

BYLAWS
OF
THE
COLORADO BACKFLOW
PREVENTION ASSOCIATION

08-28-02

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23 **ARTICLE I – GENERAL**

24
25 **Section 1.01 International Organization**

26
27 The American Backflow Prevention Association, an Onion not-for-profit corporation
28 (hereinafter identified as “the Association”), is an international body, which is organized into
29 regions and local chapters. The Colorado Chapter shall be organized under the authority of the
30 Association as specified in 1.02 and shall be subordinate to and subject to the authority of the
31 Association.
32

33 **Section 1.02 Colorado Chapter**

34
35 The Colorado Backflow Prevention Association (hereinafter identified as “the Chapter”)
36 shall be organized as a local chapter in accordance with Article XII of the Association’s bylaws.
37

38 **Section 1.03 Bylaws**

39
40 These bylaws and all subsequent revisions thereto shall be consistent with the Articles of
41 Incorporation and bylaws of the Association and shall be approved by the Association and its
42 international counsel prior to adoption by the Chapter.
43

44 **Section 1.04 Incorporation**

45
46 The Chapter shall be incorporated as a domestic, non-profit Corporation within the State
47 of Colorado.
48

49 **Section 1.05 Office**

50
51 The Address of the Chapter office is P.O. Box 280763, Lakewood, Colorado 80228, and
52 its agent at such address is Frederick C. Spengler. The Chapter may change the address and/or
53 location of the office or appoint a new agent, or both, in each case by resolution adopted by the
54 Board of Directors and by statement filed in the office of the Secretary of State in the State of
55 Colorado and written notification to the Association.
56

57 **Section 1.06 Fiscal Year and Operating Year**

58
59 The fiscal year of the Chapter shall begin on the first day of January in each year. The
60 operating year for the Chapter shall begin on the first day of January in each year.
61

61 **ARTICLE II – MEMBERSHIP**

62
63 **Section 2.01** **Qualifications**

64
65 All candidates for membership and all members shall have a recognizable interest in the
66 furtherance of the objectives of the Association and Chapter and shall carry on their business or
67 profession in a fully ethical manner and in conformity with generally accepted principles of
68 conduct. All Chapter members shall also be members in good standing of the Association.
69

70 **Section 2.02** **Categories of Members**

71
72 The Chapter members shall consist of:

- 73
74 1. Individual Member: A person who qualifies under Section 2.01 above, and who
75 commits his/her allegiance to the Association and Chapter for a specified period
76 of time.
77
- 78 2. Honorary Life Member: An individual who is honored as an Honorary Life
79 Member by the Association and resides within the boundaries of the Chapter. An
80 Honorary Life Member shall have all the rights and privileges of an Individual
81 Member and shall be exempt from paying dues at the Chapter Level.
82
- 83 3. Honorary Chapter Member: An individual whose knowledge, accomplishments
84 and service to the field of cross-connection control within the boundaries of the
85 Chapter entitle him/her to special recognition. This membership can only be
86 granted by the Board of Directors. The honorary Chapter Member shall be
87 exempt from paying Chapter dues, but not Association dues. The Board may
88 authorize payment of the Association dues of an Honorary Chapter Member.
89
- 90 4. Corporate Member: A Company or Organization that joins the Chapter and the
91 Association at fees established by both Boards of Directors, and by so joining is
92 entitled to list five (5) persons as members of the Chapter and the Association.
93 One (1) of the five (5) members shall be designated as the contact person for the
94 Corporate Member, and this person shall have all the rights and privileges of an
95 individual member of the Chapter and of the Association. The Corporate Member
96 shall be entitled to one (1) vote by the designated contact person in the Chapter
97 and the Association elections. The remaining four (4) members on the Corporate
98 Membership may be designated certain rights and privileges by the Boards of
99 Directors of the Chapter or of the Association.
100
- 101 5. Professional Member: An individual who maintains a current certification for the
102 testing and maintenance of backflow preventers, and is actively employed as
103 such. The specific criteria for the Professional Member shall be established by the
104 Board through recommendations of the Professional Membership Committee.
105

105 **Section 2.03** **Dues and Fees**

106

107 The chapter may levy dues and fees upon the members in such amounts and for such
108 periods as may be determined by resolution of the Board of Directors.

109 Dues and fees shall be payable at such times and by such methods of collection as the
110 Board of Directors may prescribe.

