



**CONSTITUTION OF THE
MIDWEST ASSOCIATION OF FILIPINO AMERICANS**

Last Amended: September 09, 2024

Article I: IDENTIFICATION

Section A: Organization Name

The name of this organization shall be the Midwest Association of Filipino Americans, herein referred to as MAFA.

Section B: Name Usage

Use of any item with reference to MAFA or any affiliated programs of MAFA must be reviewed and approved by the Executive Board before distribution.

Article II: PURPOSE

Section A: Statement of Purpose

MAFA exists to promote unity and cooperation amongst Filipinos and Filipino Americans around the Midwest and beyond by promoting Filipino culture and Asian American awareness, coordinating meetings and events, and supporting the objectives of the MAFA Member Organizations. MAFA shall operate as a charitable organization in order to fulfill its mission and provide resources to other charitable organizations that align with MAFA's mission and values

Section B: Statement of Non-Profit Status

MAFA is a non-profit corporation and shall have all of the powers, duties, authorizations, and responsibilities as provided by the State of Illinois Department of State to non-profit corporations. This status will be maintained so long as MAFA does not engage in activities or exercise any power that would invalidate its status as a non-profit corporation.

Section C: Statement of Political Neutrality

MAFA remains politically neutral. However, we are aware that our member organizations and its members may have different political stances. We continue to encourage and promote civic engagement within our MAFA community.

Article III: MEMBERSHIP

Section A: Non-Discrimination Policy

MAFA does not discriminate or support discrimination of any kind on any matter. All persons regardless of race, color, age, sex, national origin, religion, sexual orientation, disability, or veteran status are welcome to attend and participate in any of MAFA's meetings, events, or activities. All organizations that do not discriminate or support discrimination of any kind on any matters are welcome to attend and participate in any of MAFA's meetings, events, or activities.

Section B: Member Organizations

1. MAFA Member Organization Qualifications
 - a. In order to become a member organization, the organization must:
 - i. Be officially recognized as an active student organization at a college or university
 - ii. Reside within the Midwest region. The Midwest region includes the following states:
 1. Illinois
 2. Indiana
 3. Iowa
 4. Kentucky
 5. Michigan
 6. Minnesota
 7. Missouri
 8. Ohio
 9. Pennsylvania
 10. Wisconsin
 - iii. Submit MAFA's member organization application form.
 - iv. Attend a formal meeting with MAFA's Executive Board
 - b. Approval of membership will be granted by the current and acting MAFA Executive Board upon completion of the aforementioned qualifications.
 - i. If any of the aforementioned qualifications are not met, the MAFA Executive Board will discern member organization approval on a case-by-case basis.

Section C: Current MAFA Member Organizations

1. There are 35 MAFA Member Organizations. The following organizations are officially recognized by MAFA:
 - a. Illinois
 - i. Depaul University - KALAH
 - ii. Illinois State University - Asian Pacific American Coalition (APAC)
 - iii. Loyola University Chicago - Kapwa

Last Amended: September 09, 2024

- iv. Northern Illinois University - Philippine Student Association (PSA)
- v. Northwestern University - Kaibigan
- vi. University of Illinois at Chicago - Filipinos in Alliance (FIA)
- vii. University of Illinois at Urbana-Champaign - Philippine Student Association (PSA)
- viii. University of Chicago - Kababayan
- b. Indiana
 - i. Indiana University - Filipino American Association (FAA)
 - ii. Indiana University Purdue University Indianapolis - Filipino Student Association (FSA)
 - iii. Notre Dame University - Filipino American Student Organization (FASO)
 - iv. Purdue University - Purdue Filipino Association (PFA)
- c. Iowa
 - i. University of Iowa - Filipino American Student Association (FASA)
- d. Kentucky
 - i. University of Kentucky - Filipino American Student Organization (FASO)
- e. Michigan
 - i. Michigan State University - Pilipino American Student Society (PASS)
 - ii. University of Michigan-Ann Arbor - Filipino American Student Association (FASA)
 - iii. Wayne State University - Filipino Society (FIL-SOC)
 - iv. Eastern Michigan University - Kapamilya Club (Kapa)
 - v. University of Michigan-Dearborn - Student Association for Filipino Americans (SAFA)
 - vi. Oakland University - Filipino Americans Students of Oakland University (FASOU)
 - vii. Andrews University - Andrews Filipino International Association (AFIA)
 - viii. Grand Valley State University - Filipinx American Student Association (FASA)
- f. Minnesota
 - i. University of Minnesota - Philippine Student Association (PSA)
- g. Missouri
 - i. Saint Louis University - Filipino Student Association (FSA)
 - ii. Washington University (Saint Louis) - Philippine United Student Organization (PASO)
 - iii. University of Missouri - Columbia - Filipino Student Association (FSA)
- h. Ohio
 - i. Oberlin College - Filipinx American Student Association (FASA)
 - ii. The Ohio State University - Pilipino Student Association (PSA)
 - iii. University of Toledo - Filipino American Association (FAA)
 - iv. University of Cincinnati - Pinoy American Student Organization (PASO)
- i. Pennsylvania
 - i. Penn State University - Penn State Filipino Association (PSFA)
- j. Wisconsin

