

No. 19-3389

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**United States Court of Appeals  
for the Eighth Circuit**

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INTERVARSITY CHRISTIAN FELLOWSHIP/USA AND INTERVARSITY  
GRADUATE CHRISTIAN FELLOWSHIP,

*Plaintiffs-Appellees,*

v.

THE UNIVERSITY OF IOWA, ET AL.,

*Defendants-Appellants.*

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On Appeal from the United States District Court  
for the Southern District of Iowa  
No. 3:18-cv-00080

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**APPELLEES' APPENDIX VOL. 5**

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**IN THE UNITED STATES DISTRICT COURT  
FOR THE SOUTHERN DISTRICT OF IOWA  
EASTERN DIVISION**

INTERVARSITY CHRISTIAN  
FELLOWSHIP/ USA, and INTERVARSITY  
GRADUATE CHRISTIAN FELLOWSHIP,

*Plaintiffs,*

v.

THE UNIVERSITY OF IOWA; BRUCE  
HARRELD, in his official capacity as  
President of the University of Iowa and in his  
individual capacity; MELISSA S. SHIVERS,  
in her official capacity as Vice President for  
Student Life and in her individual capacity;  
WILLIAM R. NELSON, in his official  
capacity as Associate Dean of Student  
Organizations, and in his individual capacity;  
ANDREW KUTCHER in his official capacity  
as Coordinator for Student Organization  
Development; and THOMAS R. BAKER, in  
his official capacity as Student Misconduct  
and Title IX Investigator and in his individual  
capacity,

*Defendants.*

Civ. Action No. 18-cv-00080

**APPENDIX VOLUME III-A**

**OF PLAINTIFFS' STATEMENT  
OF MATERIAL FACTS IN  
SUPPORT OF PLAINTIFFS'  
MOTION FOR PARTIAL  
SUMMARY JUDGMENT**

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IN THE UNITED STATES DISTRICT COURT  
FOR THE SOUTHERN DISTRICT OF IOWA  
EASTERN DIVISION

<p>BUSINESS LEADERS IN CHRIST,  <i>Plaintiff,</i>  v.  THE UNIVERSITY OF IOWA, <i>et al.</i>  <i>Defendants.</i></p>	<p>Civ. Action No. 3:17-cv-00080-SMR-SBJ  <b>DECLARATION OF DANIEL BLOMBERG IN RESPONSE TO DEFENDANTS’ MOTION</b></p>
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I, Daniel Blomberg, declare as follows:

1. I am legal counsel at the Becket Fund for Religious Liberty. I represent Business Leaders in Christ (“BLinC”) in the above-captioned matter.

2. On January 17, 2018, I accessed the website of the Iowa Memorial Union at the University of Iowa with regard to the cost of renting meeting rooms. I personally reviewed each of the following websites, and observed that they stated that the University allows registered student groups to reserve the rooms at no cost while charging members of the general public \$150 to reserve the rooms:

<https://imu.uiowa.edu/event-services/meetings/wisconsin-room/> (Wisconsin Room);

<https://imu.uiowa.edu/event-services/meetings/miller-room/> (Miller Room);

<https://imu.uiowa.edu/event-services/meetings/kirkwood-room/> (Kirkwood Room);

<https://imu.uiowa.edu/event-services/meetings/river-room-ii/> (River Room Two).

3. Also on January 17, I reviewed the following University websites regarding advertising for groups and events, and observed that they identified the following

benefits uniquely available to registered student organizations and/or University departments:

- a. **Digital Displays.** See <https://imu.uiowa.edu/event-services/contact-us/> (“Digital Displays are reserved for Registered UI Student Organizations and Departments only”); see also <https://imu.uiowa.edu/event-services/policies/digital-display/> (explaining that the displays are “slides [that] run on TV screens throughout the IMU building” and that “[d]igital displays are a designated public forum for registered student organizations and university departments”; website last updated Sept. 15, 2017).
- b. **Chalking.** See <https://imu.uiowa.edu/event-services/policies/chalking/> (“Chalking is defined as the marking of a surface with chalk in order to publicize an upcoming event sponsored by a registered student organization. . . . Only registered student organizations may chalk.”)
- c. **Ground Floor Displays.** See <https://md.studentlife.uiowa.edu/clients/imu-ground-floor-display-case-guidelines-and-policies/> (“Thank you for choosing to advertise your event using the IMU ground floor displays! We’re excited to promote your event and look forward to working with you! Registered student organizations and University departments are allowed to reserve display space on the ground floor of the Iowa Memorial Union (IMU). . . . This is a great opportunity to get the word out about your event for an

entire month and make students/faculty more aware of your student organization or department!”).

- d. **Information Tables.** See <https://imu.uiowa.edu/event-services/advertising-and-promotion/information-tables/> (“Information tables are provided so that registered student organizations and UI departments may make contact with students for the dissemination of information or to collect funds or other support (e.g., signatures, supplies) from persons outside its membership. . . . University guests or other non-university vendors or companies are not allowed at the information tables for sales-related, fundraising, or commercial activity without being sponsored by a registered student organization in good standing with the Center for Student Involvement and Leadership”).
- e. **Bake Sales.** See <https://imu.uiowa.edu/event-services/advertising-and-promotion/information-tables/bake-sales/> (“Registered student organizations are permitted to conduct bakes sales in the IMU at specified tabling areas or on Hubbard Park.”).
- f. **Hubbard Park Fence.** See <https://imu.uiowa.edu/event-services/policies/hubbard-park-fence/> (“Three (3) spaces are available on the Hubbard Park Fence for registered student organizations and university departments to hang signs and/or banners for the purpose of promoting special events or activities occurring on Hubbard Park or in the Iowa Memorial Union.”).

4. Also on January 17, I accessed each of the University websites listed below, all of which identified additional benefits available uniquely to registered student organizations.

a. **Subsidized space rentals.** <https://imu.uiowa.edu/event-services/policies/student-organizations/> (“Registered student organizations in good standing with the Center for Student Involvement and Leadership (CSIL) are eligible to reserve space and receive a subsidized rate for use of the space”). Examples of subsidized rates include:

- i. The Danforth Chapel. See <https://imu.uiowa.edu/event-services/outdoor-spaces/danforth-chapel-2/> (free for registered student organizations, \$300 for the general public).
- ii. The Sunporch. See <https://imu.uiowa.edu/event-services/spaces/sunporch/> (\$105 rate for registered student organizations, \$525 for the general public);
- iii. The Black Box Theater. See <https://imu.uiowa.edu/event-services/spaces/black-box-theater/> (\$100 rate for registered student organizations; \$400 for the general public).

b. **University catering discounts.** See <https://catering.uiowa.edu/students> (“University Catering has a full menu for student organizations at a discounted rate. . . . Student

discounts are only offered to student organizations paying directly out of their student account.”).

c. **Discounts on audiovisual equipment rental and University services.** See <https://imu.uiowa.edu/event-services/fees/> (listing dozens of discounts for student organizations on a variety of equipment and University services).

- **Rallies and demonstrations.** See <https://imu.uiowa.edu/event-services/policies/rallies-and-demonstrations/> (“Student Organizations may host a political rally or demonstration in Hubbard Commons, Hubbard Park, and/or the South Lobby entrance (departments or university guests may not conduct a rally or demonstration)”).

5. Also on January 17, I accessed the University’s OrgSync web site for registered student groups, <http://uiowa.orgsync.com/>. I was unable to find a page for BLinC. Using the “Browse Student Organizations” search bar on the website, I searched under “Business Leaders in Christ,” “BLinC,” and also under the “Spiritual & Religious” student-group category listed on the site.

6. On January 18, 2018, I accessed the University Housing & Dining Academic Year Room Reservation Policy for External Groups, which is available [http://cougar.its.uiowa.edu/extrmreq/rm\\_reserve\\_external\\_policy.pdf](http://cougar.its.uiowa.edu/extrmreq/rm_reserve_external_policy.pdf). The policy states that non-hall recognized student groups are subject to space rental fees and are also limited in how often they can rent space, when they can rent space, and the specific types of space that they can rent.

I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge.

Executed on this 18th day of January, 2018.

/s/ Daniel Blomberg  
Daniel Blomberg

**IN THE UNITED STATES DISTRICT COURT  
FOR THE SOUTHERN DISTRICT OF IOWA**

BUSINESS LEADERS IN CHRIST, *et al.*,

*Plaintiffs,*

v.

THE UNIVERSITY OF IOWA, *et al.*,

*Defendants.*

Civ. Action No. 3:17-cv-00080-SMR-SBJ

**DECLARATION OF  
KIMBERLEE W. COLBY**

---

I, Kimberlee W. Colby, declare as follows:

1. I am the Director of the Christian Legal Society's (CLS's) Center for Law and Religious Freedom.
2. I have worked at the Center since 1981 and have been its Director since 2014.
3. One of my responsibilities at the Center is overseeing the legal affairs of CLS student chapters at colleges and universities around the country.
4. The Christian Legal Society Student Chapter at the University of Iowa College of Law (the "Chapter") has been recognized as an official student organization by the University of Iowa since at least 1980.
5. In 2003, when the Chapter submitted a Recognition Form for the annual renewal of its recognition, the renewal was denied because of a perceived conflict between the University's Membership Clause regarding nondiscrimination and the Chapter's leadership selection and membership policies.

6. Attached as Exhibit 1 is a true and correct copy of a letter dated February 20, 2004, from Thomas Baker, the University's Associate Dean of Students, to Craig Nierman, a lawyer representing the Chapter in the matter.

7. Pursuant to the clarification of the University's policies provided by Associate Dean Baker, the matter was resolved in a manner suitable to both parties.

8. Since that time, the Chapter has continued to be recognized by the University without interruption.

9. There have been other times when University officials or representatives have initially indicated that the University would deny recognition or funding to the Chapter because of CLS's leadership and membership policies, including in 2008. But each time, the University has eventually recognized the chapter's right to maintain its policies without punishment.

10. From the beginning of its existence at the University and through the present time, the Chapter has maintained a policy of requiring its leadership to affirm and live by CLS's statement of faith.

11. As relevant here, the statement of faith prohibits sexual conduct outside of marriage between a man and a woman and upholds the orthodox Christian view that any sexual conduct outside that relationship, including but by no means limited to conduct between persons of the same sex, is sinful.

12. A person who may have engaged in sexual conduct outside of marriage between a man and a woman in the past but has repented of that conduct, or who experiences a desire to engage in such conduct but does not engage in or advocate in favor of such conduct, would not on those grounds be prevented from serving as an officer of a CLS chapter.

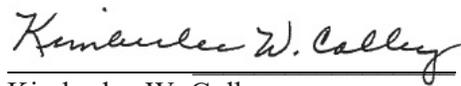
13. CLS holds the same standard for other forms of behavior that we understand the Bible teaches is sinful. CLS affirms the biblical teaching that everyone sins and everyone experiences sinful desires. Our faith does not require perfection from believers. But in order to receive God's forgiveness through Jesus Christ, we must accept God's standard of right and wrong, repent of our sins, and ask for Christ's forgiveness for our sins.

14. Only chapter leaders are required to affirm and live by CLS's statement of faith.

15. Anyone may be a member of the Chapter and participate in Chapter activities.

I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge.

Executed on this 10<sup>th</sup> day of December, 2017.

---

Kimberlee W. Colby

**Exhibit 1**



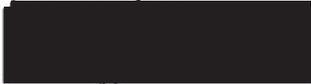
Office of the Vice President for Student Services and Dean of Students

February 20, 2004

RECEIVED

BY: \_\_\_\_\_

Mr. L. Craig Nierman



Dear Craig:

RE: CHRISTIAN LEGAL SOCIETY

This letter is in response to your January 30 letter regarding your clients, the student members of the Christian Legal Society (CLS). During the fall semester of 2003, CLS student leaders declined to include the University of Iowa Human Rights Policy in their proposed group constitution. Because the proposed constitution did not include the Human Rights Policy, the CLS application for recognition was rejected by the University of Iowa Student Government (UISG).

You object to the actions of UISG and asked that the First Amendment rights of the CLS students be protected. I have reviewed the First Amendment case law and the two law review articles cited in your letter. I have discussed the legal issues you raised in your January 30 letter with Vice President Phillip Jones.

Your letter states, in essence, that the CLS has a constitutional right to refuse to include in its constitution the Human Rights Policy in its entirety. As you know, the Human Rights Policy explicitly prohibits the University from engaging in race and sex discrimination as well as other forms of discrimination prohibited by the Policy. Under the Human Rights Policy, University officials may not treat persons differently based upon any classification "that deprives a person of consideration as an individual." Creed and sexual orientation are specifically listed as examples of categories that deprive a person from consideration as an individual. Religion and religious affiliation are not specifically identified in the Policy, although in some instances discrimination on the basis of religion would violate the Policy, such as a practice of not permitting Christians to join a student political group.

With respect to student organizations, the University applies the Human Rights Policy to prohibit certain forms of discrimination when organizational leaders decide to accept or exclude students interested in becoming members of the group. Federal law generally requires that the University of Iowa (and all post-secondary institutions which receive federal funds) prohibit recognized student organizations from discriminating on the basis of race and sex in the selection of new members. By requiring that groups observe the Human Rights Policy, University officials responsible for reviewing applications for group recognition ensure that Title VI and Title IX are observed. The Human Rights Policy was enacted in 1963, and ever since then it has been the University's practice to apply the Policy to student organization membership selection decisions.

249 Iowa Memorial Union  
Iowa City, Iowa 52242-1317  
319-335-3557 fax 319-335-3559  
vp-student-services@uiowa.edu  
www.uiowa/~vpss

Contrary to your letter, the Human Rights policy does not prohibit student groups from establishing membership criteria. A student religious group is entitled to require a statement of faith as a pre-condition for joining the group. *Asking prospective members to sign the CLS statement of faith would not violate the UI Human Rights Policy.* While student groups have a right to establish membership rules and require prospective members to adhere to group rules, that right does not extend to permit CLS or any other student group to reject prospective student members solely on the basis of race, gender, or sexual orientation.

You specifically cited sexual orientation as one category of discrimination prohibited by the Human Rights Policy that your clients find objectionable. Your letter did not, however, cite any judicial ruling on point that would nullify a viewpoint-neutral application of the Human Rights Policy to student religious groups with respect to membership discrimination on the basis of sexual orientation. The Supreme Court cases on student organizations mentioned in your letter address other issues beside membership rules, namely equal access to funding and meeting space, for instance. The case law you cited supports, in fact, the Vice President's position that viewpoint neutrality must be the guiding principle in the application of the Human Rights Policy. A decision to treat religious groups differently would invite a constitutional challenge by non-religious groups, who have the same right as religious groups to equal treatment.

Implicit in the Human Rights Policy is the distinction between class characteristics such as race and gender, on the one hand, and on the other hand the personal conduct of those who seek to join student organizations. The CLS would not be required, and will not be required, to condone the behavior of student members -- after they join your group -- that is contrary to the purpose of your organization and its statement of faith. Individuals who fail to observe the CLS statement of faith may be dismissed as members. Your group may not, however, refuse to accept as a member a homosexual law student who professes to be a Christian and is prepared to sign your organization's statement of faith and observe the CLS group rules for member behavior.

With regard to the distinction between class characteristics and personal conduct, it is apparent that we may be in agreement. You acknowledge in your letter that your group is not opposed to accepting into its membership law students who have homosexual inclinations or who have engaged in homosexual behavior. I respect the fact that the CLS welcomes all students, including homosexuals, to attend CLS meetings. This practice is entirely consistent with the spirit of the Human Rights Policy.

To my knowledge, religious students groups have operated for many years on the UI campus using statements of faith as a basis for membership. No threat has ever been directed to a student religious group by the student government, by the Dean of Students, or by the Office of Student Life regarding the use of statements of faith as a basis for membership. Moreover, no complaint from the community has ever been filed with the UI Committee on Human Rights against a religious student organization alleging a violation of the Human Rights Policy.

Your January 30 letter specifically asks that the Human Rights Policy be amended to exempt student religious groups "from the religion, creed, sexual orientation, and gender identity language of the University's required Membership Clause." Since the Human Rights Policy protects groups such as your CLS student clients from discrimination on the basis of creed, it is not necessary to formally exempt religious groups from the Human Rights Policy in order to ensure that the rights of CLS members are protected. Once recognized, the University is obliged to protect the right of CLS members to espouse the group's basic tenets.

The Supreme Court long ago in Healy v. James concluded that it is not inconsistent with the Constitution for tax-supported universities to deny or withdraw recognition to groups that refuse to follow reasonable rules. Observing the Human Rights Policy during new member selection is a reasonable requirement for group recognition. If the students you represent choose to re-submit a revised group constitution with an unmodified Human Rights Policy statement included, the CLS would then become eligible to use University resources, as would any other recognized student organization, once the CLS has been recognized by UISG.

In conclusion, it is apparent that the UISG did not violate the University Policy on Human Rights or the First Amendment of the U.S. Constitution. The UISG decided not to grant recognition to the Christian Legal Society because the UI Human Rights Policy was entirely left out of the proposed CLS constitution. UISG is prepared to grant recognition once the Human Rights Policy is included in the proposed CLS constitution. Every University of Iowa student organization is required to include in its group constitution the Human Rights Policy in its entirety in order to be eligible for University recognition, and your clients were treated the same as every other religious group has been treated.

I understand that you may feel compelled to pursue formal legal avenues in response to this letter. Please be informed that the standard appeal process for recognition disputes has not been exhausted. As stated in sub-section III.A.9 of "Recognition of Student Organizations," a group may appeal an adverse decision of the governing body to the president of the University or designated representative (refer to page 18 of "Policies and Regulations affecting Students, 2003-2004," a copy of which is enclosed). To my knowledge, no appeal has been filed with President Skorton. If the group of students you represent elects to exercise its appeal opportunity, please copy me on your letter to President Skorton.

Sincerely,



Thomas R. Baker, J.D., M.A.  
Associate Dean of Students

Enclosure

cc: Phil Jones  
Bill Hines  
Linda McGuire  
Bill Nelson  
Mark Schantz  
Charlotte Wcsterhaus

**IN THE UNITED STATES DISTRICT COURT  
FOR THE SOUTHERN DISTRICT OF IOWA  
EASTERN DIVISION**

BUSINESS LEADERS IN CHRIST, an  
unincorporated association,

*Plaintiff,*

v.