111 The Board of Directors may make regulations necessary to enforce the collection of such
112 dues and fees, including provisions for the termination of membership, upon reasonable notice,
113 for nonpayment of such dues and fees, and for reinstatement of membership.

114

115 **Section 2.04** **Termination and Transfer of Membership**

116

117 The rights of members of the Chapter are not transferable and shall cease on termination
118 of membership.

119 The Board of Directors may terminate the membership of any member whenever it is
120 judgement of the Board that the best interests of the Chapter will be served thereby. The Board
121 of Directors may likewise recommend to the Association's Board of Directors the termination of
122 that member from the Association. The member in question shall have the right to appear at a
123 hearing before the Board of Directors before the said membership is terminated.

124

125

126 **ARTICLE III – MEMBERSHIP MEETINGS AND ELECTIONS**

127

128 **Section 3.01** **Regular Meetings**

129

130 The Chapter shall conduct a regular meeting of the membership at least once a year. At
131 such meetings, such business as may properly be brought before the Chapter membership shall
132 be transacted. Notice of regular meetings shall be given to all members, not less than five (5)
133 days before the time at which the meeting is to be held. Each such notice shall state the time,
134 place and matters of special interest to be conducted.

135

136 **Section 3.02** **Special Meetings**

137

138 Special meetings shall be held at the call of the President, by a majority of the Board of
139 Directors, or by 10% of the membership. Notices shall be as for regular meetings and shall
140 contain the purpose for such meetings. No business other than that specified in the notice of
141 meeting shall be transacted at any special meeting.

142

143 **Section 3.03** **Conduct of Meetings**

144

145 Each meeting shall be chaired by the President, or in his/her absence, the Vice President.

146

146 **Section 3.04**

Actions of Membership

147

148 Any action requiring approval of the membership may be taken at a regular or special
149 meeting, or may be acted upon by mail ballot. To be considered approved, said action shall
150 require a two thirds majority vote of the members voting on the issue.

151 In the case of a mail election, all members shall be sent, by first class mail, a ballot for
152 the action to be taken. The President, or his designate representative, shall tabulate the results of
153 the balloting covered by this section.

154

155 **Section 3.05**

Elections

156

157 Elections of At-Large Directors and Officers may be conducted at regular or special
158 meeting of the membership, or by mail. At a membership meeting, the Board of Directors shall
159 appoint a member in good standing of the Chapter to serve as the official teller for the election.
160 A mail election may be conducted in lieu of conducting the election at a membership meeting.
161 In each case, in order for a candidate to be elected he must receive a simple majority of the votes
162 cast for his particular office.

163 Candidates for the election must be determined by a Nominating Committee appointed
164 by the President. All members of the Nominating Committee must be members in good standing
165 of the Chapter. The names of the candidates shall be mailed to all members at least thirty (30)
166 days prior to an election conducted at a membership meeting.

167

168 **Section 3.06**

Parliamentary Authority

169

170 Robert's Rules of Order shall be the parliamentary authority on all matters not covered
171 by these bylaws.

172

173 **Section 3.07**

Notice of Meetings

174

175 A notice to any member sent by first class mail to the most recent address as listed on the
176 Chapter's membership list shall be sufficient to fulfill the requirements of meeting notice as
177 prescribed in Section 3.01 and Section 3.02.

178 Meeting dates, times, and placed shall be published in the Chapter newsletter.

179

180

180 **ARTICLE IV – BOARD OF DIRECTORS**

181
182 **Section 4.01 Powers and Duties**

183
184 The Board of Directors shall have the power and shall act to establish and/or change the
185 policies for the conduct, management, and direction of the business of the Chapter, except those
186 powers specifically reserved or granted by law or these bylaws to the members of the Chapter, so
187 long as such policies and direction do not conflict with the policies and direction of the
188 Association, which determination shall be at the sole discretion of the Association’s Board of
189 Directors. Powers and activities of the Board of Directors shall be consistent with the Articles of
190 Incorporation, Bylaws and adopted resolutions of the Association and the Chapter.

191
192 **Section 4.02 Composition**

193
194 The Board of Directors shall be composed of:

- 195
196 (1) The Officers of the Chapter, and
197 (2) Up to Three (3) At-Large Directors
198 (2) a Where established, the Chair of the Sub-Chapter shall become the at-large
199 Board member for the given region of the state.

200
201 All of the above members shall be voting members of the Board of Directors.