Last Amended: September 09, 2024

- i. Marquette University - Bayanihan Student Organization (BSO)
- ii. University of Wisconsin-Madison - Filipino American Student Organization (FASO)
- iii. University of Wisconsin-Milwaukee - Filipino Student Union (FSU)
- iv. Carroll University - CUBayan Filipino Club

Section D: Member Organization Privileges

1. By fulfilling the aforementioned member organization responsibilities, organizations are then granted with the following privileges:
 - a. The right to vote on issues regarding MAFA
 - b. The right to petition ideas for MAFA events, and/or MAFA reform
 - c. The right to utilize MAFA name and branding with the approval of the current Executive Board
 - d. The right to apply to host MAFA events

Section E: Member Organization Responsibilities

1. Member organizations are required to do all the following in order to maintain their MAFA member organization status.
 - a. Be qualified and already recognized as a MAFA organization.
 - b. At least one member of the organization's current executive board must attend a formal meeting with the current MAFA executive board at least once per year.
 - c. Each organization must have at least one member to act as their MAFA Representative.
 - i. MAFA Representatives are defined as ambassadors for each MAFA Member Organization.
 1. Their responsibilities consist of, but are not limited to the following:
 - a. Acts as the liaison between the MAFA Executive Board and the representative's MAFA member organization.
 - b. Distribution of information from the MAFA Executive Board to their respective Member Organization.
 - d. Each organization must attend at least one MAFA event per year.
 - e. All MAFA Member Organization's representatives must sign an agreement each year stating that they will adhere to all the policies and procedures outlined in this Constitution.
2. If a member organization does not meet all of the aforementioned member organization responsibilities, they will not be listed as an active member organization in this Constitution.
 - a. If there are special circumstances which do not allow a member organization to meet the aforementioned requirements, the current Executive Board maintains discretionary privilege on the member organization's status.

Section F: Inactive Member Organization Status

1. Inactive member organization status revokes MAFA member organization privileges as outlined by article 3.D.
2. If an organization does not fulfill all of the responsibilities listed, they will be listed as an inactive member organization.
 - a. Inactive status will be determined every May..
 - b. Inactivity with MAFA is decided based on loss of retention, organization's priorities, or a choice made by the Member Organization's Board.
 - c. The organization will not be considered or recognized as affiliated with MAFA for the duration of their inactivity.
3. The organization may choose to re-affiliate at the start of each academic year (August), with approval from the current Executive Board.
 - a. When approval is obtained, the organization is allowed to re-apply for MAFA affiliation through the MAFA's Organization Roster.

Section G: General MAFA Members

1. Any active member of any MAFA Member Organization or any individual who actively participates in MAFA and MAFA-affiliated events is automatically considered a General MAFA Member.
 - A. The active status of a member is dependent on the individual member organization's guidelines and standards.
 - B. MAFA does not have permission to revoke the active status of any member from their individual MAFA member organization.