THE UNIVERSITY OF IOWA; LYN  
REDINGTON, in her official capacity as  
Dean of Students and in her individual  
capacity; THOMAS R. BAKER, in his  
official capacity as Assistant Dean of  
Students and in his individual capacity; and  
WILLIAM R. NELSON, in his official  
capacity as Executive Director, Iowa  
Memorial Union, and in his individual  
capacity,

*Defendants.*

Civ. Action No. 3:17-cv-00080-SMR-SBJ

**DECLARATION OF  
JACOB ESTELL**

I, Jacob D. Estell, declare as follows:

1. I am a senior at the Tippie College of Business at the University of Iowa. I am also the President of BLinC, or Business Leaders in Christ, which is a student group on campus for students who want to learn how to live their faith in the business world.

2. I became the President of BLinC in April 2017. The year before I served as its Vice-President.

3. The purpose of BLinC is “to create a community of followers of Christ . . . to share and gain wisdom on how to practice business that is both Biblical and founded on God’s truth.”

4. We want to help students learn how to live in the workplace in a way that reflects positively on the Gospel of Jesus Christ by being men and women who have integrity, a strong work ethic, a desire to serve their community, and to help their businesses succeed.

5. I first joined BLinC because I was growing in my faith and wanted to associate with other students who shared my beliefs and challenges of living them in the workplace.

6. As President of BLinC, my responsibilities include planning and leading the weekly meetings. Each week, I or another member of the executive board, leads our members in prayer and spiritual discussion.

7. I'm also responsible for finding Christian business leaders who are willing to come speak to us about how their faith helps them in the careers.

8. I also organize a couple of service activities each semester where we mentor kids in local programs for disadvantaged youth. We also have an activity on campus every year where we encourage students to express thanks and think about all of the things they have to be grateful for.

9. When I was elected, I knew that BLinC was being investigated by the University because a student complained that he was denied a leadership position for being gay. I further knew that that complaint was false, and that the student—who was a member at the time of his application for leadership—had been found ineligible for leadership because of his disagreement with and decision not to live by BLinC's religious beliefs.

10. On June 30, we got a letter saying that the investigator found that BLinC had discriminated against the student because of his sexual orientation. A copy of the letter is attached as **Exhibit A**.

11. On July 14, 2017, I sent a letter explaining that the student was denied a leadership position “only because he stated that he disagrees with, and would not try to live by, BLinC's Christian

principles, which means he could not effectively lead our group.” A copy of my letter is attached as **Exhibit B**.

12. A little later, I was invited to meet about the investigation with Dr. Bill Nelson, the University official who is responsible for registering the student groups on campus.

13. The meeting was on September 1, 2017. My Vice-President, Brett Eikenberry, went with me. Two of our lawyers were with us.

14. The Associate Dean of Students, Thomas Baker, was also at the meeting with Dr. Nelson.

15. Dean Baker did most of the talking at the meeting. He started by explaining the investigation’s finding that BLinC had denied a student a leadership position because he identified as being gay.

16. Dean Baker told us that this violated the University’s Human Rights policy. But he said that if BLinC understood the policy and was willing to comply with it, BLinC could remain a registered organization in good standing.

17. Dean Baker told us he had a similar situation with the Christian Legal Society in 2004 and that it was allowed to stay on campus after it clarified that its religious beliefs required them to abstain from sexual activity outside of marriage.

18. We explained that we likewise needed our leaders to actually share and live by our beliefs.

19. Dean Baker told us that was okay and gave an example that a student environmental group promoting awareness about global warming could choose leaders based on its beliefs and that BLinC could do the same thing based on its beliefs.

20. We talked quite a bit about the difference between discriminating on the basis of “status” and choosing leaders based on “beliefs” and “conduct.” We repeatedly emphasized that BLinC does not discriminate on status, but only seeks to choose leaders based on “belief” and “conduct.”

21. Dean Baker and Dr. Nelson explicitly said it was okay to choose leaders based on their beliefs and conduct as long as we did not discriminate on status alone. We confirmed that this was consistent with BLinC's position.

22. They told us that the University's finding would remain in BLinC's official file, but that we could write a letter for the file explaining why we thought the finding was wrong, since we said the student was turned down because he disagreed with our beliefs and not because he was gay.

23. Dr. Nelson asked if our beliefs were written down anywhere and said it would be better if students knew our beliefs before they joined so they wouldn't be offended later.

24. Brett and I agreed that we could make our beliefs more clear in BLinC's constitution.

25. Based on what they told us, I thought once we put our beliefs into BLinC's constitution, the University would leave us alone.

26. When the meeting ended and Dr. Nelson was leaving the room, he stopped and turned around and said something like that the University has a lot of great students but "some of the best" were "sitting right here."

27. We were surprised and happy that the meeting went so well.

28. A couple of weeks later, I got a letter from Dr. Nelson basically saying that we had to update our statement of faith by listing "qualifications for leaders" so that "non-heterosexuals are not categorically eliminated from consideration." A copy of that letter is attached as **Exhibit C**.

29. We updated our constitution and attached a new copy of our statement of faith with a more detailed explanation of our religious beliefs. Our lawyers sent it to Dr. Nelson on September 27, 2017. A copy of the updated constitution and statement of faith are attached as **Exhibit D**.

30. I got a response from Dr. Nelson on October 19. I was stunned that he said our updates were not good enough and that he was going to revoke our registration if we did not "make

additional revisions” to our statement of faith and “submit an acceptable plan” for picking our leaders. A copy of Dr. Nelson’s response is attached as **Exhibit E**.

31. Our beliefs are based on our understanding of the Bible, and we can’t just change them because the University doesn’t like them.

32. Our lawyers helped us file an appeal to the Dean of Students, Lyn Redington. A copy of our appeal is attached as **Exhibit F**.

33. On November 16, Dean Redington rejected our appeal and revoked BLinC’s registration. A copy of her letter is attached as **Exhibit G**.

34. Getting investigated and punished by the University has been really stressful and time-consuming for us. We’ve had to spend dozens of hours defending ourselves and our faith from University officials. It has distracted us from our studies and made us feel like outsiders at the University.

35. Being registered by the University is really important to us. We are a small group with fewer than ten members, but we met a lot of interested students at the last student fair. We want to grow, and that is where we have opportunity to reach out to students.

36. The next student fairs are January 24 and January 25 of next year. If we are not registered by the University, we can’t participate in the student fairs.

37. Another way that students find us is on OrgSync, which is the University’s website for all student organizations. If we’re not registered, we can’t be listed on OrgSync.

38. We also get to send a message to all students once every semester. But if we’re not registered we can’t do that.

39. We hold all of our meetings on campus, but if we are not registered by the University, we aren’t allowed to reserve rooms for free.

40. In the past we have been able to send some of our members to events related to BLinC's mission at other schools around the country, and the University has paid some of the costs out of the student activity fees that we all have to pay. But if BLinC isn't registered, we can't use any of that money.

41. Being officially derecognized also makes it much harder to grow our group because potential members are scared off because the University is treating us like there's something wrong with us, and are nervous that associating with us could harm their education or reputation at the University.

42. The worst part is that the University is discriminating against us because of our religious beliefs after it told us that we could choose leaders who shared our beliefs. I can't believe that they can basically kick us off campus because of our religious beliefs.

43. We let anyone join our group. We want to share our beliefs with them and we want to have an impact by helping students be successful in the business world.

44. We think it is important to have integrity in business. Dishonesty is one of the biggest problems in the business world and there is a lot of pressure on people to cheat or take unfair advantage of others. We want to learn how to apply our beliefs to help us be honest and fair and still be competitive.

45. It's crazy to see lately how much sexual harassment there is in the business world. We think that our religious beliefs about sexual morality can help us and others be more respectful in their business relationships and know how to stand up against harassment when they see it.

46. We know that not everyone agrees with our beliefs and that's okay. We know that you can disagree with our beliefs and still be honest and have integrity and be respectful in the workplace.

But we want the same right as everyone else to talk about our own beliefs and how they can help us be the kind of people we want to be in our careers.

47. We can't do that if we aren't allowed to choose leaders who share our beliefs.

48. I don't see how the University can punish us for our beliefs when there are all kinds of student groups that push all kinds of messages, but the University isn't telling them who has to be their leaders.

49. The University is basically saying that there's something wrong with our beliefs and that we don't belong on campus. Just because we agree with what Jesus and Paul taught about sexual morality doesn't mean that we hate people who disagree with us. We aren't trying to control how they live. But we also want to be free to live how we want and choose leaders who share our beliefs.

I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge.

Executed on this 11th day of December, 2017.

A handwritten signature in black ink that reads "Jacob D. Estell". The signature is written in a cursive, slightly slanted style.

Jacob D. Estell

# EXHIBIT A

**MEMORANDUM**

**TO:** Student A, Complainant  
Business Leaders in Christ, Respondent

**FROM:** Constance Schriver Cervantes *CS*  
Compliance Coordinator  
Office of Equal Opportunity and Diversity

**DATE:** June 30, 2017

**SUBJECT:** Finding on formal complaint of discrimination

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**I. SUMMARY**

On February 20, 2017, Complainant filed a formal complaint with the Office of Equal Opportunity and Diversity against Respondent alleging that Respondent engaged in actions in violation of the University of Iowa's *Policy on Human Rights*.

This finding is issued in conjunction with the Office of Equal Opportunity and Diversity's investigation of Complainant's complaint.

**II. FINDING**

The evidence produced during the investigation does provide a reasonable basis to believe the *Policy on Human Rights* was violated.

**III. BACKGROUND**

Complainant is a student at the University of Iowa, and a former member of Business Leaders in Christ (BLinC)

Respondent is a registered student organization at the University of Iowa.

In addition to Complainant, the following witness was interviewed:

- Student B, President, BLinC

The following documents were reviewed:

- Copy of Facebook Messenger notes of meeting dates between Complainant and B
- May 17, 2016 e-mail from Complainant to Student B
- June 22, 2017 e-mail from Student B to Complainant
- Constitution of Business Leaders in Christ

- Center of Student Involvement & Leadership Registered Student Organization Constitutional Standards and Guidelines
- “Nature of Complaints,” notes from Complainant
- “Chronology,” prepared by Student B
- “Vision Meeting August 26, 2016,” notes from Student B

#### **IV. SUMMARY OF REMEDY REQUESTED, ALLEGATIONS AND RESPONSES**

##### **Remedy Requested**

Complainant requests that BLinC be required to comply with the university’s non-discrimination policy, or no longer be a recognized student organization, affiliated with the University of Iowa.

##### **Allegations**

Complainant states that he was denied a leadership position with BLinC because of his sexual orientation.

Complainant indicated that at the end of the 2016 spring semester, he expressed an interest in becoming the vice-president of BLinC for 2016-17 academic year. On April 7, 2016, Student B, the current President of BLinC, met with Complainant and offered him the position. She then asked if he had any questions. Complainant told Student B he was gay. He asked how that would affect his becoming vice-president. Student B indicated she would have to get back to him.

On April 27, 2016, Student B again met with Complainant and informed him she was withdrawing the offer to him for the position of vice-president. Student B stated that because Complainant was gay and might pursue a relationship as a gay person, he could not be a leader in BLinC.

##### **Responses**

Student B admits that because of Complainant’s “desire to pursue a homosexual lifestyle/relationship” he was denied a leadership position in BLinC.

Student B is a co-founder of BLinC. It was founded three years ago, and was recognized by the university as a student organization in 2014. Student B was the secretary for the organization in its first year and has been the president since.

Student B states that the officers share duties. There is no vice president for the 2016-17 academic year. Currently BLinC has approximately 10-12 members. No minutes of meetings are kept.

In a meeting in March 2016, Student B announced they were looking for officers for BLinC for the 2016-17 academic year. Complainant reached out to Student B to express his interest in a leadership position, that of vice-president.

On April 7, 2016, Student B met with Complainant to discuss the position of vice-president. At the end of that meeting Complainant informed Student B he was gay. Student B then advised Complainant she would have to get back to him with respect to the position.

Student B then met with other BLinC officers to discuss the question of allowing Complainant to become vice-president. Student B determined Complainant would have been eligible for the position of vice-president but for being gay. Student B met further with Complainant on April 27, 2016, and told Complainant that he would not be allowed to be vice-president. In her interview in this investigation, Student B stated Complainant would have become vice-president at the April 27, 2016, meeting if he had not told her he was gay.

On May 17, 2016, Complainant e-mailed Student B to express further concerns with respect to the decision that he not to be allowed to be on the executive board of BLinC. Student B replied by e-mail on June 22, 2016, indicating in part:

First and foremost, the reason why I made the decision that I could not allow you to be in a leadership position within BLinC is because of your desire to pursue a homosexual lifestyle/relationship.

Student B confirmed that this e-mail correctly states her, and the organization's position on homosexuality and leadership in the organization. Pursuing a relationship with the opposite sex is acceptable within the organization.

Complainant has not attended any meetings since his rejection as vice-president and is no longer a member of the organization. BLinC has no self-identified gay members. Student B states individuals who are gay are welcome to be student members of BLinC, but not leaders of the organization.

BLinC's Constitution, adopted April 1, 2014, provides in part:

Article II

Membership:

Section 1) In no aspect of its programs shall there be any difference in the treatment of persons on the basis of ...sexual orientation...or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities and benefits shall be open to all persons.<sup>1</sup>

Article III

Officers and Duties:

There will be 4 executive officer positions within Business Leaders in Christ:

- 1) President...
- 2) Vice President...
- 3) Treasurer...
- 4) Secretary...

Article VI

Elections

Section 1) Elections for the Executive Board will be held once a year in March to elect for the following school year.<sup>2</sup>

**V. APPLICABLE POLICIES**

Policy on Human Rights:

The University is guided by the precepts that in no aspect of its programs shall there be differences in the treatment of persons because of ... sexual orientation ... These principles are expected to be observed in the internal policies and practices of the University; specifically... in policies governing programs of extracurricular life and activities...

<http://opsmanual.uiowa.edu/community-policies/human-rights>

<sup>1</sup> All university registered student organizations are required to follow the Registered Student Organization Constitutional Standards and Guidelines, <http://csil.uiowa.edu/manage/new-organization-constitutional-guidelines/>.

Under those guidelines, the university's Human Rights Clause must be included and must be written in a student organization's Constitution exactly as follows: *In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.*

The clause in BLinC's Constitution does not meet the present language requirements, which were updated in October 2014.

<sup>2</sup> For the 2016-17 election, BLinC had approximately 5-6 members. Officer positions were discussed but no formal vote was taken. The members agreed on the candidates according to Student B.

## VI. ANALYSIS AND CONCLUSION

The purpose of a formal investigation is to determine, based on sufficient evidence, whether there is a reasonable basis to believe that a violation of the policy has occurred. The standard for evaluating evidence gathered in the investigation is by a preponderance of evidence which requires the investigator to determine whether it is more likely than not that a given fact is true, or a given event occurred.

For a violation of the *Policy on Human Rights* here, the evidence must show that an individual was treated differently than others were treated in a university program, and that the differential treatment was based on a protected class, including sexual orientation.

The preponderance of the evidence in this case establishes that Complainant was applied for and was interviewed for the position of vice-president of BLinC for the 2016-17 academic year. However, upon learning that Complainant was gay, Student B, the president of the organization, after consultation with other officers, denied Complainant a position of leadership within BLinC because of his sexual orientation.

The refusal by an officer of a recognized student organization to allow Complainant to be an officer of BLinC, and the decision to treat him differently than other members due to his sexual orientation violates the university's *Policy on Human Rights*.

The University of Iowa has a categorical non-discrimination policy. The *Policy on Human Rights* prohibits institutional discrimination in its programs based on protected classifications, including sexual orientation. There is no distinction within the *Policy on Human Rights* for membership as opposed to leadership positions. The policy provides: *in no aspect of its programs shall there be differences in the treatment of persons because of ... sexual orientation ... These principles are expected to be observed in the internal policies and practices of the University; specifically in the ... in policies governing programs of extracurricular life and activities...*

Here, the basis for BLinC's refusal to select Complainant for the position of vice-president was his sexual orientation.

Student organizations may state a set of beliefs with which their members or leaders must comply. BLinC has no such statement in its Constitution. However, an organization may not adopt a statement of beliefs that is inconsistent with the *Policy on Human Rights*, and base exclusion on a protected classification. BLinC's action with respect to this Complainant's application for the position of vice-president violates the *Policy on Human Rights* because of the statements made by the president.

## VII. APPEAL PROCEDURES

If the Office of Equal Opportunity and Diversity concludes that the complaint is unfounded, the Complainant may appeal the finding on the grounds that the decision was arbitrary and capricious or that the investigating office did not follow procedures resulting in prejudice to the

Complainant. Appeals must be made electronically or in writing<sup>3</sup> and submitted together with all supporting documentation to the Office of Equal Opportunity and Diversity within ten (10) university business days of the receipt of the finding. Generally within two (2) university business days, the Office of Equal Opportunity and Diversity will transmit the notice of appeal and the case record to the appropriate appeal officer, as described on the Office of Equal Opportunity and Diversity website: <http://diversity.uiowa.edu/policies/discrimination-complaint-procedures>.

The appeal officer, or the appeal officer's designee, will issue a written decision on the appeal to the Complainant and the Office of Equal Opportunity and Diversity within 20 university business days of the receipt of the appeal, although this time frame may be extended due to the complexity of the case or the severity of the allegations.

In cases where the appeal is denied, such action constitutes final university action on the matter, subject to appeal to the Iowa Board of Regents. In cases where the appeal is successful, in whole or in part, the appeal officer/designee will advise the Office of Equal Opportunity and Diversity regarding appropriate measures to address the issues of concern raised in the appeal.

For complaints that conclude in a finding that there is a reasonable basis to believe that a policy violation has occurred and sanctions have been imposed, Respondents may appeal such findings through the grievance procedures applicable to them. The Respondent may challenge any sanctions imposed as a result of a finding through available grievance procedures.

#### **VIII. NOTE ON CONFIDENTIALITY AND RETALIATION**

The Office of Equal Opportunity and Diversity considers all information received in connection with the filing, investigation, and resolution of complaints to be confidential. Disclosure of information in connection with this complaint is limited to those individuals necessary to its investigation and resolution, and it is expected that the parties will observe the same standard of confidentiality. The individuals copied on this finding are administrators who have authority and responsibility for the University of Iowa student organizations, or for the Respondent and would be critical to any sanction that might be imposed. This practice of maintaining confidentiality is in the best interests of all the parties to the complaint and failure to respect confidentiality may be regarded as retaliation. University policy prohibits retaliation against individuals who file complaints and against those who participate in complaint investigations as witnesses.