202
203 **Section 4.03 Regular Meetings**

204
205 The Board of Directors shall hold regular meetings a minimum of two times per
206 operating year, with one of the meetings being held in conjunction with a Chapter membership
207 meeting. All meetings of the Board of Directors shall be open to the Chapter membership. Such
208 meetings shall be held at such a place as the Board of Directors may designate within or outside
209 the State of Colorado.

210
211 **Section 4.04 Special Meetings**

212
213 Special meetings of the Board of Directors shall be held whenever called by the President
214 or by a majority of the Directors. Written notice of each such meeting shall be given at least five
215 (5) days but not more than twenty (20) days before the time such meeting is to be held. Each
216 notice shall state the time, place, and purpose or purposes of said meeting. No business other
217 than that specified in the notice of the meeting shall be transacted at any special meeting.

219 **Section 4.05** **Quorum and Manner of Acting**

220

221 A quorum shall be defined as a simple majority of the Board of Directors. A quorum
222 shall be required for the Board of Directors to conduct a meeting.

223 Each member of the Board of Directors shall be entitled to one vote. Any action by the
224 Board of Directors requires a majority vote of a quorum of the Board members to be considered
225 approved, except those actions which require approval by the membership as specified in these
226 bylaws. The Directors shall act only as a Board and individual members of the Board of
227 Directors shall have no power except that of an individual member of the Chapter.

228

229 **Section 4.06** **Resignations**

230

231 Any member of the Board of Directors may resign at any time by giving written notice to
232 the Chapter President (or, in the case of the President notice shall be given to the Vice
233 President). Any such resignations shall take effect at the date of the receipt of such notice or at
234 such time specified in the notice. Unless specified therein, the acceptance of resignation shall
235 not be necessary to make it effective.

236

237 **Section 4.07** **Removal**

238

239 Any member of the Board of Directors may be removed by the authority which elected or
240 appointed said member, whenever it is the judgement of that authority that the best interests of
241 the Chapter will be served thereby.

242

243 **Section 4.08** **Vacancies in Office**

244

245 If an At-Large Director fails to complete a term, the Board of Directors shall appoint a
246 replacement to complete the term.

247

248 **Section 4.09** **Expenses and Salary**

249

250 No salary or other compensation shall be payable for services as an At-Large Director of
251 Officer. Expenses for meeting attendance or other necessary business of the Chapter may be
252 considered for reimbursement by the Board of Directors provided such expenses meeting the
253 following criteria:

254

- 255 (1) The expenses are in the best interest of the Chapter.
- 256 (2) The expenses are coordinated with the Treasurer prior to commitment.
- 257 (3) The expenses are frugal, legitimate and receipts are furnished.

258

259

259 **Section 4.10** **Notice of Meetings**

260
261 A notice to any Board member made by any of the following methods shall be sufficient
262 to fulfill the requirements set forth for meeting notices in Section 4.04.

- 263
264 (1) Sent by first class mail to the most recent address as listed on the Chapter's
265 membership list.
266 (2) Sent by fax, with a written or faxed response.
267 (3) Personal contact by telephone by any other Board member.
268 (4) Orally at a previous Board meeting at which the Board member was present.

269
270 Meeting dates and times shall be published in the Chapter Newsletter.

271
272

273 **ARTICLE V – AT-LARGE DIRECTORS**

274
275 **Section 5.01** **Qualifications**

276
277 Each At-Large Director of the Board of Directors shall be a member in good standing of
278 the Association and Chapter.

279
280 **Section 5.02** **Election**

281
282 At-large Directors shall be elected in the same manner and at the same time as the
283 Officers of the Chapter, pursuant to Section 3.05.

284
285 **Section 5.03** **Terms of Office**

286
287 The terms of office for At-Large Directors shall be approximately one (1) year. There
288 shall be no limitation for consecutive terms of At-Large Directors.

289
290

291 **ARTICLE VI – OFFICERS**

292
293 **Section 6.01** **Designation of Officers**

294
295 The Officers of the Chapter shall be a President, Vice President, Secretary, and
296 Treasurer, (or Secretary-Treasurer). The Officers shall perform the functions designated by
297 these bylaws, and such other functions as may be assigned by the Board of Directors.

298
299

299 **Section 6.02** **President**

300

301 The President, under the Board’s direction, shall have general supervision over the
302 activities and operations of the Chapter. The President shall sign, execute and acknowledge, in
303 the name of the chapter, those instruments authorized by the Board of Directors. The President
304 shall preside over all meeting of the chapter and, in general, shall perform all duties incident to
305 the office of the President.