Section H: Kababayan Ambassador Program

1. The purpose of the Kababayan Ambassador Program, herein referred to as KAP, is a MAFA membership program for individual(s) who do not meet the requirements for MAFA general membership under Section G.
2. KAP Qualifications
 - a. In order to become a general MAFA member through the KAP program, an individual must:
 - i. Be enrolled at an accredited college or university
 - ii. Not qualify for MAFA general membership under section G, meaning they attend a college or university that does not officially have an active student organization that qualifies for membership with MAFA.
 - iii. Submit the KAP Program Application.
 - b. Approval of membership will be granted by the current and acting MAFA Executive Board upon completion of the aforementioned qualifications.
 - i. If any of the aforementioned qualifications are not met, the MAFA Executive Board will discern member organization approval on a case-by-case basis.
3. KAP Position
 - a. An individual(s) position in the KAP program can be one of the following

Last Amended: September 09, 2024

- i. KAP Ambassador
 - 1. A KAP ambassador is an individual student from an accredited college or university.
 - ii. KAP Representative
 - 1. A KAP representative is a group of students from an accredited college or university seeking MAFA membership.
 - a. A selected or elected individual will be chosen by their group as their MAFA representative and act as the liaison among their cohort of students.
- 4. KAP Member Privileges
 - a. Individuals who are extended membership under KAP will be granted the same privileges as MAFA member organizations under section D.
- 5. KAP Member Responsibilities
 - a. Be qualified and recognized as a KAP Ambassador or Representative
 - b. Must attend a formal meeting with the current MAFA executive board at least once per year.
 - c. Must attend at least one MAFA event per year.
 - d. Must sign an agreement each year stating that they will adhere to all the policies and procedures outlined in this Constitution.
- 6. Inactive KAP Member Status
 - a. If a KAP ambassador or representative does not fulfill all of the aforementioned responsibilities listed in section H.2, they will be listed as an inactive KAP member.
 - b. Inactive status will be determined at the end of the year.
 - c. The KAP ambassador will not be considered or recognized as affiliated with MAFA for the duration of their inactivity, thereby revoking KAP Member privileges.
- 7. An inactive KAP member may choose to re-apply for KAP at the start of each academic year (August), with approval from the current Executive Board.
 - a. When approval is obtained, the KAP member may re-apply for KAP.

Article IV: OFFICERS

Section A: The Executive Board

- I. The Executive Board shall be the governing body of MAFA and shall execute the powers and responsibilities of each office fully and ethically to the extent of this constitution.
- II. MAFA shall be governed by an Executive Board consisting of:
 - A. Upper Executive Board
 1. The positions of president, vice president internal, and vice president external shall together herein be referred to as the Upper Executive Board.
 2. The Upper Executive Board shall lead MAFA and the executive board and shall have, but are not limited to, the following powers and duties:
 - a) Ensure compliance with MAFA's Constitution and Bylaws
 - b) Handle any known conflict between MAFA Member Organizations if MAFA is involved and/or if MAFA Board is asked to advise
 - B. General Executive Board
 1. The positions of secretary of cultural affairs, treasurer, events coordinator, director of media, director of marketing, and outreach chair(s) shall herein be referred to as the General Executive Board.
 2. The General Executive Board shall assist in the general operations of MAFA and the executive board.

Section B: The Upper Executive Board

- I. President
 - A. The President shall be the head of the MAFA Executive Board and shall have, but is not limited to the following powers and duties:
 1. Oversee MAFA and its general activities and projects
 2. Lead and facilitate Executive Board meetings and other MAFA-affiliated meetings
 3. Delegate tasks and duties to other Executive Board members
 4. Hold members of the Executive Board accountable for all projects and their deadlines
 5. Act as the spokesperson on behalf of MAFA to external parties
 6. Regularly Review and update MAFA's Constitution and Bylaws
- II. Vice President Internal (VPI)
 - A. The Vice President Internal shall have, but is not limited to, the following powers and duties:
 1. Assume the powers and responsibilities of the President should the President be unable to do so
 2. Facilitates professional and cordial working environment amongst Executive Board members
 3. Issues evaluations and sends responses to individual Executive Board members

Last Amended: September 09, 2024

4. Oversee the MAFA Intern program
5. Shall act as the main liaison between MAFA and the Board of Directors
 - a) Provide updates to the Board of Directors regarding the Executive Board's recent work and progress toward long-term goals
 - b) Inform the Board of Directors about all matters that require a vote
 - c) Ensure the sustainability of the Board of Directors
 - (1) Coordinate the election of new MAFA Board of Directors
 - (2) Work with existing MAFA Directors to onboard newly elected directors

III. Vice President External (VPE)

A. The Vice President External shall have, but is not limited to, the following powers and duties:

1. Act as the main liaison for communication between the MAFA Member Organizations, General MAFA Members, and MAFA Executive Board
 - a) Establish communications with prospective Member Organizations regarding membership within MAFA
 - b) Maintain the MAFA Member Directory
2. Establish and maintain connections with collegiate and non-collegiate organizations that support Filipino and Fil-Ams
3. Work closely with the Board of Directors to support MAFA alumni
 - a) Facilitate relationships between active and alumni MAFA members
 - b) Keep track of all alumni-focused projects developed by alumni or the Executive Board
 - c) Build relationships with alumni to recruit potential new MAFA Board of Directors.
4. Assist the KAP director in overseeing KAP programming.