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<sup>3</sup> The address to submit such an appeal is: [diversity@uiowa.edu](mailto:diversity@uiowa.edu) or Office of Equal Opportunity and Diversity, 202 Jessup Hall, 5 West Jefferson St., Iowa City, IA, 52242-1316.

cc: Georgina Dodge, Chief Diversity Officer and Associate Vice President, Title IX  
Coordinator  
Jennifer Modestou, Director, Office of Equal Opportunity and Diversity, Deputy Title IX  
Coordinator  
Thomas Rocklin, Vice President for Student Life  
Lyn Redington, Assistant Vice-President, Dean of Students  
William Nelson, Executive Director, IMU  
Anita Cory, Associate Director, Student Organization and Leadership Program, Center  
for Student Involvement and Leadership  
Susan Sager, Administrator, HR Services, Advisor, Business Leaders in Christ



# EXHIBIT B

July 14, 2017

VIA EMAIL

Dean Lyn Redington  
Assistant Vice President and Dean of Students  
University of Iowa  
Office of the Dean of Students  
135 Iowa Memorial Union  
Iowa City, IA 52242  
[REDACTED]

Dear Dean Redington,

I am a University of Iowa student and the incoming president of the student group BLinC or Business Leaders in Christ. As you know, on June 30, Ms. Schriver Cervantes from the Office of Equal Opportunity and Diversity found that BLinC had violated the University's *Policy on Human Rights*. It is my understanding that the matter has now been sent to you for a decision whether BLinC should be sanctioned. It should not. In fact, sanctioning BLinC would violate both the University's own policies and state and federal law.

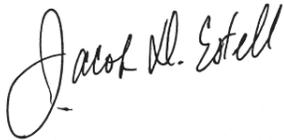
First, Ms. Schriver Cervantes' conclusion that BLinC violated the *Policy on Human Rights* is incorrect. The University's own policies respect the right of student groups to "exercise free choice of members" who "subscribe to the goals and beliefs of the organization." BLinC did not discriminate against the complaining student because of his sexual orientation. The student participated in BLinC before asking for a leadership position, and remains welcome to participate—even as a leader, regardless of his sexual orientation. The student was not eligible to be a leader of BLinC only because he stated that he disagrees with, and would not try to live by, BLinC's Christian principles, which means he could not effectively lead our group.

Second, your office has previously agreed that it would be a violation of the Iowa Human Rights Act to force a student group to accept leaders whose behavior is contrary to the group's purpose or its statement of faith. Such coercion would also violate federal law, including the First Amendment. BLinC is a Christian organization for students who share core Christian convictions. Its entire purpose is to encourage students to live according to its understanding of Christian principles. And its leaders play a religious role in leading the group. BLinC cannot fulfill its core mission if its leaders do not support its beliefs. The First Amendment protects BLinC's right to select leaders who share its mission.

The University itself also protects that right for a wide variety of other student groups who require both their leaders and their members to support their organizations' goals and purposes. BLinC's earlier letter to Ms. Schriver Cervantes, on which you were copied, identifies many of those organizations. Because your office has acknowledged that forcing a religious group to select leaders who oppose its mission would violate the Iowa Human Rights Act, and because you have taken no action against many other student groups with leadership standards, targeting BLinC because of its religious beliefs would be an intentional violation of both state and federal law, raising the potential for punitive damages against the University and its officers.

For all these reasons, it is our hope that you will reverse Ms. Schriver Cervantes' findings and take no further action against BLinC.

Sincerely,



Jacob D. Estell  
President  
Business Leaders in Christ

cc: Georgina Dodge [REDACTED]  
Jennifer A. Modestou [REDACTED]  
William Nelson [REDACTED]  
Anita Cory [REDACTED]  
Susan M. Sager [REDACTED]  
Constance A. Schriver Cervantes [REDACTED]

# EXHIBIT C



**Iowa Memorial Union**

145 Iowa Memorial Union  
Iowa City, Iowa 52242-1317  
319-335-3059  
imu.uiowa.edu

SENT VIA ELECTRONIC MAIL

September 13, 2017

Jacob Estell, President  
Business Leaders in Christ (BLinC)



Dear Jacob:

I am in receipt of the June 30, 2017, communication from Constance Schriver Cervantes regarding the case filed against your registered student organization, BLinC. Ms. Schriver investigated the complaint filed against BLinC on behalf of the Office of Equal Opportunity and Diversity.

This investigation was conducted under the Discipline of Registered Student Organization (DRSO) procedures found at <https://dos.uiowa.edu/policies/discipline-of-registered-student-organizations/>. We met on September 1, 2017, to discuss the case. I listened and considered your comments and questions. During our discussion, Tom Baker, Associate Dean of Students, stated your organization should be allowed to function as a registered student organization in good standing so long as the student leaders operate fully and consistently in accordance with the University of Iowa Human Rights Policy and make a sincere commitment to comply with the policy moving forward. After further discussion, you stated your organization intended to comply with the University of Iowa Human Rights Policy at all times in the future.

As explained in DRSO Section IV.D., I have the authority to impose sanctions if I conclude University rules were violated and sanctions are warranted. I find there is a preponderance of evidence that BLinC violated the University of Iowa Human Rights Policy.

After consideration of the Investigative Report and your remarks, I will permit your organization to function as a registered student organization in good standing with the University of Iowa provided you comply with the following:

1. Commit to ongoing compliance with the University of Iowa Human Rights Policy at all times in the future;
2. Submit a basic list of qualifications for leaders of your organization designed to prevent future disqualifications based on protected categories and to ensure that persons who identify as non-heterosexuals are not categorically eliminated from consideration; and

3. Submit an acceptable plan for ensuring that group officers who interview leaders will ask questions relevant to the vision statement that are not presumptive of candidates based upon their sexual orientation.

To reiterate, BLinC, as a registered student organization, will return to good standing with the University of Iowa following your compliance with the above. Please submit the required information to me directly at [REDACTED].

You have the opportunity to appeal this decision. As an organization representative, you have ten (10) business days after receipt of this decision to request an appeal to the Office of the Dean of Students. The deadline for filing an appeal is September 27, 2017. Permissible grounds for appeal are listed at DRSO Section VI. Appeals.

Information related to this incident will be filed in the Office of the Dean of Students. Please be aware Section V. Sanctions of the DRSO states that, "Student organizations that fail to comply with a sanction in a timely manner are subject to additional disciplinary action, which may include loss of registration until compliance is achieved."

If you have any questions, please contact me at [REDACTED] or [REDACTED].

Sincerely,



William Nelson, Ph.D.  
Executive Director  
Iowa Memorial Union

c: Tom Baker [REDACTED]  
Eric Baxter [REDACTED]

# EXHIBIT D

**Title:** THE CONSTITUTION OF BUSINESS LEADERS IN CHRIST (“BLINC”)

**Date:** September, 27, 2017

## **Article I**

### **Purpose:**

As seekers of Christ, Business Leaders in Christ is a student organization within the Tippie College of Business meant to help students learn about how to continually keep Christ first in the fast-paced business world. Using the Bible as a guide and through prayer, fellowship, group discussions, and service, students will network within the College and with business leaders who walk with Christ on a day-to-day basis.

## **Article II**

### **Membership:**

Section 1) **Membership in BLinC shall be open to all students without regard to race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons.**

Section 2) There will be no limitations as far as the minimum or maximum number of participants within the student organization.

Section 3) Because BLinC is seeking certification within the Tippie College of Business to become a recognized student organization, its target audience includes students already admitted into the Tippie College of Business, pre-business students, and students strongly considering business as a major/minor. A Member’s role or affiliation will not be different based on their class within, or ties to, the Tippie College of Business.

Section 4) A student will be considered a Member after signing in and attending 2 or more meetings in a given academic year. However, the President and/or the Faculty Advisor has the right to withdraw membership at any time for misconduct or other extreme circumstances.

## **Article III**

### **Officers and Duties:**

1) All Officers are required to affirm that they accept and seek to live BLinC’s religious beliefs as set forth in its Statement of Faith attached as Exhibit A. They must be prepared

to provide spiritual leadership for the organization, including leading prayer and Bible study, explaining the content of BLinC's religious beliefs, and ministering to others. They should have knowledge of, and agreement with, BLinC's mission and an understanding of how to model the values of the organization for the rest of the membership. All Officers are expected to uphold BLinC's religious beliefs and help ensure that the organization remains true to its religious mission, as described in this paragraph.

2) There will be 4 Executive Officer positions within BLinC:

**a) President:** The role of the President is to schedule, organize, and lead executive and large group meetings weekly. It is also the President's responsibility to manage all administrative issues, such as amending the constitution, overseeing the work of the other executives, making any final decisions regarding the well-being of the student organization, and reaching out to form meaningful relationships with members of the organization. To fulfill these responsibilities, the President must work closely with the Faculty advisor, providing updates on a weekly basis, as well as working closely with the other executives of the organization. It is the President's duty to work with the other officers to make sure all administrative work is successfully completed. In order to become President, a candidate should possess strong leadership skills (prior leadership experience is preferred), strong communication skills, and a strong work ethic to be able to complete all of the required duties as President.

**b) Vice President:** The primary role of the Vice President is to schedule guest speakers to come in and present on how they use their faith on a day-to-day basis in the workforce. Ideally, they will start planning and scheduling guest speakers for the following fall semester, as soon as they are elected. Besides engaging in outreach for speakers, the Vice President will assist the President with administrative issues and will assume the role of President whenever the President cannot attend a meeting or fulfill his/her duties. In order to be a successful Vice President, a candidate should possess strong community outreach skills. They should feel comfortable reaching out to potential speakers and asking if they would like to come present to the organization. The Vice President should also have strong administrative and leadership skills as well because they will work hand in hand with the President completing various administrative tasks.

**c) Treasurer:** The primary role of the Treasurer is to manage the funds, money, and make a budget for the organization. They will work with the other executives and the faculty advisor to decide where to allocate all of the funds. Candidates should have a knowledge of managing money, and someone that is majoring in accounting or finance will be prioritized.

**d) Secretary:** The main role of the secretary is to market the student organization. They should send out emails to members reminding them of upcoming events, post on the Facebook page, and tweet about what is going on within BLinC. Also, during meetings, the secretary should record minutes. Candidates considering the position of secretary should be organized and good communicators.

## **Article IV**

### **Staff/Faculty Advisor**

The responsibility of the Staff/Faculty Advisor is to be a voice for the students with the University and to help the Executive Officers with whatever needs they may have. The advisor should be made aware of everything that is going on within the organization by the Executive Officers. The Advisor is invited to attend leadership and group meetings in order to again lend input for the well-being of the organization.

To select a Staff/Faculty Advisor, the Executive Officers will search first in the Tippie College of Business by sending out emails or scheduling meetings with faculty members to see if anyone would be interested. The Staff/Faculty advisor may serve only by unanimous vote of the Executive Officers. If there is no one interested within the Tippie College of Business, the search may expand outside of the college, but the same process of unanimous vote by the Executive Officers must be followed.

## **Article V**

### **Meetings**

Section 1) Meetings will be held once a week. Meetings will not be held during finals week or on University breaks and holidays.

Section 2) Members will be notified by email 48 hours in advance of special meetings.

Section 4) The President or Staff/Faculty Advisor has the authority to call and schedule a meeting.

## **Article VI**

### **Election & Removal of Officers**

Section 1) Elections for the Executive Officers will be held once a year in March to elect Officers for the following school year.

Section 2) BLinC Members who are regularly enrolled as students at the University of Iowa, in good standing with the organization, and have attended 75% or more of the group meetings may be nominated by themselves or others to run for an executive office. Nominations should be submitted by email or other writing to the Executive Officers before March 1 of each year.

Section 3) All nominees must be interviewed by the President or, at the President's discretion, by another Executive Officer. Nominees must affirm that they accept and seek

to live BLinC's religious beliefs as set forth in Article III, Paragraph 1 of this constitution. If elected, a nominee must sign a copy of BLinC's Statement of Faith.

Section 4) At minimum, members will be notified of the upcoming election and the opportunity to submit nominations in a meeting and by email at least two weeks before March 1 and again by email at least two weeks before the election if held after March 1.

Section 5) Executive Officers will be selected by a majority vote of the Members present at the duly noticed election meeting.

Section 6) The process for removal of any officer shall be commenced by a written request for removal signed by at least two Members and delivered to the Executive Officers. The challenged officer shall have one week to prepare a written response to the request and shall have the opportunity to meet with the remaining Executive Officers to speak with them about the request and response. Should the other Executive Officers find grounds for the challenged officer's removal, the matter will be referred to a vote by the Members. No officer shall be removed without the vote of the majority of the Members present at a duly noticed meeting.

Section 6) Notwithstanding the procedures outlined in the previous paragraph, any misrepresentation in an Executive Officer's leadership application or change in an Executive Officer's representations regarding the beliefs and mission of BLinC (and, hence, their ability to communicate the messages of the organization accurately) shall be grounds for the immediate review of the Executive Officer's position by the remaining Executive Officers. If, after review, the remaining Executive Officers decide that the Executive Officer in question can no longer effectively represent BLinC or further its mission, the remaining Executive Officers may remove the Officer by a majority vote of the remaining Executive Officers.

## **Article VII**

### **Finances**

Section 1) There will be no dues required for membership within BLinC.

Section 2) All financial decisions must be made by joint agreement between the President and the Treasurer. The President and Treasurer must seek consensus from the other Executive Officers for financial decisions involving more than \$200.

Section 3) All checks must be signed by both the President and the Treasurer. If the President is unavailable, the Vice-President may sign, but only with the President's permission.

Section 4) BLinC shall give back to the Tippie community at a minimum rate of 10 percent of any grants or gifts received by the organization.

Section 5) At the beginning of each fall semester a budget shall be made by the Treasurer to thoughtfully allocate all funds expected through the end of the spring semester. The budget shall be presented to the Executive Officers and be ratified by a  $\frac{3}{4}$  vote.

Section 6) It is the duty of the Executive Officers, especially the Treasurer, to thoughtfully pray that whatever financing BLinC might receive would be used as God desires.

**Section 7) BLinC is required to deposit all receipts in, and make disbursements through, the Student Organization Business Office, Fraternity Business Services, or Recreational Services. Upon dissolution, state money and mandatory student fees revert back to the granting organization. Inactive organizations will be considered dissolved after five years of no account activity. Revenue generated dollars or “00 funds” must be divided as stated in this Constitution and carried out by our leadership. Our organization’s remaining revenue generated dollars or “00 funds” will be divided or disbursed to The University of Iowa Student Government. If this organization has dissolved and revenue generated dollars or “00 funds” have not been divided as stated in this Constitution by five (5) years from last account activity, funds in our “00 account” will revert to an account specified for this purpose within UISG/ECGPS. These funds will then be available for distribution through SABAC or GPAC guidelines in accordance with University of Iowa policy.**

### Article VIII

#### Amendments

Section 1) In order to amend this document, both a  $\frac{3}{4}$  vote from the Executive Officers and a  $\frac{2}{3}$  vote by current Members at a duly noticed meeting is required to overturn or create changes to amendments.

Section 2) If an Executive Officer or a Member wishes to amend this constitution, the Executive Officers and Members should be notified at least two weeks in advance by email and by reading the proposed change(s) at one meeting to all Members present.

### Article IX

Section 1) This Constitution shall take immediate effect upon a majority vote of all Executive Officers of the organization. The organization shall have all authority necessary to implement this constitution.

# EXHIBIT A1

## BLINC STATEMENT OF FAITH

- **DOCTRINE OF SCRIPTURE:** The Bible is God's unique revelation to mankind, the inspired, infallible Word of God. As such, it is the supreme and final authority and without error in what it teaches and affirms. No other writings are vested with such divine authority.
- **DOCTRINE OF GOD:** There is only one true God. He exists eternally as three persons — Father, Son, and Holy Spirit — each fully God yet each personally distinct from the other. God is the creator of everything.
- **DOCTRINE OF SIN:** Everyone, regardless of race, gender, social class, or intellectual ability, is created in God's image and for communion with God. But because of sin, that communion was broken and all of humanity was separated from God, the source of all life. Because of the fall, everyone deserves God's judgment.
- **DOCTRINE OF SALVATION:** Jesus Christ is the Way, the Truth, and the Life, and God gives salvation and eternal life to those who trust in him. Salvation cannot be earned through personal goodness or human effort. It is a gift that is received by repentance, faith in Christ, his death on the cross, resurrection from the grave and testified through baptism.
- **DOCTRINE OF JUDGMENT:** At the final judgment, unbelievers will be separated from God into condemnation. Believers will be received into God's loving presence.
- **DOCTRINE OF CHRIST:** Jesus Christ, the second Person of the Trinity, was conceived by the Holy Spirit, born of the Virgin Mary — he was God in human flesh. He lived a sinless human life, yet willingly took upon himself our sins by dying in our place and on our behalf. He rose bodily, victorious over death. He ascended to Heaven and is at the right hand of the Father as the believer's advocate and mediator. Someday, he will return to consummate history and to fulfill the eternal plan of God.
- **DOCTRINE OF THE HOLY SPIRIT:** The Holy Spirit, the third Person of the Trinity, convicts the world of sin and gives new life to those who trust in Jesus. He indwells all believers and is available to empower them to lead Christ-like lives. The Spirit gives them spiritual gifts with which to serve fellow believers and reach out to a lost and needy world.
- **DOCTRINE OF THE CHURCH:** All believers are members of the body of Christ, the one true church universal. Spiritual unity is to be expressed among Christians by acceptance and love of one another across ethnic, cultural, socio-economic, national, generational, gender, and denominational lines. The local church is a group of believers who gather for worship, prayer, instruction, encouragement, mutual accountability, community with each other, and as a witness to the world.
- **DOCTRINE OF PERSONAL INTEGRITY:** All Christians are under obligation to seek to follow the example of Christ in their own lives and in human society. In the spirit of Christ, Christians should oppose racism, every form of greed, selfishness, and vice, and all forms of sexual immorality, including pornography. We believe God's intention for a sexual relationship is to be between a husband and a wife in the lifelong covenant of marriage. Every other sexual relationship beyond this is outside of God's design and is not in keeping with God's original plan for humanity. We believe that every person should embrace, not reject, their God-given sex. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death.

- As I hold an Executive position with Business Leaders in Christ, I commit to live a life in which I turn from my sin and actively choose the biblical principles of Godly sanctification and righteousness. If and when I misstep, I will confess my struggle to God and to a member of the Business Leaders in Christ executive board acknowledging that I choose to receive grace and forgiveness from God and from others, and turn from my sin.

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Name

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Executive Office

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Date

# EXHIBIT E



**Iowa Memorial Union**  
145 Iowa Memorial Union  
Iowa City, Iowa 52242-1317  
319-335-3059  
imu.uiowa.edu

*SENT VIA ELECTRONIC MAIL*

October 19, 2017

Jacob Estell  
Business Leaders in Christ (BLinC)

Eric Baxter

Dear Jacob and Eric:

The revised Constitution and Statement of Faith you submitted in response to my September 13, 2017 letter does not satisfy the requirements I delineated in order for BLinC to remain as a registered student organization in good standing. The Statement of Faith, on its face, does not comply with the University's Human Rights policy since its affirmation, as required by the Constitution for leadership positions, would have the effect of disqualifying certain individuals from leadership positions based on sexual orientation or gender identity, both of which are protected classifications under Chapter 216 of the Iowa Code (the Iowa Civil Rights Act) and the University of Iowa Human Rights Policy.

