The Officers and members of the NHLAD shall serve without compensation. This is a voluntary position based on our willingness to serve for NHLAD.

## **ARTICLE IX**

### **ELECTION**

**9.1 Date** - Elected day during biennial conference.

**9.2 Nomination** - Executive Board Members accept all nomination through email, video phone, VLog and in person for officers by the members and boards. This must be done in the summer prior to the month of September and October.

#### **9.3 Qualifications-**

1. This person is required to be a member at least one year prior to becoming an officer of this association.
2. The officers must be Hispanic and/or Latino Deaf or Hard of Hearing

#### **9.4 Voting**

1. The membership fifty-one [51%] individual members in good standing
2. The voting by the email , video phone , and physical for the member and the boards
3. The votes by board can be made by email, video phone and/or in person



## ARTICLE X

### AMENDMENT

#### 10.1 Amendment Changes

- A. People can amend any changes related to bylaws except for article 1 and Logo.

## ARTICLE XI

### DISSOLUTION

#### 11.1. Dissolution of Assets

In the event that the Association is dissolved, after payment of all debts and liabilities, remaining assets shall be distributed to national 501(c)(3) organizations dedicated to the well being of Hispanic and Latino deaf and hard of hearing people