



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

Last Amended: May 6th, 2025

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

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- 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

- 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 twice 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.
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
 - 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 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)
 - E. A candidate who plans to study abroad for the Fall and/or Spring semester(s) of their Executive Board term will automatically be disqualified from running for an Executive Board position.

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 Advisors, 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.

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- 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
 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 ADVISORS ELECTION PROCESS

Section A: Eligibility

- I. A majority of the Advisors must have received a bachelor's degree within the past 5 years
- II. Individuals seeking to serve on the Board of Advisors 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 Advisors, 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 Advisors 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 Advisors
 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 Advisors 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.

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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.

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- 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 2025-2026

Name	Position	Signature	Date of Signature	Contact Information
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