Section B: The General Executive Board

I. Secretary of Cultural Affairs

A. The Secretary of Cultural Affairs shall have, but is not limited to, the following powers and duties:

1. Record detailed meeting minutes
2. Maintain archives
3. Work closely with Directors of Media and Marketing to distribute MAFA news content
4. Shall inform and educate MAFA members and the community at large about, but not limited to, Filipino culture, heritage, history, current events, and pertinent political issues while maintaining a nonpartisan stance
 - a) Maintain the MAFA website with up-to-date content relating to MAFA and/or the Filipino and Filipino American community
 - b) Coordinate and organize awareness roundtable discussions and programming, especially when applicable at MAFA events

Last Amended: September 09, 2024

II. Treasurer

A. The Treasurer shall have, but is not limited to the following powers and duties:

1. Open and maintain the MAFA bank account, PayPal, Venmo, and document all related MAFA transactions
 - a) The primary source of funding will be the MAFA bank account, followed by the treasurer
 - b) The treasurer also holds the right to delegate this responsibility to any other member of the executive board should they not be able to fulfill this duty.
2. Report the financial status of MAFA to the rest of the executive board
3. Create a thorough budget for the academic year
4. Coordinate and implement fundraising projects
5. Actively seek out methods to provide grants and services to Member Organizations

III. Events Coordinator

A. The Events Coordinator shall have, but is not limited to the following powers and duties:

1. Act as the lead director of any events related to MAFA.
2. Coordinate the itinerary for the Executive Board for major events including but not limited to the following:
 - a) Leadership Retreats
 - b) Midwest Filipino American Summit

IV. Director of Marketing

A. The Director of Marketing shall have, but is not limited to the following powers and duties:

1. Promote MAFA through the use of social media
2. Assess the proper usage of media related to MAFA, while communicating relevant issues and changes with other MAFA Executive Board members

V. Director of Media

A. The Director Media shall have, but is not limited to the following powers and duties:

1. Maintain and organize visual documentation of MAFA events
2. Create visual content to drive engagement in MAFA programs and events
3. Design and support the sales and distribution of MAFA merchandise

VI. Outreach Chair(s)

A. The Outreach Chair can be divided between two people if necessary, and shall have, but are not limited to the following powers and duties:

1. Maintain communication with MAFA representatives and KAP ambassadors and representatives.
2. Act as the executive director(s) of the MAFamilies program.
3. Act as KAP director(s) and oversee all programming in regards to the KAP.

Section C: Addition or Subtraction of Positions

Last Amended: September 09, 2024

- I. Should there be open positions on the Executive Board, it is up to the discretion of the incoming Executive Board in regards to how to proceed.
 - A. Executive board positions may be subtracted or removed without a two-thirds majority vote of the incoming MAFA Executive Board.
 - B. An additional election may take place, or the responsibilities of the missing officer can be distributed between the remaining board members by the President.
- II. Individuals may hold multiple positions within the Executive Board with the discretion of the Upper Executive Board.

Section D: The Board of Directors

- I. The MAFA Board of Directors shall have, but are not limited to the following powers and duties:
 - A. Provide guidance to the Executive Board in their projects and goals
 - B. Ensure that the Executive Board is continuing to serve the purpose of MAFA
 - C. Work with the Vice President External to coordinate the MAFA Alumni Network
 1. Ensure that all alumni-focused projects are aligned with the purpose of MAFA
 2. Gather input from alumni to help the Executive Board develop projects that would be engaging for alumni or active MAFA members
 - D. Have the ability to vote on issues concerning MAFA and the Executive Board
 1. The Board of Directors shall collectively have one vote
- II. Composition of the Board of Directors
 - A. The Board of Directors shall consist of a minimum of 2 directors and up to 5 directors.
 - B. A majority of the directors must have received a bachelor's degree within the past 5 years.