306

307 **Section 6.03** **Vice President**

308

309 The Vice President shall assist the President in the performance of his duties, shall chair
310 meetings of the Chapter during the absence of the President, and shall assume the office of the
311 President in the event of his departure or incapacitation before completion of his term.

312

313 **Section 6.04** **Secretary**

314

315 The Secretary shall properly maintain all records and reports of the Chapter as required
316 by law and the Association. The Secretary shall have the responsibility for providing the notices
317 required by these bylaws be issued, and shall prepare the minutes of all chapter meetings and
318 Board of Directors meetings. The Secretary, in general, shall perform all duties incident to the
319 office Secretary.

320

321 **Section 6.05** **Treasurer**

322

323 The Treasurer shall provide for the custody of the funds or other property of the Chapter
324 and shall keep or see to the keeping of a separate book account of the same; shall collect and
325 receive or provide for the collection and receipt of monies earned by or in any manner due to or
326 received by the Chapter; and shall deposit or see to the deposit of all funds of the Chapter in such
327 banks or other places of deposit as the Board of Directors may from time to time direct and
328 designate. In addition, the Treasurer shall, whenever so required by the Board of Directors,
329 render an account showing all transactions as Treasurer, and the financial condition of the
330 Chapter, and in general, shall perform all duties incident to the office of the Treasurer.

331

332 **Section 6.06** **Qualifications**

333

334 Each officer of the Chapter shall be member in good standing of the Association and
335 Chapter. The office of the Secretary and Treasurer may be held by one individual.

336

337

337 **Section 6.07** **Election**

338

339 All Officers shall be elected by the Chapter membership no more than thirty (30) days
340 prior to the end of the operating year. The election shall be conducted at a regular or special
341 meeting of the Chapter, or by a mail election, in the manner specified in Section 3.05.

342

343 **Section 6.07** **Terms of Office**

344

345 The terms of office for all Officers of the Chapter shall be approximately one (1) year,
346 and shall begin on the first day of the operating year.

347 An individual serving as the President or Vice President shall be limited to two (2)
348 consecutive terms in that office. There shall be no limitation for the officer of Secretary and
349 Treasurer (or Secretary/Treasurer).

350

351 **Section 6.08** **Vacancies of Office**

352

353 If the President fails to complete a term of office, the Vice President shall become
354 President. A new Vice President shall be elected by the Chapter membership to complete the
355 term. If the Secretary or Treasurer fails to complete a term, the Board of Directors shall appoint
356 a replacement to complete the term.

357

358

359 **ARTICLE VII – COMMITTEES**

360

361 **Section 7.01** **Committees**

362

363 From time to time, the President, with the concurrence of the Board of Directors, may
364 appoint committees as the business of the Chapter may require, each of which shall hold office
365 for

366 Such period, have such authority and perform such duties as the President may prescribe.

367

368

369 **ARTICLE VIII – CONTRACTS, CHECKS, DEPOSITS AND FUNDS**

370

371 **Section 8.01** **Contracts**

372

373 The Board of Directors may authorize any officer or officers, agent or agents of the
374 Chapter, in addition to the officers so authorized by these bylaws to enter into any contract or
375 execute and deliver any instrument in the name of and on behalf of the Chapter, and such
376 authority may be general or confined to specific instances.

377

378

378 **Section 8.02** **Checks, Drafts, Etc.**

379
380 All checks, drafts, or orders for the payment of money, notes or other evidences of
381 indebtedness issued in the name of the Chapter, shall be signed by such officer or officers, agent
382 or agents of the Chapter and in such manner as shall from time to time be determine by
383 resolution of the Board of Directors, or such instruments shall be signed by the Treasurer, and
384 countersigned by the President or Vice President of the Chapter.

385
386 **Section 8.03** **Deposits**

387
388 All funds of the Chapter shall be deposited to the credit of the Chapter in such banks,
389 trust companies, or other depositories as the Board of Directors may select.

390
391 **Section 8.04** **Gifts**

392
393 The Board of Directors may accept on behalf of the Chapter any contribution, gifts,
394 bequest or device for the general purpose or for any special purpose of the Chapter.