You have the opportunity to make additional revisions to your Statement of Faith in order to submit a version that complies with the University of Iowa Human Rights Policy. Your submission must also include a response to the third requirement I set forth in my September 13, 2017 letter, which follows: "Submit an acceptable plan for ensuring that group officers who interview candidates for leadership positions will ask questions relevant to the Statement of Faith that are not presumptive of candidates based upon their sexual orientation or gender identity." You have ten (10) business days from the date of this letter to submit your revised response. The deadline for submission is November 2, 2017.

If you choose not to submit a revised response, I will find BLinC not to be in compliance with the University of Iowa Human Rights Policy and as a result, will revoke its registration. If BLinC elects not to submit a revised response, you have the opportunity to appeal this decision. As an organization representative, Jacob, you have ten (10) business days from the date of this letter to file an appeal with the Office of the Dean of Students. The deadline for filing an appeal is November 2, 2017. The permissible grounds for appeal are listed at DRSO Section VI. Appeals.

Information related to this incident will be filed in the Office of the Dean of Students. Please be aware Section V. Sanctions of the DRSO states that, "Student organizations that fail to comply with a sanction in a timely manner are subject to additional disciplinary action, which may include loss of registration until compliance is achieved."

If you have any questions, please contact me at [REDACTED] or [REDACTED].

Sincerely,



William Nelson, Ph.D.  
Executive Director  
Iowa Memorial Union

c: Tom Baker [REDACTED]

# EXHIBIT F



November 2, 2017

VIA EMAIL

Dean Lyn Redington  
Assistant Vice President and Dean of Students  
University of Iowa  
Office of the Dean of Students  
135 Iowa Memorial Union  
Iowa City, IA 52242  
[REDACTED]

RE: Appeal of Adverse Decision

Dear Dean Redington,

I write on behalf of the student group Business Leaders in Christ, or “BLinC,” to appeal the decision by Dr. William Nelson, Executive Director of the Iowa Memorial Union, which forces BLinC to revise its Statement of Faith or be kicked off campus for requiring its student leaders to share and abide by its religious beliefs. That decision not only violates the civil rights of BLinC and its members but also abuses the principles of diversity and academic freedom that the University seeks to promote. Under the laws of the United States and the State of Iowa, and to preserve the integrity of the University of Iowa, you should reverse Dr. Nelson’s decision.

### FACTUAL BACKGROUND

#### Business Leaders in Christ

BLinC was founded three years ago as a community where business students can learn to integrate their faith in the workplace. BLinC encourages students to follow the admonition of the Apostle Paul in his letter to the Colossians to see all their activities—including their careers—as part of their discipleship to Jesus Christ:

Whatever you do, work at it with all your heart, as working for the Lord, not for human masters, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving.

Colossians 3:23-24 (NIV).

In pursuing this mission, BLinC has adopted a Statement of Faith describing what it means to be a disciple of Christ. *See* Exhibit A. The Statement of Faith embraces traditional Christian doctrines, including those concerning the supremacy of the Bible, the Unity of the Trinity, and the availability of salvation through Jesus Christ. The Statement also includes an explanation of the doctrine of personal integrity and sets forth



basic examples of Christian conduct that BLinC seeks to promote among its members. This includes opposition to racism, greed, selfishness, vice, and all forms of sexual immorality. The Statement affirms God's intention for sexual relationships only in marriage between a man and a woman, and encourages members to embrace, not reject, their God-given sex. The Statement also encourages compassion in providing for the orphaned, the needy, the abused, the aged, the helpless, and the sick.

BLinC's mission is to encourage students to embrace and live these values as they enter the business world and advance in their professions. For BLinC, living and encouraging others to live these values as disciples of Christ is at least as important as attending worship services, praying, or sharing the Gospel of Jesus Christ with others.

Since its founding, BLinC has held regular meetings on campus to invite like-minded students to address challenges they may face in the business world and to share how to apply Christian values in overcoming these challenges. BLinC has hosted Iowa business leaders to speak about how they live their faith in the work place. And BLinC has organized service activities to practice Christian virtues, including by providing childcare at Faith Academy's Saturday School program and partnering with Strive for Success, a local non-profit's after-school mentoring program for at-risk youth.

BLinC's Statement of Faith is the heart of its mission. It cannot simply change the Statement based on government fiat. The Statement of Faith is a reflection of what BLinC's founders and leaders view as their calling as Christians. To remain in existence and to carry out its mission, BLinC must have leaders who can advocate for its beliefs.

### The Complaint

In February 2016, BLinC member Marcus Miller approached Hannah Thompson, BLinC's president at the time, to inquire about serving in BLinC's executive leadership. In a later meeting and on his own initiative, Mr. Miller disclosed to Ms. Thompson that he thought he was gay and was struggling with how that related to his Christian faith. Ms. Thompson explained that she would need to discuss this with other members of the executive team and what it meant for having a leadership role.

When they next met, Mr. Miller confirmed that he intended to be sexually active in same-sex relationships. Ms. Thompson expressed to Mr. Miller that she wanted to continue to walk closely with him as a friend and fellow Christian, and would love for him to continue to be a member of BLinC. But he would not be eligible for a leadership position because his decision to engage in sexual activity outside of marriage between a man and a woman was inconsistent with BLinC's religious beliefs. Mr. Miller could not



meaningfully lead BLinC while openly rejecting its beliefs. In a subsequent email, Ms. Thompson emphasized that her decision was not because Mr. Miller was gay, but because he intended to be sexually active in same-sex relationships, contrary to BLinC's Christian beliefs.

On February 20, 2017, Mr. Miller filed a Complaint with the University of Iowa stating that "I was denied a leadership position (Vice President) due to my being openly gay." As relief, he asked the University to "force BLinC to . . . allow openly LGBT members to be leaders . . . or take away their status of being a student organization affiliated with the University of Iowa." See Exhibit B.

#### The Investigation

On June 30, 2017, after completing an investigation of the facts alleged by Mr. Miller in his Complaint, University Compliance Coordinator Constance Shriver Cervantes from the Office of Equal Opportunity and Diversity issued a report finding that that BLinC had violated the University's Policy on Human Rights. See Exhibit C. Ms. Shriver Cervantes acknowledged that BLinC welcomed all students as members, regardless of their sexual orientation, but noted that *leaders* were required to abide by BLinC's religious beliefs, which would include avoiding any sexual activity outside of marriage between a man and a woman. See Exhibit C at 3. Ms. Shriver Cervantes also recognized that "[s]tudent organizations may state a set of beliefs with which their members or leaders must comply," but claimed that a "statement of beliefs" could not be "inconsistent" with the University's policies. *Id.* at 5. With this background, Ms. Shriver Cervantes concluded that there was a "reasonable basis" to believe that BLinC had violated the University's Policy on Human Rights. *Id.* at 1.

In a letter dated July 14, 2017, BLinC reiterated that Mr. Miller had "participated in BLinC before asking for a leadership position, and remains welcome to participate—even as a leader, regardless of his sexual orientation," and that he was "not eligible to be a leader of BLinC only because he stated that he disagrees with, and would not try to live by, BLinC's Christian principles." See Exhibit D.

#### The Parties' Meeting

On September 1, 2017, BLinC met with the Dr. Nelson and Assistant Dean Thomas Baker to discuss Ms. Shriver Cervantes's findings. BLinC was represented by its President, Jacob Estell, its Vice-President, Brett Eikenberry, and its legal counsel, Daniel Blomberg and me.

Dr. Baker started the discussion by conceding that student groups, and particularly religious student groups, have the right to select leaders who share their mission and beliefs. He explained that the issue had arisen



previously at the University in 2004 with the Christian Legal Society (“CLS”), which also required its leaders to share its religious beliefs, including beliefs about sexual morality. The University allowed CLS to remain a registered student organization after it confirmed that its leadership policies were focused on student leaders’ *beliefs and conduct* (i.e., affirming religious beliefs on sexual ethics and refraining from sexual intimacy outside of marriage) and not their *status* (i.e., sexual orientation). Dr. Baker went on to analogize that a student environmental society established to promote awareness of global warming would be allowed to choose leaders based on that tenet, and that BLinC could expect the same of its leaders and its tenets.

Mr. Estell and I engaged with Dr. Baker at some length on this issue, and—in response to my direct question—Dr. Baker confirmed that BLinC could maintain a standard of religious belief and conduct for its leaders without violating the University’s Human Rights Policy, as long as it did not discriminate categorically on status. He explained that the initial finding that BLinC violated University policy was based on the understanding that the complaining student had been denied a leadership position solely because he identified as gay, and that BLinC had never asked if he shared BLinC’s faith and would live according to its beliefs. BLinC explained that this understanding was incorrect, was directly contradicted by the record, and—in any event—was not in accordance BLinC’s leadership policy. Under that policy, students who identify as homosexual can be members and leaders of BLinC, if they affirm its beliefs and agree to live by them. Dr. Baker confirmed that such a policy would be permissible.

Dr. Nelson added that BLinC’s beliefs should be more clearly stated in its constitution so that students would be aware before joining and not risk feeling offended in discovering later that they may not be eligible for a leadership position. Dr. Baker agreed that a written articulation of BLinC’s beliefs would also help avoid arbitrary application of BLinC’s standards.

Although I objected that BLinC should not be compelled to detail its beliefs in ways that other student groups were not, BLinC’s student leaders who were present at the meeting indicated they had no objection to clarifying their religious beliefs. They again confirmed that they do not discriminate based on status of members or leaders, and require leaders only to share their beliefs and standards. We thus all agreed that, once BLinC updated its constitution to more clearly reflect its religious beliefs, the University’s investigation would end. Dr. Thomas stated that, although Ms. Shriver Cervantes’s findings would remain in BLinC’s files, BLinC could submit a letter of objection to emphasize its position that Mr. Miller had been denied a leadership only because he rejected BLinC’s mission, and not because he is



gay. Dr. Nelson indicated that he would send a letter to BLinC confirming the outcome of the parties' meeting.

#### Dr. Nelson's Final Decision

On September 13, 2017, Dr. Nelson issued a letter upholding Ms. Shriver Cervantes's finding that BLinC had violated the University's Policy on Human Rights. *See* Exhibit E. Dr. Nelson also determined that BLinC could retain its status as a recognized student organization if it: (1) confirmed in writing that it complies with the University's policy; (2) submitted an updated list of qualifications in its statement of faith to avoid categorically excluding people based on their sexual orientation; and (3) submitted an "acceptable plan" for ensuring that candidates will be evaluated on BLinC's "vision statement" and not be "presumptive of candidates based upon their sexual orientation."

BLinC understood Dr. Nelson's letter in light of the September 1 discussion, where he and Dr. Baker had explained that the nondiscrimination provision mandated by the Policy referred only to status-based, not belief- or conduct-based, discrimination. Thus, on September 27, 2017, BLinC submitted a revised constitution that it believed complied with all of Dr. Nelson's requests. *See* Exhibit F. The revised constitution (1) confirmed that BLinC would continue to comply with the clarified understanding of the Human Rights Policy; (2) submitted a Statement of Faith to avoid categorically excluding people based on their sexual orientation; and (3) confirmed in Article III of its revised constitution that leaders would be asked to sign the statement of faith, thus avoiding being "presumptive of candidates based upon their sexual orientation."

In a complete about-face, on October 19, 2017, Dr. Nelson issued a final decision letter stating that BLinC's revised Constitution was not in compliance with the University's Human Rights Policy. *See* Exhibit G. The basis for his decision was that BLinC's Constitution asks BLinC's leaders to affirm that they agree with its Statement of Faith and will seek to live according to its principles. *See* Exhibit F, Article III, ¶ 1 ("All Officers are required to affirm that they accept and seek to live BLinC's religious beliefs as set forth in its Statement of Faith"). Dr. Nelson found that BLinC's "Statement of Faith, on its face, does not comply with the University's Human Rights policy since its affirmation, as required by the [BLinC] Constitution for leadership positions, would have the effect of disqualifying certain individuals from leadership positions based on sexual orientation or gender identity." *See* Exhibit G at 1.

Dr. Nelson accordingly determined that BLinC must "make additional revisions to [its] Statement of Faith" and must also submit an "acceptable plan" for interviewing officer candidates about its "Statement of Faith that



are not presumptive of candidates based upon their sexual orientation or gender identity.” *Id.* If BLinC does not submit the required revisions and the “acceptable plan” by November 2, 2017, Dr. Nelson “will find BLinC not to be in compliance with” University policy and “will revoke its registration.” *Id.* Alternatively, Dr. Nelson stated that BLinC could appeal his decision to you by November 2. *Id.*

## ARGUMENT

You should reverse Dr. Nelson’s decision that BLinC must change the content of its Statement of Faith and submit an “acceptable” plan for selecting its leadership. Telling a religious organization how to define its faith and select its leaders violates University policy, is inconsistent with how the University treats other students groups, contradicts past University decisions on same issues, and violates clearly established state and federal law, including the First Amendment to the United States Constitution. Accordingly, the decision is “arbitrary, capricious, unreasonable, [and] constitutes an abuse of discretion.” *See* DRSO Section VI(2).

Dr. Nelson’s earlier finding that BLinC violated the University’s Policy on Human Rights must also be reversed, both for the reasons articulated above and because that decision was “unsupported by substantial evidence when viewed as a whole.” *Id.* at Section VI(1).

### **1. Dr. Nelson’s decision dictating the content of BLinC’s Statement of Faith and its manner of selecting leaders must be reversed.**

The University cannot dictate the content of BLinC’s religious beliefs or prescribe an “acceptable” plan for evaluating the religious commitment of its religious leaders.

*First*, the University’s decision should be reversed because it violates University policy and is inconsistent with University practice. The University’s guidelines for student organizations recognize the right of students to organize according to common beliefs and values. For example, the University’s policy regarding “Registration of Student Organizations” states that it is “the policy of the University that all registered student organizations be able to exercise *free choice of members* on the basis of their merits as individuals without restriction in accordance with the University Policy on Human Rights.” Registration of Student Organizations at I.B.2.b (emphasis added). The policy further recognizes that students have the right to “organize and associate with like-minded students” and thus that “any individual *who subscribes to the goals and beliefs of a student organization* may participate in and become a member of the organization.” *Id.* (emphasis added).



This common-sense protection for student groups' individual missions—which is essential to any organization's existence—does not conflict with the University's non-discrimination policy. As BLinC's officers confirmed during their meetings with the University and as reflected in BLinC's constitution, *all* students are welcome to join BLinC. BLinC never discriminates against students because of who they are. All it asks is that its *leaders* support and uphold its “goals and beliefs.” BLinC is a Christian organization led by students who share core Christian convictions. It cannot fulfill its core mission if its leaders do not support its beliefs.

Student organizations at the University frequently ask even their members to share the missions of the organizations they seek to join. For example:

- The Feminist Union limits its *membership* to students who “agree[] with [its] purposes and principles,” including support for abortion, access to contraception for minors, and even certain positions on the environment.
- The fraternity Delta Sigma Pi prohibits its *members* from belonging to competing fraternities and requires them to be of “good moral character.”
- Students for Life requires its *members* to be “pro-life.”
- The Islamic organization Imam Mahdi reserves certain *membership* benefits to members who are Shia Muslims.
- The Korean American Student Association requires *members* to “exhibit an optimistic attitude towards Korean culture” and reserves the right to revoke the membership of any member who “possesses a negative attitude.”
- The Association of Women Dentists requires *members* to support the advancement and recognition of women in dentistry.
- Multiple Christian student groups condition *membership* on students signing a “statement of belief,” bearing “clear testimony of conversion to Jesus Christ,” setting “an example for others on how to live a holy and Biblically-based life,” or keeping religion-specific “standards.”

These requirements for members to support their organizations' missions make sense in light of the University's goal that student organizations bring “like-minded students” together. Thus, punishing BLinC because it creates space for students of like-minded religious beliefs would *violate*, not uphold, the University's policies. The University's Statement of Religious Diversity emphasizes that “[r]eligious history, religious diversity, and spiritual values



have formed a part of The University of Iowa’s curricular and extracurricular programs since the founding of the University” and that “[a]s a public institution, the University neither promotes any particular form of religion nor discriminates against students, staff, or faculty on the basis of their religious viewpoints.” The University’s Human Rights Policy similarly forbids discrimination on the basis of “creed” or “religion,” promising that “equal opportunity and access to facilities shall be available to all,” including in “policies governing programs of extracurricular life and activities.”

Nor can any of this come as a surprise to the University, since as Dr. Baker confirmed, your office previously agreed in 2004 that it would be a violation of the Iowa Human Rights Act to force CLS to accept leaders whose beliefs or behavior are contrary to the group’s purpose or its statement of faith.

*Second*, Dr. Nelson’s decision violates federal law. For instance, the United States Supreme Court has unanimously ruled that religious groups have a First Amendment right to select their leaders without government interference or coercion. *See Hosanna-Tabor Evangelical Lutheran Church & School v. EEOC*, 565 U.S. 171 (2012). Here, BLinC is a Christian organization led by students who share core Christian convictions. Its entire purpose is to encourage students to live according to its understanding of Christian principles. And its leaders play a religious role in leading the group. BLinC cannot fulfill its core mission if its leaders do not support its beliefs. The First Amendment protects BLinC’s right to select leaders who share its mission.

In a case directly on point, a federal appellate court explained that there is “no clearer example” of unconstitutional governmental “intrusion into the internal structure or affairs of an association” than controlling its leadership. That court thus applied the First Amendment to strike down a public university’s policy that prevented a religious student group from asking its “voting members and officers . . . [to] subscribe to the statement of faith.” *Christian Legal Society v. Walker*, 453 F.3d 853, 858, 861, 864 (7th Cir. 2006); *see also Conlon v. InterVarsity Christian Fellowship*, 777 F.3d 829, 835 (6th Cir. 2015) (applying this principle to employment decisions of a national student organization). These First Amendment protections are particularly applicable “in the community of American universities,” where the First Amendment rejects “any strait jacket” that “cast[s] a pall of orthodoxy’ over the free exchange of ideas.” *Dube v. State University of New York*, 900 F.2d 587, 597-98 (2d Cir. 1990) (finding that university officials could be personally liable for damages for censoring free speech).