Section E: Terms

- I. Length of Executive Board Terms
 - A. The Executive Board members shall serve exactly one term
 1. Officers will begin their term in July of the year they are elected until the June of the following calendar year
- II. Length of Board of Directors Term
 - A. The Board of Directors shall serve exactly one term
 1. Members of the Board of Directors who are enrolled students at a university or college shall serve for one year.
 2. Members of the Board of Directors who are not enrolled students at a university or college shall serve for two years.

Article V: EXECUTIVE BOARD ELECTION PROCESS

Section A: Eligibility

- I. Individuals seeking to be an Executive Board Officer must meet the following requirements in order to apply:
 - A. Be an active General MAFA Member
 - B. Be an enrolled student at a university or college or recent graduate (up to 6 months after graduation)
 - C. Must be of at least Sophomore status or Second Year status at the applicant's college or university for the upcoming academic year
 - D. Have good academic standing at enrolled university or college (i.e. 3.0 GPA or any equivalent marker of academic standing at the applicant's institution)

Section B: Election Process

- I. Applications
 - A. Applications will be provided by the current Executive Board to prospective candidates
 - B. Individuals may apply to run for one Executive Board position per round of elections.
 1. Individuals may also apply to be on the Board of Directors, but cannot hold more than one position overall if elected
 - C. Should the applicant fulfill the requirements necessary for candidacy, they will be notified of their eligibility
- II. Speeches/Presentations
 - A. Candidates will be given a maximum of five (5) minutes speak about the position they are running for during that round
 - B. The Executive Board and any viewers shall be given the opportunity to ask questions for a maximum of five (5) minutes
- III. Voting
 - A. The Voting Party will consist of one (1) vote per Member Organization and two (2) votes per Executive Board Officer
 1. No Member Organization shall take vote of another Member Organization of the Voting Party
 2. No Executive Board Officer shall assume the vote of a Member of the Voting Party
 3. MAFA members in the KAP program will host a separate election. The results from this election will count as one member organization vote.
 - B. A majority of the Voting Party must cast a vote in order to institute a quorum
 1. All votes are counted as equal
 - C. The current President shall tally the votes.
 - D. A simple majority vote will decide the outcome of the election
 1. In cases where candidates are running unopposed, they must gain $\frac{2}{3}$ majority vote from the Voting Party to be elected

Last Amended: September 09, 2024

2. In cases where the vote results in a tie, revotes will be held until a candidate achieves a simple majority.

Article VI: BOARD OF DIRECTORS ELECTION PROCESS

Section A: Eligibility

- I. A majority of the directors must have received a bachelor's degree within the past 5 years
- II. Individuals seeking to serve on the Board of Directors must meet the following eligibility requirements in order to apply:
 - A. Be an upcoming or current MAFA Alumni
 1. A MAFA Alumni is defined as a documented MAFA member who was an active member of any Member Organization of MAFA or any individual who actively participated in MAFA and MAFA-affiliated events.
 - B. Must have previously served at least one term on MAFA's Executive Board and/or one term on a MAFA Member Organization's Executive Board, which was active while they were a student.

Section B: Election Process

- I. Applications
 - A. Applications will be provided by the current and incoming Executive Boards to prospective candidates
 1. Individuals may apply to both the Executive Board and the Board of Directors, but cannot hold more than one position if elected
 2. Should the applicant fulfill the requirements necessary for candidacy, they will be notified of their eligibility
- II. Speeches/Presentations
 - A. This portion of the special election process will be closed to the public
 - B. Candidates will be given a maximum of five (5) minutes to speak about why they are running for the position
 - C. The current Executive Board and Directors shall be given the opportunity to ask questions for a maximum of five (5) minutes
- III. Voting
 - A. The Voting Party will consist of one (1) vote per current Executive Board Officer and one (1) vote for the Board of Directors
 1. A simple majority of the Voting Party must cast a vote in order to institute a quorum
 2. All votes are counted as equal
 - B. Each candidate must gain $\frac{2}{3}$ majority vote from the Voting Party to be elected
 - C. In the circumstances in which any member of the Voting Party is actively running in the election, the individual may not cast a vote during the entire round during which they run.