395
396
397 **ARTICLE IX – BOOKS AND RECORDS**

398
399 **Section 9.01** **Books and Records**

400
401 The Chapter shall keep correct and complete books and records of account and shall also
402 keep minutes of the proceedings of its members, Board of Directors, and committees having any
403 of the authority of the Board of Directors, and shall keep at the principal office a record giving
404 the names and addresses of the members entitled to vote. All books and records of the Chapter
405 may be inspected by any member, or his agent or attorney, for any purpose at any reasonable
406 time.

407

407 **ARTICLE X – INDEMNIFICATION**

408

409 **Section 10.01** **Indemnification**

410

411 To the extent not inconsistent with the law of the State of Colorado, every person (and the heirs
412 and personal representatives of such person) who is or was a director or officer of the Chapter
413 shall be indemnified by the Chapter against all liability and reasonable expense that may be
414 incurred by him in connection with or resulting from any claim, action, suit or proceeding (a) if
415 such director or officer is wholly successful with respect thereto or (b) if not wholly successful,
416 then if such director or officer is determined to have acted in good faith, in what he reasonably
417 believed to be the best interests of the Chapter and, in addition, with respect to any criminal
418 action or proceeding, is determined to have had no reasonable cause to believe that this conduct
419 was unlawful. The termination of any claim, action, suit, or proceeding, by judgement,
420 settlement (whether with or without court approval), conviction, plea of guilty or plea of
421 nolo contendere (or its equivalent) shall not create a presumption that a director or officer did not
422 meet the standards of conduct set forth in this Section.

423 As used in this Section, the terms “claim, action, suit or proceeding” shall include
424 any claim, action, suit or proceeding and all appeals thereof (whether brought by or in the right
425 of this Chapter, any other corporation or otherwise), civil, criminal, administrative or
426 investigative, or threat thereof, in which a director or officer of the Chapter (or his heirs and
427 personal representatives) may become involved, as a party of otherwise:

- 428 (a) By reason of his being or having been a director or officer of the Chapter or of
429 any corporation which he served as such at the request of the chapter, or
430 (b) By reason of his acting or having acted in any capacity in a partnership,
431 association, trust or other organization or entity where he serviced as such at the
432 request of the Chapter, or
433 (c) By reason of any action taken or not taken by him in any such capacity, whether
434 or not he continues in such capacity at the time such liability or expense shall
435 have been incurred.

436

437 As used in this Section, the terms “liability” and “expense” shall include, but shall not be
438 limited to, counsel fees and disbursements and amounts of judgement, fines or penalties against,
439 and amounts paid in settlement by or on behalf of, a director of office.

440 As used in this Section, the term “wholly successful” shall mean:

- 441 (a) termination of any action, suit or proceeding against the person in question without
442 any finding of liability or guilt against him
443 (b) approval by a court, with knowledge of the indemnity herein provided, of a settlement
444 of any action, suit or proceeding, or
445 (c) the expiration of a reasonable period of time after the making of any claim or threat
446 of an action, suit or proceeding without the institution of the same, without any
447 payment or promise made to induce a settlement.

449 Every person claiming indemnification hereunder (other than one whom has been wholly
450 successful with respect to any claim, action suit or proceeding) shall be entitled to
451 indemnification if:

452 (a) special independent legal counsel, which may be regular counsel of the Chapter or
453 other disinterested person or persons, in either case selected by the Board of
454 Directors, whether or not a disinterested quorum exists (such counsel or person or
455 persons being hereinafter called the “referee”), shall deliver to the Chapter written
456 findings that such director or officer has met the standards of conduct set forth herein,
457 and

458 (b) the Board of Directors, acting upon such written finding, so determines.
459

460 The person claiming indemnification shall, if requested, appear before the referee and answer
461 questions which the referee deems relevant and shall be given ample opportunity to present to
462 the referee evidence upon which he relies for indemnification. The Chapter shall, at the request
463 of the referee, make available facts, opinions or other evidence in any way relevant to the
464 referee’s findings which are within the possession or control of the chapter.

465 The rights of indemnification provided in this Section shall be in addition to any rights to
466 which any such director or officer may otherwise be entitled. Irrespective of the provisions of
467 this Section, the Board of Directors may, at any time and from time to time, approve
468 indemnification of directors, officers, employees or other persons to the full extent permitted by
469 the law of the State of Colorado, whether on account of past or future transactions. Expenses
470 incurred with respect to any claim, action, suit or proceeding may be advanced by the Chapter
471 (by action of the Board of Directors, whether or not a disinterested quorum exists) prior to the
472 final disposition thereof upon receipt of any undertaking by or on behalf of the recipient to repay
473 such amount unless he is entitled to indemnification.