Thus, Dr. Nelson’s decision is arbitrary, capricious, unreasonable, and an abuse of his discretion because it violates University policy and is



inconsistent with how the University treats other student groups. Indeed, because your office has acknowledged that forcing a religious group to select leaders who oppose its mission would violate the Iowa Human Rights Act, and because you have taken no action against many other student groups with leadership (and even membership) standards that implicate the status protections in the Human Rights Policy, targeting BLinC because of its religious beliefs would be an intentional violation of federal law, raising the potential for punitive damages against the University and its officers.

**2. Dr. Nelson’s decision to uphold the finding that BLinC previously violated the University’s Policy on Human Rights must also be reversed.**

For the reasons articulated above, BLinC was within its rights to select leaders who share and live by its religious beliefs. Accordingly, Dr. Nelson’s contrary finding concerning Mr. Miller should be reversed as arbitrary, capricious, unreasonable, and an abuse of discretion.

The finding should also be vacated because it is not supported by substantial evidence. As Dr. Baker explained, the finding was based on the understanding that the complaining student had been denied leadership solely because he identified as gay, and that BLinC had never asked if he shared its faith and would live according to its beliefs. But in fact BLinC expressly and repeatedly stated that it could not accept Mr. Miller’s leadership application because he rejected important parts of its Christian beliefs, would not support them, and would openly oppose them in public. It was for this reason, and this reason only, that he was deemed ineligible to serve as an officer of BLinC. *See, e.g.*, Exhibit H at 2. Indeed, the University’s own findings specifically stated that it was *not* solely because of the complainant’s self-identification as gay that he was denied, but rather because of the complainant’s expressed intent “to pursue a homosexual . . . relationship”—*i.e.*, to engage in *conduct* that violated BLinC’s beliefs. *See* Exhibit C at 3. Moreover, BLinC has repeatedly made clear that students who identify as gay or lesbian are eligible to serve as leaders so long as they affirm and live by BLinC’s Christian religious beliefs. *See, e.g.*, Exhibit D at 1.

Accordingly, the factual basis for Dr. Nelson’s finding is expressly and directly contradicted by the record and, for that reason, should be vacated.

**CONCLUSION**

Since 2004, the University has been clear that religious groups like BLinC have a right to select student leaders who share their faith. Yet BLinC’s students have been subjected to an intensive, months-long investigation and adverse findings under a selectively enforced policy merely



for trying to exercise that right. Moreover, while BLinC was instructed to remain silent about the investigation, Mr. Miller immediately went to school media to attack BLinC and its beliefs. *See* Exhibit I. You should end this lopsided probe of BLinC, reverse Dr. Nelson's findings, and affirm the University's long-standing commitment and obligation to protect BLinC's rights.

Sincerely,

Eric S. Baxter  
Senior Counsel  
The Becket Fund for Religious Liberty

cc: Thomas R. Baker [REDACTED]  
William Nelson [REDACTED]

# EXHIBIT A

## BLINC STATEMENT OF FAITH

- **DOCTRINE OF SCRIPTURE:** The Bible is God's unique revelation to mankind, the inspired, infallible Word of God. As such, it is the supreme and final authority and without error in what it teaches and affirms. No other writings are vested with such divine authority.
- **DOCTRINE OF GOD:** There is only one true God. He exists eternally as three persons — Father, Son, and Holy Spirit — each fully God yet each personally distinct from the other. God is the creator of everything.
- **DOCTRINE OF SIN:** Everyone, regardless of race, gender, social class, or intellectual ability, is created in God's image and for communion with God. But because of sin, that communion was broken and all of humanity was separated from God, the source of all life. Because of the fall, everyone deserves God's judgment.
- **DOCTRINE OF SALVATION:** Jesus Christ is the Way, the Truth, and the Life, and God gives salvation and eternal life to those who trust in him. Salvation cannot be earned through personal goodness or human effort. It is a gift that is received by repentance, faith in Christ, his death on the cross, resurrection from the grave and testified through baptism.
- **DOCTRINE OF JUDGMENT:** At the final judgment, unbelievers will be separated from God into condemnation. Believers will be received into God's loving presence.
- **DOCTRINE OF CHRIST:** Jesus Christ, the second Person of the Trinity, was conceived by the Holy Spirit, born of the Virgin Mary — he was God in human flesh. He lived a sinless human life, yet willingly took upon himself our sins by dying in our place and on our behalf. He rose bodily, victorious over death. He ascended to Heaven and is at the right hand of the Father as the believer's advocate and mediator. Someday, he will return to consummate history and to fulfill the eternal plan of God.
- **DOCTRINE OF THE HOLY SPIRIT:** The Holy Spirit, the third Person of the Trinity, convicts the world of sin and gives new life to those who trust in Jesus. He indwells all believers and is available to empower them to lead Christ-like lives. The Spirit gives them spiritual gifts with which to serve fellow believers and reach out to a lost and needy world.
- **DOCTRINE OF THE CHURCH:** All believers are members of the body of Christ, the one true church universal. Spiritual unity is to be expressed among Christians by acceptance and love of one another across ethnic, cultural, socio-economic, national, generational, gender, and denominational lines. The local church is a group of believers who gather for worship, prayer, instruction, encouragement, mutual accountability, community with each other, and as a witness to the world.
- **DOCTRINE OF PERSONAL INTEGRITY:** All Christians are under obligation to seek to follow the example of Christ in their own lives and in human society. In the spirit of Christ, Christians should oppose racism, every form of greed, selfishness, and vice, and all forms of sexual immorality, including pornography. We believe God's intention for a sexual relationship is to be between a husband and a wife in the lifelong covenant of marriage. Every other sexual relationship beyond this is outside of God's design and is not in keeping with God's original plan for humanity. We believe that every person should embrace, not reject, their God-given sex. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death.

- As I hold an Executive position with Business Leaders in Christ, I commit to live a life in which I turn from my sin and actively choose the biblical principles of Godly sanctification and righteousness. If and when I misstep, I will confess my struggle to God and to a member of the Business Leaders in Christ executive board acknowledging that I choose to receive grace and forgiveness from God and from others, and turn from my sin.

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Name

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Executive Office

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Date

# EXHIBIT B



Chief Diversity Office  
Equal Opportunity & Diversity

# CONFIDENTIAL Inquiry/Complaint Form

Complainant: Marcus Miller

Respondent: Business leaders in Christ  
(Person/Unit/Department against whom the concern is made)

Action Requested:

- Inquiry
- Informal Resolution
- Formal Investigation

Basis of Concern:

- University's Policy on Human Rights (discrimination on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity or associational preferences)  
[Please circle appropriate classification.]
- University's Policy on Sexual Harassment;
- University's Policy on Consensual Relationships Involving Students;
- University's Policy on Violence;
- University's Anti-Harassment Policy;
- University's Anti-Retaliation Policy;
- Unfair hiring practices;
- Other (Please specify: \_\_\_\_\_)

Please provide a detailed description of the basis of your concern (attach pages if necessary):

I was denied a leadership position (Vice President) due to ~~the~~ my being openly gay.

Remedy or Resolution Requested:

Either force BLinC to comply with the non-discrimination policy (allow openly LGBT members to be leaders) or take away their status of being a student organization affiliated with the University of Iowa.

By my signature below, I authorize the Director of the Office of Equal Opportunity and Diversity or his/her designee to investigate and/or seek resolution of my concern. It is my intent and understanding that this authorization includes the collection and examination of any and all records and documentation relevant to my concern, as well as authorization to discuss any matter regarding my concern with any persons having relevant knowledge of the events and circumstances involved including, but not limited to, the Respondent. If I am filing a formal complaint, I understand that a copy of this form will be provided to the Respondent.

Marcus Miller  
Signature (Complainant or University Agent)

2/20/17  
Date

University of Iowa; Office of Equal Opportunity & Diversity  
202 Jessup Hall; Iowa City, Iowa 52242-1316  
(319) 335-0705 - voice; (319) 335-0697 - TDD  
<http://diversity.uiowa.edu/eod/>

# EXHIBIT C

**MEMORANDUM**

**TO:** Student A, Complainant  
Business Leaders in Christ, Respondent

**FROM:** Constance Schriver Cervantes *CS*  
Compliance Coordinator  
Office of Equal Opportunity and Diversity

**DATE:** June 30, 2017

**SUBJECT:** Finding on formal complaint of discrimination

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**I. SUMMARY**

On February 20, 2017, Complainant filed a formal complaint with the Office of Equal Opportunity and Diversity against Respondent alleging that Respondent engaged in actions in violation of the University of Iowa’s *Policy on Human Rights*.

This finding is issued in conjunction with the Office of Equal Opportunity and Diversity’s investigation of Complainant’s complaint.

**II. FINDING**

The evidence produced during the investigation does provide a reasonable basis to believe the *Policy on Human Rights* was violated.

**III. BACKGROUND**

Complainant is a student at the University of Iowa, and a former member of Business Leaders in Christ (BLinC)

Respondent is a registered student organization at the University of Iowa.

In addition to Complainant, the following witness was interviewed:

- Student B, President, BLinC

The following documents were reviewed:

- Copy of Facebook Messenger notes of meeting dates between Complainant and B
- May 17, 2016 e-mail from Complainant to Student B
- June 22, 2017 e-mail from Student B to Complainant
- Constitution of Business Leaders in Christ

- Center of Student Involvement & Leadership Registered Student Organization Constitutional Standards and Guidelines
- “Nature of Complaints,” notes from Complainant
- “Chronology,” prepared by Student B
- “Vision Meeting August 26, 2016,” notes from Student B

#### IV. SUMMARY OF REMEDY REQUESTED, ALLEGATIONS AND RESPONSES

##### Remedy Requested

Complainant requests that BLinC be required to comply with the university’s non-discrimination policy, or no longer be a recognized student organization, affiliated with the University of Iowa.

##### Allegations

Complainant states that he was denied a leadership position with BLinC because of his sexual orientation.

Complainant indicated that at the end of the 2016 spring semester, he expressed an interest in becoming the vice-president of BLinC for 2016-17 academic year. On April 7, 2016, Student B, the current President of BLinC, met with Complainant and offered him the position. She then asked if he had any questions. Complainant told Student B he was gay. He asked how that would affect his becoming vice-president. Student B indicated she would have to get back to him.

On April 27, 2016, Student B again met with Complainant and informed him she was withdrawing the offer to him for the position of vice-president. Student B stated that because Complainant was gay and might pursue a relationship as a gay person, he could not be a leader in BLinC.

##### Responses

Student B admits that because of Complainant’s “desire to pursue a homosexual lifestyle/relationship” he was denied a leadership position in BLinC.

Student B is a co-founder of BLinC. It was founded three years ago, and was recognized by the university as a student organization in 2014. Student B was the secretary for the organization in its first year and has been the president since.

Student B states that the officers share duties. There is no vice president for the 2016-17 academic year. Currently BLinC has approximately 10-12 members. No minutes of meetings are kept.

In a meeting in March 2016, Student B announced they were looking for officers for BLinC for the 2016-17 academic year. Complainant reached out to Student B to express his interest in a leadership position, that of vice-president.

On April 7, 2016, Student B met with Complainant to discuss the position of vice-president. At the end of that meeting Complainant informed Student B he was gay. Student B then advised Complainant she would have to get back to him with respect to the position.

Student B then met with other BLinC officers to discuss the question of allowing Complainant to become vice-president. Student B determined Complainant would have been eligible for the position of vice-president but for being gay. Student B met further with Complainant on April 27, 2016, and told Complainant that he would not be allowed to be vice-president. In her interview in this investigation, Student B stated Complainant would have become vice-president at the April 27, 2016, meeting if he had not told her he was gay.

On May 17, 2016, Complainant e-mailed Student B to express further concerns with respect to the decision that he not to be allowed to be on the executive board of BLinC. Student B replied by e-mail on June 22, 2016, indicating in part:

First and foremost, the reason why I made the decision that I could not allow you to be in a leadership position within BLinC is because of your desire to pursue a homosexual lifestyle/relationship.

Student B confirmed that this e-mail correctly states her, and the organization's position on homosexuality and leadership in the organization. Pursuing a relationship with the opposite sex is acceptable within the organization.

Complainant has not attended any meetings since his rejection as vice-president and is no longer a member of the organization. BLinC has no self-identified gay members. Student B states individuals who are gay are welcome to be student members of BLinC, but not leaders of the organization.

BLinC's Constitution, adopted April 1, 2014, provides in part:

Article II

Membership:

Section 1) In no aspect of its programs shall there be any difference in the treatment of persons on the basis of ...sexual orientation...or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities and benefits shall be open to all persons.<sup>1</sup>

Article III

Officers and Duties:

There will be 4 executive officer positions within Business Leaders in Christ:

- 1) President...
- 2) Vice President...
- 3) Treasurer...
- 4) Secretary...

Article VI

Elections

Section 1) Elections for the Executive Board will be held once a year in March to elect for the following school year.<sup>2</sup>

**V. APPLICABLE POLICIES**

Policy on Human Rights:

The University is guided by the precepts that in no aspect of its programs shall there be differences in the treatment of persons because of ... sexual orientation ... These principles are expected to be observed in the internal policies and practices of the University; specifically... in policies governing programs of extracurricular life and activities...

<http://opsmanual.uiowa.edu/community-policies/human-rights>

<sup>1</sup> All university registered student organizations are required to follow the Registered Student Organization Constitutional Standards and Guidelines, <http://csil.uiowa.edu/manage/new-organization-constitutional-guidelines/>.

Under those guidelines, the university's Human Rights Clause must be included and must be written in a student organization's Constitution exactly as follows: *In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.*

The clause in BLinC's Constitution does not meet the present language requirements, which were updated in October 2014.

<sup>2</sup> For the 2016-17 election, BLinC had approximately 5-6 members. Officer positions were discussed but no formal vote was taken. The members agreed on the candidates according to Student B.

## VI. ANALYSIS AND CONCLUSION

The purpose of a formal investigation is to determine, based on sufficient evidence, whether there is a reasonable basis to believe that a violation of the policy has occurred. The standard for evaluating evidence gathered in the investigation is by a preponderance of evidence which requires the investigator to determine whether it is more likely than not that a given fact is true, or a given event occurred.

For a violation of the *Policy on Human Rights* here, the evidence must show that an individual was treated differently than others were treated in a university program, and that the differential treatment was based on a protected class, including sexual orientation.

The preponderance of the evidence in this case establishes that Complainant was applied for and was interviewed for the position of vice-president of BLinC for the 2016-17 academic year. However, upon learning that Complainant was gay, Student B, the president of the organization, after consultation with other officers, denied Complainant a position of leadership within BLinC because of his sexual orientation.

The refusal by an officer of a recognized student organization to allow Complainant to be an officer of BLinC, and the decision to treat him differently than other members due to his sexual orientation violates the university's *Policy on Human Rights*.

The University of Iowa has a categorical non-discrimination policy. The *Policy on Human Rights* prohibits institutional discrimination in its programs based on protected classifications, including sexual orientation. There is no distinction within the *Policy on Human Rights* for membership as opposed to leadership positions. The policy provides: *in no aspect of its programs shall there be differences in the treatment of persons because of ... sexual orientation ... These principles are expected to be observed in the internal policies and practices of the University; specifically in the ... in policies governing programs of extracurricular life and activities...*

Here, the basis for BLinC's refusal to select Complainant for the position of vice-president was his sexual orientation.

Student organizations may state a set of beliefs with which their members or leaders must comply. BLinC has no such statement in its Constitution. However, an organization may not adopt a statement of beliefs that is inconsistent with the *Policy on Human Rights*, and base exclusion on a protected classification. BLinC's action with respect to this Complainant's application for the position of vice-president violates the *Policy on Human Rights* because of the statements made by the president.

## VII. APPEAL PROCEDURES

If the Office of Equal Opportunity and Diversity concludes that the complaint is unfounded, the Complainant may appeal the finding on the grounds that the decision was arbitrary and capricious or that the investigating office did not follow procedures resulting in prejudice to the

Complainant. Appeals must be made electronically or in writing<sup>3</sup> and submitted together with all supporting documentation to the Office of Equal Opportunity and Diversity within ten (10) university business days of the receipt of the finding. Generally within two (2) university business days, the Office of Equal Opportunity and Diversity will transmit the notice of appeal and the case record to the appropriate appeal officer, as described on the Office of Equal Opportunity and Diversity website: <http://diversity.uiowa.edu/policies/discrimination-complaint-procedures>.

The appeal officer, or the appeal officer's designee, will issue a written decision on the appeal to the Complainant and the Office of Equal Opportunity and Diversity within 20 university business days of the receipt of the appeal, although this time frame may be extended due to the complexity of the case or the severity of the allegations.

In cases where the appeal is denied, such action constitutes final university action on the matter, subject to appeal to the Iowa Board of Regents. In cases where the appeal is successful, in whole or in part, the appeal officer/designee will advise the Office of Equal Opportunity and Diversity regarding appropriate measures to address the issues of concern raised in the appeal.

For complaints that conclude in a finding that there is a reasonable basis to believe that a policy violation has occurred and sanctions have been imposed, Respondents may appeal such findings through the grievance procedures applicable to them. The Respondent may challenge any sanctions imposed as a result of a finding through available grievance procedures.

#### **VIII. NOTE ON CONFIDENTIALITY AND RETALIATION**

The Office of Equal Opportunity and Diversity considers all information received in connection with the filing, investigation, and resolution of complaints to be confidential. Disclosure of information in connection with this complaint is limited to those individuals necessary to its investigation and resolution, and it is expected that the parties will observe the same standard of confidentiality. The individuals copied on this finding are administrators who have authority and responsibility for the University of Iowa student organizations, or for the Respondent and would be critical to any sanction that might be imposed. This practice of maintaining confidentiality is in the best interests of all the parties to the complaint and failure to respect confidentiality may be regarded as retaliation. University policy prohibits retaliation against individuals who file complaints and against those who participate in complaint investigations as witnesses.

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<sup>3</sup> The address to submit such an appeal is: [diversity@uiowa.edu](mailto:diversity@uiowa.edu) or Office of Equal Opportunity and Diversity, 202 Jessup Hall, 5 West Jefferson St., Iowa City, IA, 52242-1316.

cc: Georgina Dodge, Chief Diversity Officer and Associate Vice President, Title IX  
Coordinator  
Jennifer Modestou, Director, Office of Equal Opportunity and Diversity, Deputy Title IX  
Coordinator  
Thomas Rocklin, Vice President for Student Life  
Lyn Redington, Assistant Vice-President, Dean of Students  
William Nelson, Executive Director, IMU  
Anita Cory, Associate Director, Student Organization and Leadership Program, Center  
for Student Involvement and Leadership  
Susan Sager, Administrator, HR Services, Advisor, Business Leaders in Christ



# EXHIBIT D

July 14, 2017

VIA EMAIL

Dean Lyn Redington  
Assistant Vice President and Dean of Students  
University of Iowa  
Office of the Dean of Students  
135 Iowa Memorial Union  
Iowa City, IA 52242  
[REDACTED]

Dear Dean Redington,

I am a University of Iowa student and the incoming president of the student group BLinC or Business Leaders in Christ. As you know, on June 30, Ms. Schriver Cervantes from the Office of Equal Opportunity and Diversity found that BLinC had violated the University's *Policy on Human Rights*. It is my understanding that the matter has now been sent to you for a decision whether BLinC should be sanctioned. It should not. In fact, sanctioning BLinC would violate both the University's own policies and state and federal law.