Article VII: REMOVAL, RESIGNATION, AND VACANCIES OF THE EXECUTIVE BOARD

Section A: Impeachment and Removal

- I. A member of the Executive Board or Board of Directors may be impeached if the individual fails to uphold the duties of the position as outlined in article IV.
- II. Impeachment process
 - A. A motion to impeach can be initiated by any MAFA Member by presenting articles of impeachment to MAFA's Upper Executive Board.
 1. Articles of impeachment must include the following:
 - a) Name of the individual who is being petitioned for impeachment.
 - b) Detailed reason for impeachment.
 - c) Name and signature of the MAFA member who is petitioning the article of impeachment.
 - B. The articles of impeachment must be sent to a member of the Upper Executive Board.
 - C. The Upper Executive Board will then present the articles of impeachment to the full Executive Board and vote on whether to approve or deny the motion of impeachment.
 1. Impeachment requires a two-thirds majority vote of the current Executive Board to pass.
- III. Removal process
 - A. If impeachment passes, a motion to remove the individual from the Executive Board may be granted by a two-thirds majority vote of the Upper Executive Board.
 - B. If a motion to remove the individual passes, a hearing overseen by the President will be held where the officer in question may defend themselves against any and all allegations.
 1. If the President is the officer in question, the VPI will oversee the hearing.
 2. All members of the Executive Board must be present for the hearing.
 3. External parties may be present for the hearing at the discretion of the Upper Executive Board.
 - C. After the hearing, the full Executive Board will vote on the removal of the individual in question.
 1. Removal requires a two-thirds majority vote of the current Executive Board to pass.

Section B: Resignation

- I. An officer may resign under any circumstances.
 - A. An officer wishing to resign must notify the Board of this resignation two weeks before their proposed resignation date.
 1. A resignation date is defined as the date of which a member of the Board officially renounces their position, powers, and responsibilities.
 2. The officer wishing to resign must fulfill the duties of their position until the proposed resignation date.
- II. Officers are not able to regain the position without going through standard election procedures.

Last Amended: September 09, 2024

Section C: Vacancies

- I. The current Executive Board shall have full discretion on procedures to fill vacancies.
- II. Vacancies can be filled by a two-thirds vote of the MAFA Voting Party

Article VIII: AMENDMENTS

Section A: Amendment Ratification

- I. An amendment is a formal modification or addition made to the MAFA constitution to update and/or clarify its provisions.
- II. Amendment Ratification Process
 - A. Any MAFA member may propose an amendment to any Executive Board member.
 - B. The executive board member notified of the amendment proposal will then write a formal amendment to be presented to the rest of the Executive Board.
 - C. When the formal amendment is proposed to the rest of the Executive Board, each Executive Board member will have exactly 30 days to ratify the amendment.
 1. An amendment must be signed by a two-thirds majority vote of the current Executive Board to be ratified.
 2. If a two-thirds majority vote of approval is not met in 30 days, the amendment will not be ratified.
- III. The current Executive Board will have the power to determine the flexibility and the interpretation of every stated section of the MAFA Constitution.

Article IX: DISSOLUTION CLAUSE

Section A: Dissolution Clause

- I. In the event of the dissolution of MAFA as a nonprofit, the remaining assets shall not be used for personal or financial gain and only for exempt purposes, such as those considered to be charitable, educational, religious, and/or scientific.

Article X: POLICY ON SEXUAL MISCONDUCT

Section A: Sexual Misconduct Defined

- I. Sexual misconduct is a term used to encompass unwanted or unwelcome conduct of a sexual nature that is committed without consent.
 - A. Sexual misconduct can be committed by anyone.
 - B. Anyone can be a victim or perpetrator of sexual misconduct, regardless of their sex, sexual orientation, or gender identity.
 - C. Sexual misconduct can involve conduct that occurs on campus, off- campus, or via electronic means.
 - D. Sexual misconduct may include, but may not be limited to, the following:
 1. Sex discrimination means adverse treatment of an individual based on sex, gender, gender identity or gender expression, rather than individual merit.
 2. Sexual harassment means unwelcome verbal, nonverbal or physical conduct of a sexual nature. This can occur in a context of a relationship of unequal power. Sexual harassment can include other acts of sexual misconduct as referenced in article X.A.II.
 3. Sexual assault means physical sexual acts committed when consent is not received, a person is physically forced, intimidated or coerced into a sexual act, or when a person is physically or mentally unable to give consent.
 4. Stalking means purposely and repeatedly engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or suffer substantial emotional distress.
- II. Sexual Misconduct can manifest in a variety of behaviors and it exists on a continuum.
 - A. Verbal Abuse or Sexist Behavior may include but are not limited to: whistling, humor and jokes about sex or individual specific traits, suggestive or insulting sounds, sexual innuendos about your or someone else's personal appearance, sexual innuendos about your or someone else's sexual activities, and demands for sexual favors accompanied by implied or overt threats
 - B. Physical Abuse may include but are not limited to: any inappropriate touching, pinching or patting, brushing against someone else's body, sexual assault which includes coerced sexual intercourse and rape.