474 The Board of Directors I authorized and empowered to purchase insurance covering the
475 chapter’s liabilities and obligations under this Section and insurance protecting the chapter’s
476 directors, officers, members, and employees.
477

478

479 **ARTICLE XI – AMENDMENT OF BYLAWS**

480

481 **Section 11.01**

Amendment

482

483 These bylaws may be amended by the membership as specified in Section 3.04.
484

485

485 **Section 11.02**

Procedure

486
487 Procedure for amendment of these bylaws shall be as follows:
488

- 489 1. The Board of Directors may propose amendments to these bylaws by resolution
490 setting forth the proposed amendment and directing that it be submitted to the
491 Association’s Board of Directors for approval and then submitted for adoption by
492 the members; or
- 493 2. Five (5) members may set forth a proposed amendment by petition to the
494 Secretary and subsequently, after approval by the Association’s Board of
495 Directors, to the membership for an adoption vote.
496

497
498 **ARTICLE XII – SUB-CHAPTERS**
499

500 **Section 12.01**

Purpose

501
502 It is recognized that the extensive area encompassed by the Chapter may cause difficulty
503 for the chapter members to attend General Membership or Board meetings. In order to foster
504 better communication and participation, the Board of Directors may, by resolution, establish
505 Sub-Chapters.
506

507 **Section 12.02**

Qualifications

508
509 Each Sub-Chapter shall be comprised of ten (10) or more members. All members of the
510 sub-Chapter shall be members in good standing of the chapter and the Association.
511

512 **Section 12.03**

Organization

513
514 Each Sub-Chapter shall be comprised of a Chairperson, a Vice-Chairperson, and a
515 Designated Contact person. The Designated Contact Person may be the Chairperson or the
516 Vice-Chairperson.
517

518 **Section 12.04**

Chairperson

519
520 The Chairperson shall be chosen by and from the membership of the Sub-Chapter. The
521 Chairperson shall preside over any meetings held by the Sub-Chapter and shall perform any
522 other duties imposed by the Sub-Chapter membership.
523

524 **Section 12.05**

Vice-Chairperson

525
526 The Vice-Chairperson shall perform the duties of the Chairperson in his absence and any
527 other duties imposed on him by the Sub-chapter membership. The Vice-Chairperson shall be
528 chosen by and from the Sub-Chapter membership.
529

529 **Section 12.06** **Designated Contact Person**

530
531 The Designated Contact person shall be designated by the Sub-Chapter membership and
532 shall be responsible for communications to and from the Chapter Board of Directors.

533
534 **Section 12.07** **Activities**

535
536 The Sub-Chapter shall operate under the direction of the Chapter Board of Directors.
537 The sub-chapter may conduct business or activities approved by the Board as such business or
538 activities are consistent with the Articles of Incorporation, Bylaws, and Revolutions of the
539 Chapter, Region and the Association.

540
541 **Section 12.08**

- 542
543 a. The Sub-Chapter may assess membership dues in addition to those collected by the
544 state organization. These dues shall be established through a vote of the members of
545 the Sub-Chapter.
546 b. The invoicing and collection of Colorado Backflow Prevention Association dues shall
547 be conducted by the Association.

548
549 **ARTICLE XIII – AFFIRMATIVE ACTION**

550
551 **Section 13.01** **Statement of Affirmative Action**

552
553 In order to remedy the effects of past discrimination in our society and to promote
554 diversity in our industry, the Chapter states:

555
556 The Chapter shall not unlawfully discriminate on the basis of race, color, creed, national
557 origin or ancestry, sex, veteran status, age or handicap.

558
559 The Chapter recognizes that the quality of opportunities for all are enhanced when the
560 diversity of the community served is represented in the members. The Chapter also
561 recognizes that women and minorities have been historically underutilized in the work
562 force.

563
564 Therefore, the Chapter shall have an Equal Employment opportunity/Affirmative Action
565 program that promotes diversity and remedies under-utilization of women and minorities.

566
567 In keeping with the strong proactive stance regarding Affirmative Action the Chapter has
568 embraced, it sets forth its commitment to prevent and eliminate discrimination in any form,
569 including sexual and racial harassment.