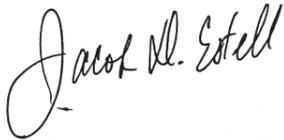
First, Ms. Schriver Cervantes' conclusion that BLinC violated the *Policy on Human Rights* is incorrect. The University's own policies respect the right of student groups to "exercise free choice of members" who "subscribe to the goals and beliefs of the organization." BLinC did not discriminate against the complaining student because of his sexual orientation. The student participated in BLinC before asking for a leadership position, and remains welcome to participate—even as a leader, regardless of his sexual orientation. The student was not eligible to be a leader of BLinC only because he stated that he disagrees with, and would not try to live by, BLinC's Christian principles, which means he could not effectively lead our group.

Second, your office has previously agreed that it would be a violation of the Iowa Human Rights Act to force a student group to accept leaders whose behavior is contrary to the group's purpose or its statement of faith. Such coercion would also violate federal law, including the First Amendment. BLinC is a Christian organization for students who share core Christian convictions. Its entire purpose is to encourage students to live according to its understanding of Christian principles. And its leaders play a religious role in leading the group. BLinC cannot fulfill its core mission if its leaders do not support its beliefs. The First Amendment protects BLinC's right to select leaders who share its mission.

The University itself also protects that right for a wide variety of other student groups who require both their leaders and their members to support their organizations' goals and purposes. BLinC's earlier letter to Ms. Schriver Cervantes, on which you were copied, identifies many of those organizations. Because your office has acknowledged that forcing a religious group to select leaders who oppose its mission would violate the Iowa Human Rights Act, and because you have taken no action against many other student groups with leadership standards, targeting BLinC because of its religious beliefs would be an intentional violation of both state and federal law, raising the potential for punitive damages against the University and its officers.

For all these reasons, it is our hope that you will reverse Ms. Schriver Cervantes' findings and take no further action against BLinC.

Sincerely,



Jacob D. Estell  
President  
Business Leaders in Christ

cc: Georgina Dodge [REDACTED]  
Jennifer A. Modestou [REDACTED]  
William Nelson [REDACTED]  
Anita Cory [REDACTED]  
Susan M. Sager [REDACTED]  
Constance A. Schriver Cervantes [REDACTED]

# EXHIBIT E



SENT VIA ELECTRONIC MAIL

September 13, 2017

Jacob Estell, President  
Business Leaders in Christ (BLinC)



Dear Jacob:

I am in receipt of the June 30, 2017, communication from Constance Schriver Cervantes regarding the case filed against your registered student organization, BLinC. Ms. Schriver investigated the complaint filed against BLinC on behalf of the Office of Equal Opportunity and Diversity.

This investigation was conducted under the Discipline of Registered Student Organization (DRSO) procedures found at <https://dos.uiowa.edu/policies/discipline-of-registered-student-organizations/>. We met on September 1, 2017, to discuss the case. I listened and considered your comments and questions. During our discussion, Tom Baker, Associate Dean of Students, stated your organization should be allowed to function as a registered student organization in good standing so long as the student leaders operate fully and consistently in accordance with the University of Iowa Human Rights Policy and make a sincere commitment to comply with the policy moving forward. After further discussion, you stated your organization intended to comply with the University of Iowa Human Rights Policy at all times in the future.

As explained in DRSO Section IV.D., I have the authority to impose sanctions if I conclude University rules were violated and sanctions are warranted. I find there is a preponderance of evidence that BLinC violated the University of Iowa Human Rights Policy.

After consideration of the Investigative Report and your remarks, I will permit your organization to function as a registered student organization in good standing with the University of Iowa provided you comply with the following:

1. Commit to ongoing compliance with the University of Iowa Human Rights Policy at all times in the future;
2. Submit a basic list of qualifications for leaders of your organization designed to prevent future disqualifications based on protected categories and to ensure that persons who identify as non-heterosexuals are not categorically eliminated from consideration; and

3. Submit an acceptable plan for ensuring that group officers who interview leaders will ask questions relevant to the vision statement that are not presumptive of candidates based upon their sexual orientation.

To reiterate, BLinC, as a registered student organization, will return to good standing with the University of Iowa following your compliance with the above. Please submit the required information to me directly at [REDACTED].

You have the opportunity to appeal this decision. As an organization representative, you have ten (10) business days after receipt of this decision to request an appeal to the Office of the Dean of Students. The deadline for filing an appeal is September 27, 2017. Permissible grounds for appeal are listed at DRSO Section VI. Appeals.

Information related to this incident will be filed in the Office of the Dean of Students. Please be aware Section V. Sanctions of the DRSO states that, "Student organizations that fail to comply with a sanction in a timely manner are subject to additional disciplinary action, which may include loss of registration until compliance is achieved."

If you have any questions, please contact me at [REDACTED] or [REDACTED].

Sincerely,



William Nelson, Ph.D.  
Executive Director  
Iowa Memorial Union

c: Tom Baker [REDACTED]  
Eric Baxter [REDACTED]

# EXHIBIT F

**Title:** THE CONSTITUTION OF BUSINESS LEADERS IN CHRIST (“BLINC”)

**Date:** September, 27, 2017

## **Article I**

### **Purpose:**

As seekers of Christ, Business Leaders in Christ is a student organization within the Tippie College of Business meant to help students learn about how to continually keep Christ first in the fast-paced business world. Using the Bible as a guide and through prayer, fellowship, group discussions, and service, students will network within the College and with business leaders who walk with Christ on a day-to-day basis.

## **Article II**

### **Membership:**

Section 1) **Membership in BLinC shall be open to all students without regard to race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons.**

Section 2) There will be no limitations as far as the minimum or maximum number of participants within the student organization.

Section 3) Because BLinC is seeking certification within the Tippie College of Business to become a recognized student organization, its target audience includes students already admitted into the Tippie College of Business, pre-business students, and students strongly considering business as a major/minor. A Member’s role or affiliation will not be different based on their class within, or ties to, the Tippie College of Business.

Section 4) A student will be considered a Member after signing in and attending 2 or more meetings in a given academic year. However, the President and/or the Faculty Advisor has the right to withdraw membership at any time for misconduct or other extreme circumstances.

## **Article III**

### **Officers and Duties:**

1) All Officers are required to affirm that they accept and seek to live BLinC’s religious beliefs as set forth in its Statement of Faith attached as Exhibit A. They must be prepared

to provide spiritual leadership for the organization, including leading prayer and Bible study, explaining the content of BLinC's religious beliefs, and ministering to others. They should have knowledge of, and agreement with, BLinC's mission and an understanding of how to model the values of the organization for the rest of the membership. All Officers are expected to uphold BLinC's religious beliefs and help ensure that the organization remains true to its religious mission, as described in this paragraph.

2) There will be 4 Executive Officer positions within BLinC:

**a) President:** The role of the President is to schedule, organize, and lead executive and large group meetings weekly. It is also the President's responsibility to manage all administrative issues, such as amending the constitution, overseeing the work of the other executives, making any final decisions regarding the well-being of the student organization, and reaching out to form meaningful relationships with members of the organization. To fulfill these responsibilities, the President must work closely with the Faculty advisor, providing updates on a weekly basis, as well as working closely with the other executives of the organization. It is the President's duty to work with the other officers to make sure all administrative work is successfully completed. In order to become President, a candidate should possess strong leadership skills (prior leadership experience is preferred), strong communication skills, and a strong work ethic to be able to complete all of the required duties as President.

**b) Vice President:** The primary role of the Vice President is to schedule guest speakers to come in and present on how they use their faith on a day-to-day basis in the workforce. Ideally, they will start planning and scheduling guest speakers for the following fall semester, as soon as they are elected. Besides engaging in outreach for speakers, the Vice President will assist the President with administrative issues and will assume the role of President whenever the President cannot attend a meeting or fulfill his/her duties. In order to be a successful Vice President, a candidate should possess strong community outreach skills. They should feel comfortable reaching out to potential speakers and asking if they would like to come present to the organization. The Vice President should also have strong administrative and leadership skills as well because they will work hand in hand with the President completing various administrative tasks.

**c) Treasurer:** The primary role of the Treasurer is to manage the funds, money, and make a budget for the organization. They will work with the other executives and the faculty advisor to decide where to allocate all of the funds. Candidates should have a knowledge of managing money, and someone that is majoring in accounting or finance will be prioritized.

**d) Secretary:** The main role of the secretary is to market the student organization. They should send out emails to members reminding them of upcoming events, post on the Facebook page, and tweet about what is going on within BLinC. Also, during meetings, the secretary should record minutes. Candidates considering the position of secretary should be organized and good communicators.

## **Article IV**

### **Staff/Faculty Advisor**

The responsibility of the Staff/Faculty Advisor is to be a voice for the students with the University and to help the Executive Officers with whatever needs they may have. The advisor should be made aware of everything that is going on within the organization by the Executive Officers. The Advisor is invited to attend leadership and group meetings in order to again lend input for the well-being of the organization.

To select a Staff/Faculty Advisor, the Executive Officers will search first in the Tippie College of Business by sending out emails or scheduling meetings with faculty members to see if anyone would be interested. The Staff/Faculty advisor may serve only by unanimous vote of the Executive Officers. If there is no one interested within the Tippie College of Business, the search may expand outside of the college, but the same process of unanimous vote by the Executive Officers must be followed.

## **Article V**

### **Meetings**

Section 1) Meetings will be held once a week. Meetings will not be held during finals week or on University breaks and holidays.

Section 2) Members will be notified by email 48 hours in advance of special meetings.

Section 4) The President or Staff/Faculty Advisor has the authority to call and schedule a meeting.

## **Article VI**

### **Election & Removal of Officers**

Section 1) Elections for the Executive Officers will be held once a year in March to elect Officers for the following school year.

Section 2) BLinC Members who are regularly enrolled as students at the University of Iowa, in good standing with the organization, and have attended 75% or more of the group meetings may be nominated by themselves or others to run for an executive office. Nominations should be submitted by email or other writing to the Executive Officers before March 1 of each year.

Section 3) All nominees must be interviewed by the President or, at the President's discretion, by another Executive Officer. Nominees must affirm that they accept and seek

to live BLinC's religious beliefs as set forth in Article III, Paragraph 1 of this constitution. If elected, a nominee must sign a copy of BLinC's Statement of Faith.

Section 4) At minimum, members will be notified of the upcoming election and the opportunity to submit nominations in a meeting and by email at least two weeks before March 1 and again by email at least two weeks before the election if held after March 1.

Section 5) Executive Officers will be selected by a majority vote of the Members present at the duly noticed election meeting.

Section 6) The process for removal of any officer shall be commenced by a written request for removal signed by at least two Members and delivered to the Executive Officers. The challenged officer shall have one week to prepare a written response to the request and shall have the opportunity to meet with the remaining Executive Officers to speak with them about the request and response. Should the other Executive Officers find grounds for the challenged officer's removal, the matter will be referred to a vote by the Members. No officer shall be removed without the vote of the majority of the Members present at a duly noticed meeting.

Section 6) Notwithstanding the procedures outlined in the previous paragraph, any misrepresentation in an Executive Officer's leadership application or change in an Executive Officer's representations regarding the beliefs and mission of BLinC (and, hence, their ability to communicate the messages of the organization accurately) shall be grounds for the immediate review of the Executive Officer's position by the remaining Executive Officers. If, after review, the remaining Executive Officers decide that the Executive Officer in question can no longer effectively represent BLinC or further its mission, the remaining Executive Officers may remove the Officer by a majority vote of the remaining Executive Officers.

## **Article VII**

### **Finances**

Section 1) There will be no dues required for membership within BLinC.

Section 2) All financial decisions must be made by joint agreement between the President and the Treasurer. The President and Treasurer must seek consensus from the other Executive Officers for financial decisions involving more than \$200.

Section 3) All checks must be signed by both the President and the Treasurer. If the President is unavailable, the Vice-President may sign, but only with the President's permission.

Section 4) BLinC shall give back to the Tippie community at a minimum rate of 10 percent of any grants or gifts received by the organization.

Section 5) At the beginning of each fall semester a budget shall be made by the Treasurer to thoughtfully allocate all funds expected through the end of the spring semester. The budget shall be presented to the Executive Officers and be ratified by a  $\frac{3}{4}$  vote.

Section 6) It is the duty of the Executive Officers, especially the Treasurer, to thoughtfully pray that whatever financing BLinC might receive would be used as God desires.

**Section 7) BLinC is required to deposit all receipts in, and make disbursements through, the Student Organization Business Office, Fraternity Business Services, or Recreational Services. Upon dissolution, state money and mandatory student fees revert back to the granting organization. Inactive organizations will be considered dissolved after five years of no account activity. Revenue generated dollars or “00 funds” must be divided as stated in this Constitution and carried out by our leadership. Our organization’s remaining revenue generated dollars or “00 funds” will be divided or disbursed to The University of Iowa Student Government. If this organization has dissolved and revenue generated dollars or “00 funds” have not been divided as stated in this Constitution by five (5) years from last account activity, funds in our “00 account” will revert to an account specified for this purpose within UISG/ECGPS. These funds will then be available for distribution through SABAC or GPAC guidelines in accordance with University of Iowa policy.**

#### **Article VIII**

##### **Amendments**

Section 1) In order to amend this document, both a  $\frac{3}{4}$  vote from the Executive Officers and a  $\frac{2}{3}$  vote by current Members at a duly noticed meeting is required to overturn or create changes to amendments.

Section 2) If an Executive Officer or a Member wishes to amend this constitution, the Executive Officers and Members should be notified at least two weeks in advance by email and by reading the proposed change(s) at one meeting to all Members present.

#### **Article IX**

Section 1) This Constitution shall take immediate effect upon a majority vote of all Executive Officers of the organization. The organization shall have all authority necessary to implement this constitution.

# EXHIBIT A

## BLINC STATEMENT OF FAITH

- **DOCTRINE OF SCRIPTURE:** The Bible is God's unique revelation to mankind, the inspired, infallible Word of God. As such, it is the supreme and final authority and without error in what it teaches and affirms. No other writings are vested with such divine authority.
- **DOCTRINE OF GOD:** There is only one true God. He exists eternally as three persons — Father, Son, and Holy Spirit — each fully God yet each personally distinct from the other. God is the creator of everything.
- **DOCTRINE OF SIN:** Everyone, regardless of race, gender, social class, or intellectual ability, is created in God's image and for communion with God. But because of sin, that communion was broken and all of humanity was separated from God, the source of all life. Because of the fall, everyone deserves God's judgment.
- **DOCTRINE OF SALVATION:** Jesus Christ is the Way, the Truth, and the Life, and God gives salvation and eternal life to those who trust in him. Salvation cannot be earned through personal goodness or human effort. It is a gift that is received by repentance, faith in Christ, his death on the cross, resurrection from the grave and testified through baptism.
- **DOCTRINE OF JUDGMENT:** At the final judgment, unbelievers will be separated from God into condemnation. Believers will be received into God's loving presence.
- **DOCTRINE OF CHRIST:** Jesus Christ, the second Person of the Trinity, was conceived by the Holy Spirit, born of the Virgin Mary — he was God in human flesh. He lived a sinless human life, yet willingly took upon himself our sins by dying in our place and on our behalf. He rose bodily, victorious over death. He ascended to Heaven and is at the right hand of the Father as the believer's advocate and mediator. Someday, he will return to consummate history and to fulfill the eternal plan of God.
- **DOCTRINE OF THE HOLY SPIRIT:** The Holy Spirit, the third Person of the Trinity, convicts the world of sin and gives new life to those who trust in Jesus. He indwells all believers and is available to empower them to lead Christ-like lives. The Spirit gives them spiritual gifts with which to serve fellow believers and reach out to a lost and needy world.
- **DOCTRINE OF THE CHURCH:** All believers are members of the body of Christ, the one true church universal. Spiritual unity is to be expressed among Christians by acceptance and love of one another across ethnic, cultural, socio-economic, national, generational, gender, and denominational lines. The local church is a group of believers who gather for worship, prayer, instruction, encouragement, mutual accountability, community with each other, and as a witness to the world.
- **DOCTRINE OF PERSONAL INTEGRITY:** All Christians are under obligation to seek to follow the example of Christ in their own lives and in human society. In the spirit of Christ, Christians should oppose racism, every form of greed, selfishness, and vice, and all forms of sexual immorality, including pornography. We believe God's intention for a sexual relationship is to be between a husband and a wife in the lifelong covenant of marriage. Every other sexual relationship beyond this is outside of God's design and is not in keeping with God's original plan for humanity. We believe that every person should embrace, not reject, their God-given sex. We should work to provide for the orphaned, the needy, the abused, the aged, the helpless, and the sick. We should speak on behalf of the unborn and contend for the sanctity of all human life from conception to natural death.

- As I hold an Executive position with Business Leaders in Christ, I commit to live a life in which I turn from my sin and actively choose the biblical principles of Godly sanctification and righteousness. If and when I misstep, I will confess my struggle to God and to a member of the Business Leaders in Christ executive board acknowledging that I choose to receive grace and forgiveness from God and from others, and turn from my sin.

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Name

---

Executive Office

---

Date

# EXHIBIT G



**Iowa Memorial Union**  
145 Iowa Memorial Union  
Iowa City, Iowa 52242-1317  
319-335-3059  
imu.uiowa.edu

SENT VIA ELECTRONIC MAIL

October 19, 2017

Jacob Estell  
Business Leaders in Christ (BLinC)

Eric Baxter

Dear Jacob and Eric:

The revised Constitution and Statement of Faith you submitted in response to my September 13, 2017 letter does not satisfy the requirements I delineated in order for BLinC to remain as a registered student organization in good standing. The Statement of Faith, on its face, does not comply with the University’s Human Rights policy since its affirmation, as required by the Constitution for leadership positions, would have the effect of disqualifying certain individuals from leadership positions based on sexual orientation or gender identity, both of which are protected classifications under Chapter 216 of the Iowa Code (the Iowa Civil Rights Act) and the University of Iowa Human Rights Policy.