Section A: Statement on Sexual Misconduct

- III. MAFA and MAFA Member Organizations will not tolerate or condone any form of sexual misconduct on the part of its members, whether physical, mental, or emotional.
 - A. This included any actions, activities or events, whether on university premises or an external location, which are demeaning to a person regardless of their sex or gender expression, including but not limited to: verbal harassment, digital harassment, sexual discrimination, sexual and assault by individuals or members acting together.

Last Amended: September 09, 2024

- B. Our affiliated organizations and members will operate in such a manner as to exhibit respect, care, and concern.
 - 1. No organization or any member should encourage, support, or participate in any action which in any manner demeans, belittles, or damages another person.
- IV. Any report of sexual misconduct within the MAFA community will be taken seriously, resulting in immediate dismissal and disassociation from MAFA permanently.
 - A. Dismissal from home organization is subject to parent organization's executive board.
- V. A MAFA Member Organization will not tolerate or condone any form of sexist or sexually abusive behavior on the part of its members, whether physical, mental, or emotional. This is to include any actions that are demeaning to an individual, ranging from assault to harassment or the objectification of individuals.
 - A. A MAFA Member Organization will not sponsor or participate in any activity, including competitive games, community service, or philanthropic endeavors, activities associated with recruitment, social events, or events that are abusive or demeaning to human beings.
- VI. We reiterate that sexual misconduct is not condoned, nor welcomed within the MAFA community.
 - A. We stand in solidarity and support of victims of sexual misconduct within the community.
 - B. MAFA holds accountability and high standards to its members and member organizations to proactively maintain a safe and inclusive environment for all.

Article XI: POLICY ON PHYSICAL MISCONDUCT

Section A: Physical Misconduct Defined


- I. Physical assault is fulfilled by a person using physical harm, causing and inflicting bodily harm on another's body.
 - A. Physical misconduct can be committed by anyone.

Section B: Statement on Physical Misconduct

- I. MAFA and MAFA Member Organizations will not tolerate or condone any form of physical misconduct on the part of its members - physical, mental, or emotional.
 - A. This is to include any actions, activities or events, whether on university premises or an external location, which are demeaning to a person regardless of their sex or gender expression, including but not limited to: verbal harassment, digital harassment, sexual discrimination, sexual, and physical assault by individuals or members acting together.
 - B. Our affiliated organizations and members will operate in such a manner as to exhibit respect, care, and concern.
 1. No organization or any member should encourage, support, or participate in any action which in any manner demeans, belittles, or damages another person.
- II. Any report of physical misconduct within the MAFA community will be taken seriously, resulting in immediate dismissal and disassociation from MAFA.
 - A. Dismissal from home organization is subject to parent organization's executive board.
- III. A MAFA Member Organization will not tolerate or condone any form of physically abusive behavior on the part of its members, whether physical, mental, or emotional. This is to include any actions that are demeaning to an individual, ranging from assault to harassment of individuals.
 - A. A MAFA Member Organization will not sponsor or participate in any activity, including competitive games, community service, or philanthropic endeavors, activities associated with recruitment, social events, or events that are abusive or demeaning to human beings.
- IV. We reiterate that physical misconduct is not condoned, nor welcomed within the MAFA community.
 - A. We stand in solidarity and support of victims of physical misconduct within the community.
 - B. MAFA holds accountability and high standards to its members and member organizations to proactively maintain a safe and inclusive environment for all.

MAFA Executive Board 2023-2024

Name	Position	Signature	Date of Signature	Contact Information
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