You have the opportunity to make additional revisions to your Statement of Faith in order to submit a version that complies with the University of Iowa Human Rights Policy. Your submission must also include a response to the third requirement I set forth in my September 13, 2017 letter, which follows: “Submit an acceptable plan for ensuring that group officers who interview candidates for leadership positions will ask questions relevant to the Statement of Faith that are not presumptive of candidates based upon their sexual orientation or gender identity.” You have ten (10) business days from the date of this letter to submit your revised response. The deadline for submission is November 2, 2017.

If you choose not to submit a revised response, I will find BLinC not to be in compliance with the University of Iowa Human Rights Policy and as a result, will revoke its registration. If BLinC elects not to submit a revised response, you have the opportunity to appeal this decision. As an organization representative, Jacob, you have ten (10) business days from the date of this letter to file an appeal with the Office of the Dean of Students. The deadline for filing an appeal is November 2, 2017. The permissible grounds for appeal are listed at DRSO Section VI. Appeals.

Information related to this incident will be filed in the Office of the Dean of Students. Please be aware Section V. Sanctions of the DRSO states that, "Student organizations that fail to comply with a sanction in a timely manner are subject to additional disciplinary action, which may include loss of registration until compliance is achieved."

If you have any questions, please contact me at [REDACTED] or [REDACTED].

Sincerely,



William Nelson, Ph.D.  
Executive Director  
Iowa Memorial Union

c: Tom Baker [REDACTED]

# EXHIBIT H

April 12, 2017

VIA EMAIL

Constance A. Schriver Cervantes, JD  
Compliance Coordinator  
Equal Opportunity and Diversity  
Complaint Investigations Unit  
University of Iowa  
202 Jessup Hall  
Iowa City, IA 52242



Dear Ms. Schriver Cervantes

I write as the President of Business Leaders in Christ (“BLinC”) to urge you to dismiss your investigation into Marcus Miller’s February 20, 2017 complaint and to take no further action against BLinC. Dismissal is warranted because BLinC has not violated the University’s non-discrimination policies and is entitled to be a recognized student organization at the University of Iowa.

As you know, I founded BLinC just a few years ago. As a woman coming to the University with the goal of learning to thrive in the competitive business world, I also wanted to create a community where I could learn how to integrate my faith in the workplace. And I wanted to lead and support other women and men who wanted to do the same. In the last few years, BLinC has grown and become an important part of the University community. We’ve held regular meetings on campus. We’ve hosted Iowa business leaders to speak to us about faith and work. We have volunteered our time within the business school through creating events such as Tippie Gives Thanks, in which we offered students and faculty a place to write down and reflect on things they are thankful for. Additionally, we have served a number of local efforts, such as providing childcare at Faith Academy’s Saturday School program and partnering with Strive for Success, a local non-profit’s after-school mentoring program for at-risk youth from different socio-economic backgrounds.

Our faith was the reason we started and it has been at the center of all our service to the University and the local community. There are several reasons why the University should not punish us for our faith now.

First, the University’s guidelines for student organizations recognize the right of students to organize according to common beliefs and values. For example, the University’s policy regarding “Registration of Student Organizations” states that it is “the policy of the University that all registered student organizations be able to exercise *free choice of members* on the basis of their merits as individuals without restriction in accordance with the University Policy on Human Rights.” The policy further recognizes that students have the right to “organize and associate with like-minded students” and thus that “any individual *who subscribes to the goals and beliefs of a student organization* may participate in and become a member of the organization.”

This common-sense protection for student groups' individual missions—which is essential to any organization's existence—does not conflict with the University's non-discrimination policy. As I confirmed during our meeting and as reflected in BLinC's constitution, all students are welcome to join our organization without regard to “race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideration *as an individual*.” We never discriminate against students because of who they are. All we ask is that our leaders support and uphold our “goals and beliefs.”

BLinC is a Christian organization for students who share core Christian convictions. Mr. Miller expressly stated that he rejected important parts of our Christian beliefs, would not support them, and would openly oppose them in public. It was for this reason, and this reason only, that Mr. Miller was deemed ineligible to serve as our organization's vice-president. BLinC's entire purpose is to encourage students to live according to its understanding of Christian principles. It cannot fulfill its core mission if its leaders do not support its beliefs.

Student organizations on campus frequently impose similar standards. Members—and even more so, leaders—are required share the missions of the organizations they seek to join. For example, the Feminist Union limits its membership to students who “agree[] with [its] purposes and principles,” including support for abortion, access to contraception for minors, and even certain positions on the environment. The fraternity Delta Sigma Pi prohibits its members from belonging to competing fraternities and requires them to be of “good moral character.” Students for Life requires its members to be “pro-life.” The Islamic organization Imam Madhi reserves certain membership benefits to members who are Shia Muslims. The Korean American Student Association requires members to “exhibit an optimistic attitude towards Korean culture” and reserves the right to revoke the membership of any member who “possesses a negative attitude.” The Association of Women Dentists requires members to support the advancement and recognition of women in dentistry. Multiple Christian student groups condition full membership on students signing a “statement of belief,” bearing “clear testimony of conversion to Jesus Christ,” setting “an example for others on how to live a holy and Biblically-based life,” or keeping religion-specific “standards.” And many secular organizations broadly require all their members to “support the mission” of the organization.

These requirements for members to support their organizations' missions make sense in light of the University's goal that student organizations bring “like-minded students” together. Punishing BLinC because it creates space for students of like-minded religious beliefs would *violate*, not uphold, the University's policies. The University's Statement of Religious Diversity emphasizes that “[r]eligious history, religious diversity, and spiritual values have formed a part of The University of Iowa's curricular and extracurricular programs since the founding of the University” and that “[a]s a public institution, the University neither promotes any particular form of religion nor discriminates against students, staff, or faculty on the basis of their religious viewpoints.” The University's Human Rights Policy similarly forbids discrimination on the basis of “creed” or “religion,” promising that “equal opportunity and access to facilities shall be available to all,” including in “policies governing programs of extracurricular life and activities.”

Discriminating against BLinC because of its religious beliefs would not only violate University policy, it would also threaten the diversity and academic freedom that is at the

heart of the university experience. Students are tomorrow’s leaders and should be prepared to work with people of diverse views and backgrounds. The University should seek to ensure that all student organizations are free to participate in campus life on equal terms, not to suppress views that it deems objectionable. In the words of President Barack Obama, free speech is “not free speech in the abstract”:

“The purpose of . . . free speech is to make sure that we are forced to use argument and reason and words in making our democracy work. And you know, then you don’t have to be fearful of somebody spouting bad ideas. Just out-argue ’em. Beat ’em. Make the case as to why they’re wrong. Win over adherents. That’s how things work in a democracy.”

Pressuring organizations to select leaders who do not share their mission will only stifle diversity and academic rigor on campus. And that hurts everyone.

Finally, we think that our rights are also protected by the First Amendment. In its *Hosanna-Tabor* case in 2012, the U.S. Supreme Court ruled unanimously that religious groups have a First Amendment right to select their leaders without government interference or coercion. More recently, the Court emphasized that “[t]he First Amendment ensures that religious organizations and persons are given proper protection as they seek to teach the principles that are . . . central to their lives and faiths.” Many other Supreme Court cases say that universities and their officers that discriminate against religious groups may be individually liable for violating the First Amendment. Allowing other groups to select their members and leaders based on shared convictions while punishing BLinC for asking its leaders to share its faith is discrimination that violates the First Amendment.

For all these reasons, I urge you to dismiss the complaint filed against BLinC as unfounded and to allow BLinC to continue operating on campus on equal terms with all other recognized student groups. Thank you.

Sincerely,



Hannah Thompson  
President  
Business Leaders in Christ

- cc: Georgina Dodge [REDACTED]
- Jennifer A. Modestou [REDACTED]
- Lyn Redington [REDACTED]
- William Nelson [REDACTED]
- Anita Cory [REDACTED]
- Susan M. Sager [REDACTED]

# EXHIBIT I

# The Daily Iowan



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> News

DI Editor -Mar 2, 2017

## FINDING A HOME IN FAITH



By Naomi Hofferber

naomi-hofferber@uiowa.edu

For some Christian LGBTQ individuals on campus, finding a ministry that is fully accepting can be a long and painful process.

University of Iowa sophomore Marcus Miller has seen the effects that this conflict between ideology and identity can have.

"When I was a freshman here at Iowa last year — before I was fully accepting of myself and accepting of my identity — I was still very much involved with Christian organizations," Miller said. "Those organizations were where all my friends were, where my support system was, and as I continued to try to figure things out on my own and figure out my identities, I think things got really tough for me, because it came increasingly clear that if I were to be proud of my identity of being gay, that would not be OK."

Miller applied for two different leadership positions with Business Leaders in Christ and 24/7 and was officially offered a position with the first group, and 24/7 had allegedly implied to Miller he would get a position. After revealing to them that he was gay, both offers were rescinded.

In response, Business Leaders in Christ declined to give a statement to *The Daily Iowan*, and 24/7 released the statement, "24/7 welcomes all members of the university community to its meetings and is confident that the complaint is without merit."

"That really hurt," Miller said about the withdrawn offers. "I felt rejected, I felt isolated and alone. What once used to be a home for me and a place where all my friends were, where I got all my support, quickly became the place I dreaded the most. It was so hard for me to be rejected by the people I thought would accept me. There was a lot of nights where I wouldn't be able to sleep, there were a lot of nights where I contemplated suicide. I felt stuck between two different worlds."

Miller said he felt conflicted between his traditional conservative Christian community and the LGBTQ community. He said he hadn't fully accepted himself and he wasn't sure he could be understood with his intersectionality of faith and sexuality.

<http://daily-iowan.com/2017/03/02/finding-a-home-in-faith/>

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"It was definitely the hardest time period of my life," Miller said. "Faith is a very sacred thing; a lot of people cling to it. My faith is still very important to me. I feel like for a lot people, that's the case, and a lot of people are trying to hold on to their faith, but it makes it extremely difficult when the spaces that they're in are not accepting and not inclusive."

Miller said he has placed a formal discrimination complaint with the UI Office of Equal Opportunity and Diversity on Feb. 20. The Office of Equal Opportunity and Diversity told *The Daily Iowan* that it can neither confirm nor deny whether a complaint has been filed.

"The investigation begins when the Office provides written notice to the respondent of the filing of the complaint, the identity of the complainant, and the general allegations of the complaint," Kyra Seay, the communications coordinator for the Chief Diversity Office said in a statement to *The Daily Iowan*. "The respondent is then interviewed regarding the specifics of the allegations and given an opportunity to respond fully to the allegations. The Office may also interview other persons believed to have factual knowledge relevant to the allegations."

The written finding of the investigation will typically be issued within 60 days of the complaint being launched.

After being denied leadership roles with other organizations, Miller founded Love Works, an LGBTQ-inclusive campus ministry.



Daily Iowan TV News: Discrimination Issue on Campus



PRINT EDITION



While there are numerous interpretations of Bible scripture, some Christian interpretations classify homosexuality as a sin. This can create challenges for LGBTQ individuals who seek involvement in Christian communities.

"From my understanding, it is God loves all human beings, and He created them in His image," said Nana Owusu, the president for Campus Bible Fellowship. "But from our understanding, sin has marred that image, and the way that it's been marred has manifested itself in various different ways. What the Bible clearly states in both the Old and the New Testament is that homosexuality is an abomination. So it is not what He intended that relationship to be like."

Despite any ideology, LGBTQ individuals are welcome to attend meetings and be involved with Campus Bible Fellowship.

"But according to our stance, if people say that they have belief in Christ, there's bound to be an understanding that there is sin there, because if they truly do believe this, then they do understand that there is sin, and they are fighting that sin in their life, just as I would have to fight urges of lust, just as I would have to fight anger or hatred," Owusu said. "You can come to the meetings, we can have that conversation, and we can't force you to live a life that exemplifies a Christian, but we would like to see that growth in each member."

To be a leader, individuals must profess a belief in Christ and attend meetings regularly, he said. Leaders are approved by leaders in the affiliated church, Faith Baptist Church.

Campus Christian Fellowship, another Christian organization, holds a similar view on homosexuality.

John Johnson, a campus minister for Campus Christian Fellowship, said the organization's interpretation of scripture is that homosexuality is a sin, which he said is plainly stated in the Bible.

"I do know that there are people who have different interpretations, but that's how I read the Bible, so that's something that we do preach, but we don't tell people to go away, because it's one of those things

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that we believe in preaching and talking about Jesus first, and Jesus is the most important thing," he said. "So if we prevent people from coming, or make people feel as if they can't come and be a part of it, how are they ever going to hear about Jesus?"

The ministry has had LGBTQ members in the past, and they are welcome to come to meetings, Johnson said. While choosing leaders for the organization, he said, the group has moral and ethical recommendations and wants leaders to be good role models.

"We ask for them, for their sexual activity, to follow what the Bible prescribes," Johnson said. "I wouldn't say that we would ever just outright [reject] any person who wanted to become a leader who was part of that community; we wouldn't just say, 'No, you can't because you're a part of that community.' We would talk to them about what does your life look like, and where are you with all these things, and what do you believe scripture says about these things. It's a lot of just seeing where they're coming from with what scripture says, because we do want to have a unified teaching we're presenting."

The issue becomes complicated, as ideology and religious freedoms could potentially conflict with an anti-discrimination clause that all UI student organizations are required to include in their constitutions, which states, "In no aspect of its programs shall there be any difference in the treatment of persons on the basis of ... sexual orientation, gender identity ... which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons."

The 2010 Supreme Court case of *Christian Legal Society v. Martinez* dealt with a similar incident regarding campus ministries and the LGBTQ community.

Christian Legal Society required members and officers to sign a statement of faith, in which they agreed to live by certain principles, one of which was the belief that sex was between a man and a woman. It was because the organization restricted based on sexuality that Hastings Law School denied it registered student organization status, as it conflicted with their non-discrimination policy.

Within the case, the society contended that it doesn't exclude individuals based on sexual orientation, but rather on conduct and the belief that the conduct is not wrong; in this case, the group excludes LGBTQ individuals with partners.

The court denied to distinguish between status and conduct in the case, and referenced the 2003 case of *Lawrence v. Texas* in which Justice Anthony Kennedy stated in the opinion of the court, "When homosexual conduct is made criminal by the law of the State, that declaration in and of itself is an invitation to subject homosexual persons to discrimination in both the public and in the private spheres."

In the opinion of the Court in *Christian Legal Society v. Martinez*, Justice Ruth Bader Ginsburg said, "[Christian Legal Society] notes that its 'activities — its Bible studies, speakers, and dinners — are open to all students,' even if attendees are barred from membership and leadership. ... Welcoming all comers as guests or auditors, however, is hardly equivalent to accepting all comers as full-fledged participants."

The court ruled that while it isn't unconstitutional for a student organization to require leaders to hold particular religious beliefs, universities do not have to recognize those organizations.

In 2014, California State University revoked official club status of InterVarsity Christian Fellowship, in accordance with the Supreme Court decision.

Revoking the acknowledgement of an organization does not ban the organization from campus nor does it disband the organization, but organizations could lose university resources and support.

Currently UISG has allocated funds in fiscal 2017 for Business Leaders in Christ and 24/7.

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**Ashley Lindley** · Small Business Owner at Inspired Photography

As a UI SJMC alumn and member of the LGBTQIA community, I'm not entirely sure how to feel about this article. The reporting was thorough and included many good points backed up by what evidence could be provided. However, this story has the same shortcomings as so many others -- it stops halfway through the journey. We're left with nothing but negativity and a desperate hope that Marcus's situation will improve.

The article is titled "Finding a home in faith" and we are never told whether or not he found that home. Was the problem resolved? What is he doing now? Even more frustrating was the... [See More](#)

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**Ashley Lindley** · Small Business Owner at Inspired Photography

I would like to add that I did notice and appreciate the inclusion of Love Works! They aren't the only place in town that supports this community though, and Marcus's journey doesn't end there.

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# EXHIBIT G

November 16, 2017

Business Leaders in Christ Non-Greek  
Sent electronically

**PERSONAL AND CONFIDENTIAL**

Regarding Case Number: 2017143301

November 16, 2017

Jacob Estell  
Business Leaders in Christ (BLinC)

Eric Baxter

Dear Jacob and Eric:

I have received and considered your appeal regarding the decision of Dr. William Nelson, Executive Director of the Iowa Memorial Union, that Business Leaders in Christ (BLinC) more likely than not violated the University of Iowa Human Rights Policy resulting in his decision to revoke BLinC’s registration as a UI student organization. My review is based upon the written record.

Upon my review of the record, I affirm the decision of Dr. Nelson that BLinC violated the University’s Human Rights Policy. Furthermore, the revised Constitution and Statement of Faith you submitted in response to Dr. Nelson’s September 13, 2017 letter does not satisfy the requirements delineated in order for BLinC to remain as a registered student organization in good standing. The Statement of Faith, on its face, does not comply with the University’s Human Rights policy since its affirmation, as required by the Constitution for leadership positions, would have the effect of disqualifying certain individuals from leadership positions based on sexual orientation or gender identity, both of which are protected classifications under Chapter 216 of the Iowa Code (the Iowa Civil Rights Act) and the University of Iowa Human Rights Policy. Therefore, I affirm the sanctioning decision of Dr. Nelson to revoke the registration of BLinC.

Your appeal document states that the university is forcing “... BLinC to revise its Statement of Faith or be kicked off campus.” In fact, a student organization is a voluntary special interest group organized for educational, social, recreational, and service purposes and comprised of its members. Student organizations are separate legal entities from the University of Iowa and legally are not treated the same as University departments or units. *A student organization can exist on campus whether or not the University approves its registration pursuant to the Registration of Student Organizations policy.*

In addition, upon appeal, you now claim for the first time that the Complainant was not allowed to hold a leadership position because he “confirmed that he intended to be sexually active in same-sex relationships.” This assertion by BLinC of the complainant’s intentions specifically regarding sexual activity outside of marriage was not previously addressed by BLinC and the making of such a statement by the complainant was not validated through the investigation process and finding. In fact, BLinC’s leadership told the investigator, as well as the Complainant in an email, that because of Complainant’s “desire to pursue a homosexual lifestyle/relationship” he was denied a leadership position. BLinC’s leadership also told the investigator that Complainant would have become vice-president had he not told

her he was gay. BLinC leadership also told the investigator that individuals who are gay are welcome to be student members of BLinC, but not leaders of the organization.

My decision is the final University of Iowa action on this matter. You have the right to appeal this decision to the Board of Regents, State of Iowa. If you choose to appeal, your notice of appeal must be delivered in hand copy or by fax (319)-335-0907 to the President's Office (11 Jessup Hall) within twenty days of this decision. The president is responsible for assembling your notice of appeal and other evidence and forwarding it to the Board Office. Details of the appeals process are available at:

<http://www.iowaregents.edu/plans-and-policies/boardpolicy-manual/17-appeals-to-the-board/>

Sincerely,

A handwritten signature in black ink that reads "Lyn Redington". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Lyn Redington, Ph.D.  
Assistant Vice President and Dean of Students

CC: Eric Baxter  
Bill Nelson, Ph.D., Executive Director IMU  
Anita Cory, Ph.D., Associate Director, Student Organizations and Leadership Program  
Jennifer Modestou, Director, Office of Equal Opportunity and Diversity, Deputy Title IX Coordinator  
Lena Hill, Interim Chief Diversity Officer and Associate Vice President  
Melissa Shivers, Ph.D., Vice President for Student Life  
Tom Baker, J.D., Associate Dean of Students, Director of Student Conduct

IN THE UNITED STATES DISTRICT COURT  
FOR THE SOUTHERN DISTRICT OF IOWA  
EASTERN DIVISION

<p>BUSINESS LEADERS IN CHRIST, an unincorporated association,</p> <p style="text-align: center;"><i>Plaintiff,</i></p> <p style="text-align: center;">v.</p> <p>THE UNIVERSITY OF IOWA; LYN REDINGTON, in her official capacity as Dean of Students and in her individual capacity; THOMAS BAKER, in his official capacity as Assistant Dean of Students and in his individual capacity; and WILLIAM NELSON, in his official capacity as Executive Director, Iowa Memorial Union, and in his individual capacity,</p> <p style="text-align: center;"><i>Defendants.</i></p>	<p>Civ. Action No. 3:17-cv-00080-SMR-SBJ</p> <p style="text-align: center;"><b>DECLARATION OF HANNAH THOMPSON</b></p>
---	---

I, Hannah Thompson, declare as follows:

1. I am a graduate of the University of Iowa, Tippie College of Business.
2. While there, I helped found the student group Business Leaders in Christ, which is known by the acronym BLinC.
3. We started BLinC the spring semester of 2014, and it was officially registered by the University in the fall of that same year. A copy of BLinC’s original constitution is attached as **Exhibit A**.
4. I served as BLinC’s first Secretary and then became the President the following year.
5. I was President for the entire 2016-2017 school year.

6. Once BLinC was registered with the University, we could receive funding from the mandatory student activity fees, meet on campus, and participate in the student recruitment fairs.

7. These resources were critical to helping us succeed and grow as a student group on campus.

8. We were able to host meetings free of charge, and that continuity on campus was important for our members. The resources also allowed us to interact with a significant number of students, which was very important for recruitment. And access to student group funding allowed us to take a professional trip to a conference that wouldn't have been a possibility without funding. The conference was the Faith at Work Conference, hosted by Dallas Theological Seminary at Wheaton College.

9. BLinC was founded as a religious organization to help "seekers of Christ" learn "how to continually keep Christ first in the fast-paced business world." Our ministry was founded "[u]sing the Bible as a guide."

10. As the President of BLinC, I conducted our weekly meetings, including leading members in prayer, Bible discussion, and spiritual reflection.

11. These meetings were intended to help students be strengthened spiritually, find religious encouragement to get through the challenges of the week, and learn ways to better live their faith at school and at work.

12. As part of my role as President, I also helped identify and then invite local Christian businessmen and women to campus where they would speak about how they lived out their faith in their careers. We took care to invite individuals who we believed would teach in a manner consistent with our faith.

13. I also helped to plan and coordinate service projects to allow our members to serve the University and the broader community. For example, once each semester we volunteered on

Saturdays at a private school in Iowa City that is affiliated with a local church and serves underprivileged youth. Every April and December there is a day when parents are invited to come to the school to talk to teachers and see what their children are doing in the school. Almost all of the kids who attend come from difficult socio-economic circumstances and parents would have bring other siblings with them to the parent day. We would watch the siblings so the parents could focus on their kids who were students at the school.

14. I also helped start an event called “Tippie Gives Thanks.” The first time was in November 2016. We set up a table featuring cookies and butcher-block-paper cutouts of leaves, turkeys, and other Thanksgiving-themed images. We invited students to enjoy a cookie and to write something they were thankful for on the cutouts, which we displayed at the business school outside of administrative offices for a couple of weeks. The first year, we had around 120 students, faculty, and staff who filled something out. Some students were skeptical at first and wondered what the catch was for getting a cookie. Our goal was to cultivate a spirit of gratitude among students and faculty and bring to mind reasons to be thankful. Everyone who participated seemed to really enjoy it, and the event generated a lot of positivity and thankfulness. One of the Associate Deans of the business school thanked us for being there, as did many students and faculty.

15. In March 2016, I was approached by one of our members who expressed an interest in serving on BLinC’s executive board. We were a small organization and I had appreciated the student’s participation that year—he had first started coming on February 6, 2016—so I was excited that he wanted to continue being involved and possibly taking on a leadership role. A screen shot of our initial Facebook messages about his getting a leadership position is attached as **Exhibit B**.

16. I first met with the student about the possibility of his taking on a leadership role around April 7, 2016. Our meeting lasted about two hours. The purpose of the meeting was to find out if he was ready to provide spiritual leadership. I brought my Bible with me to the meeting. I asked him questions about where he was in his faith walk; I wanted to know about his relationship with Jesus. When we started talking about him taking on the role of vice president, he asked if he would have to sign anything. When I asked what he meant, he told me that he thought he was gay. We talked for a long time about that.

17. I opened up the Bible and we talked about our understanding of what the Bible says about sexual morality. We talked through a lot of things. He was very open and told me that the teachings of the Bible on this topic were something he had been struggling with, considering his desire to engage in same-sex relationships. This was the first time I understood that he was interested in pursuing romantic same-sex relationships. I told him that I appreciated his sharing his perspective with me, and we ended up praying for each other. Since BLinC was such a new organization, this was the first time this issue had come up, and I told the student that I would have to discuss it with the other members of the executive board.

18. BLinC is a Bible-based group that accepts the Bible as the unerring Word of God. As an executive board, we agreed that the most important qualities for BLinC's leaders were to believe in the Bible as our ultimate authority on how to live our lives to please God, and to accept Jesus Christ as our Savior. We did not expect or require that our leaders would be free from temptation or sin. Everyone experiences temptation and gives in to sin. But what matters is that we are willing to submit ourselves to God's will as revealed in the Bible, repent of our sin when we fall, accept Christ's sacrifice and forgiveness for our sins, and strive to live in agreement with God's word.

19. Based on my discussion with the student, we were concerned about the fact that he didn't share our view of the Bible's guiding authority for our lives or of its teaching on sexual conduct. We came to the consensus that the situation was actually indicative of the student's fundamental spiritual disagreement with BLinC's faith. That caused us to believe that he did not appear to be in a place where he shared our faith or could lead our group with sound doctrine and interpretation of Scripture.

20. My next conversation with the student took place on April 27, 2016. I explained to the student that I had been praying about this decision, reading the Bible, and consulting the executive members and some spiritual mentors.

21. This was a really difficult situation for me to have to make this decision and then to tell him to his face. It wasn't something I necessarily wanted to do, so I tried to be very clear to understand fully where he was at. I restated BLinC's view on the Bible's authority and what it taught about sexual morality. I asked him if he would be willing to turn away from sin and follow the Bible by not pursuing same-sex relationships. He told me something along the lines that "no, that's not an option really; that is something I want to do." He said that he wanted to actively engage in same-sex romantic relationships.

22. This made clear to me that, based on BLinC's faith and foundation in the Bible as our authority, he could not be in the executive leadership with BLinC because he explicitly planned to live in a way that was inconsistent with what the Bible says about sin. We talked for about an hour, prayed together, and read more scripture. I explained to him that we wanted to continue to walk closely with him and would love for him to continue to be a member of BLinC. We ended by again praying for one another.

23. The student later wrote me and the other executive officers an email explaining why he was disappointed in and theologically disagreed with our decision. A copy of the email is attached as **Exhibit C**.

24. I responded with an email on June 22, 2016. A copy of my response is included in Exhibit C.

25. On August 7, 2016, I exchanged texts with the student. He wished me a Happy Birthday. I said thank you and asked if he would like to meet when school resumes. He said he was busy but would let me know.

26. On August 20, 2016, at the start of the 2016 school year, we had a leadership planning “Vision Meeting” where I proposed a statement of belief for BLinC.

27. After my interactions with the student, I thought it would be a good idea to more clearly state our leadership standards. The focus of the statement was to affirm the Bible as the Word of God and the fundamental doctrine of turning from sin to receive the grace of Jesus Christ.

28. The statement was based on the Statement of Faith adopted by the Christian Business Fellowship, but I added the following language for affirmation by BLinC’s leaders:

As I hold an Executive position with Business Leaders in Christ, I commit to live a life in which I turn from my sin and actively choose the biblical principles of Godly sanctification and righteousness. If and when I misstep, I will confess my struggle to God and to a member of the Business Leaders in Christ executive board acknowledging that I choose to receive grace and forgiveness from God and from others, and turn from my sin.

To me, this was at the heart of the issue with the student. We all sin, but in order to receive God’s grace, we must agree with God that what we did was sinful, and then confess to other believers and turn from sin. This Biblical model is known as confession (admitting what we did, and agreeing that it was wrong) and repentance (affirming that we are choosing to fight sin in an effort not to do it again).

29. A copy of the full statement as presented at the Vision Meeting is attached as **Exhibit D**.

30. The student didn't accept BLinC's view of the Bible and so would not have been able to lead other BLinC members in striving to follow those beliefs.

31. In January 2017, I saw the student at the student recruitment fair and we engaged in some brief small talk. I said hello and asked him how he was doing. He said "fine." I told him I had been thinking about him for a while and had been meaning to reach out. When I asked if he would like to get together some time, he said he was busy.

32. On January 26, 2017, I texted him and apologized for not reaching out sooner. I told him that I was available if he ever needed anything and that I was still praying for him, hoping he is well.

33. He responded the next day, saying "Thanks, Hannah." An account of these texts is reflected in Exhibit H, *infra*.

34. On January 29, 2017, he responded to an email that was sent to all BLinC members and asked to be removed from the email list. I respond saying "yes, no problem." A copy of the email is attached as **Exhibit E**.

35. In February 20, 2017, the student filed a complaint with the University alleging that we denied him a leadership position because he was "openly gay." A copy of his complaint is attached as **Exhibit F**.

36. The University opened an investigation against BLinC because of its religious beliefs.

37. As part of the investigation, I was asked to meet with Ms. Constance Shriver Cervantes from the University's Office of Equal Opportunity and Diversity for an interview. Ms. Shriver Cervantes is a lawyer.

38. There was also one other University lawyer at the interview.

39. Ms. Shriver Cervantes had sent me a letter stating that I should not talk to anyone outside of BLinC about the complaint, because that could be considered retaliation against the student who complained. A copy of Ms. Shriver Cervantes's letter is attached as **Exhibit G**.

40. Because of the letter, it never occurred to me that I could bring a lawyer with me to the interview. In fact, I thought if I talked about the matter to a lawyer or anyone else, I might be disciplined by the University.

41. At the interview, I gave the University's lawyers a chronology of the relevant events. A copy is attached as **Exhibit H**.

42. For the entire interview, I felt like the University's lawyers were trying to bully me because of my religious beliefs. They would not accept my statements that the student was denied a position because he rejected BLinC's religious beliefs. They kept accusing me of discriminating against the student because of his sexual orientation.

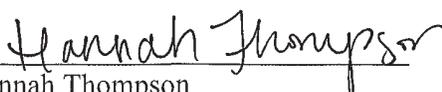
43. In April 2017, shortly after our meeting, I wrote Ms. Cervantes a letter urging her to dismiss the investigation. A copy of the letter is attached as **Exhibit I**.

44. BLinC has always desired to cultivate a welcoming environment. Anyone is welcome to join as a member. Only our leaders are asked to embrace and strive to follow our religious beliefs.

45. I graduated from the University of Iowa in May of 2017. Around that time, Jacob Estell took over as the President of BLinC.

I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge.

Executed on this 12 day of December, 2017.

  
Hannah Thompson

# EXHIBIT A

**Title:** The Constitution of Business Leaders in Christ

**Preamble:** Business Leaders in Christ (BLINC)

**Date:** April 1, 2014

### Article I

**Purpose:**

As seekers of Christ, Business Leaders in Christ is a student organization within the Tippie College of Business meant to help students learn about how to continually keep Christ first in the fast-paced business world. Using the Bible as a guide, through fellowship and small group discussion, students will network within the College and with business leaders, who walk with Christ on a day-to-day basis.

### Article II

**Membership:**

Section 1) **In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, national origin, color, creed, religion, sex, age, disability, veteran status, sexual orientation, gender identity, or associational preference, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons.**

Section 2) There will be no limitations as far as the minimum or maximum number of participants within the student organization.

Section 3) Because Business Leaders in Christ is seeking certification within the Tippie College of Business to become a recognized student organization, the target audience for this organization would be for students already admitted into the Tippie College of Business, pre-business students, or students strongly considering business as a major/minor. However, each member's role or affiliation will not be different based on their class or ties within the Tippie College of Business.

Section 4) A student will be considered a member after signing in and attending 2 or more meetings. However, the President and/or the Faculty Advisor has the right to withdraw membership at any time for extreme circumstances or misconduct.

### Article III

**Officers and Duties:**

There will be 4 executive officer positions within Business Leaders in Christ:

**1) President:** The role of the President of Business Leaders in Christ will be to schedule, organize, and lead executive and large group meetings weekly. It is also their responsibility to manage all administrative issues, such as: amending the constitution, overseeing the work of the other executives, making any final decisions regarding the well-being of the student organization, and reaching out to form meaningful relationships with members of the

organization. To fulfill their responsibility, they must work closely with the Faculty advisor, emailing them updates on a weekly basis, as well as working closely with the other executives of the organization. It is the President's duty to work with the other officers to make sure all administrative work is successfully completed. In order to become President, a candidate should possess strong leadership skills (prior leadership experience is preferred), strong communication skills, and strong ethic to be able to complete all of the required duties as President.

**2) Vice President:** The primary role of the Vice President will be to schedule guest speakers to come in and present on how they use their faith on a day to day basis in the workforce. Ideally, they will start planning and scheduling guest speakers for the following fall semester, as soon as they are elected. Besides their outreach for speakers, they will assist the President with administrative issues and will assume the role of President whenever the President cannot attend a meeting or fulfill his/her duties. In order to be a successful Vice President, a candidate should possess strong community outreach skills. They should feel comfortable reaching out to potential speakers and asking if they would like to come present to the organization. The Vice President should also have strong administrative and leadership skills as well because they will work hand in hand with the President completing various administrative tasks.

**3) Treasurer:** The primary role of the Treasurer is to manage the funds, money, and make a budget for the organization. They will work with the other executives and the faculty advisor to decide where to allocate all of the funds. Candidates should have a knowledge of managing money, and someone that is majoring in accounting or finance will be prioritized.

**4) Secretary:** The main role of the secretary would be to market the student organization. They should send out emails to members reminding them of upcoming events, post on the Facebook page, and tweet about what is going on within Business Leaders in Christ. Also, during meetings, the secretary should record minutes. Candidates considering the position of secretary should be organized and good communicators.

#### Article IV

##### Advisor

The first advisor of Business Leaders in Christ will be Rachael Thompson, a student advisor in the Tippie College of Business ([edu](#)). Her responsibility and the responsibility of future advisors is to be a faculty voice for the students and attempt to help the executives of Business Leaders in Christ with whatever problems they may have. The advisor should be made aware of everything that is going on within the organization by the executives, and it is recommended that they attend meetings in order to again lend their voice and input for the well-being of the organization.

In the case that Rachael Thompson will not be able to continue as an advisor in the future, a new advisor will be selected. To go through this process, the executives of that time will scour the Tippie College of Business first by sending out emails or scheduling meetings with faculty members to see if anyone would be interested. If there is more than one person interested, executives must vote for their favorite candidate; however, the vote must be unanimous. If there is no one interested within the College of Business, the search may expand outside of the college, but the same process must be followed if there is interest by more than one individual.

#### **Article V**

##### **Meetings**

Section 1) Meetings will be held once a week on Fridays from 3:30-4:30pm. Meetings will not be held during finals week or on University breaks and holidays.

Section 2) Members will be notified by email 48 hours in advance of special meetings.

Section 3) A quorum will be constituted by 1/2 of members present.

Section 4) The President or Faculty Advisor has the authority to call and schedule a meeting.

#### **Article VI**

##### **Elections**

Section 1) Elections for the Executive Board will be held once a year in March to elect for the following school year.

Section 2) Members will be notified in meeting and by email at least two weeks in advance of any upcoming election.

#### **Article VII**

##### **Finances**

Section 1) There will be no dues required for membership within Business Leaders in Christ.

Section 2) All financial decisions will be made by a joint decision between, at the very least, the Treasurer and the President. Some decisions may require an executive consensus.

Clause 1) All checks must be signed by both the treasurer and the president. If the president is not present, the vice-president may sign, but only with the president's permission.

Clause 2) However much money we receive in grants or gifts should be given back to the Tippie community at a minimum rate of 10 percent.

Clause 3) At the beginning of each fall semester a budget shall be made by the treasurer to thoughtfully allocate all funds expected throughout the end of the spring semester. The budget shall be brought forth to the executive committee and be ratified by a  $\frac{3}{4}$  vote.

Clause 4) It is the duty of the executive committee, especially the treasurer, to thoughtfully pray that whatever financing we might receive would be used as God desires.

**Section 3) Business Leaders in Christ is required to deposit all receipts in and make disbursements through the Student Organization Business Office, Fraternity Business Services, or Recreational Services. Upon dissolution, state money and mandatory student fees revert back to the granting organization. Inactive organizations will be considered dissolved after five years of no account activity. Revenue generated dollars or "00 funds" must be divided as stated in this Constitution and carried out by our leadership. Our organization's remaining revenue generated dollars or "00 funds" will be divided or disbursed to The University of Iowa Student Government. If this organization has dissolved and revenue generated dollars or "00 funds" have not been divided as stated in this Constitution by five (5) years from last account activity, funds in our "00 account" will revert to an account specified for this purpose within UISG/ECGPS. These funds will then be available for distribution through SABAC or GPAC guidelines in accordance with University of Iowa policy.**

#### Article VIII

##### Amendments

Section 1) In order to amend this document, both a  $\frac{3}{4}$  vote from officers and a  $\frac{2}{3}$  vote by current members at the desired meeting is required to overturn or create changes to amendments.

Section 2) If an officer or a member wishes to amend this constitution, officers and members should be notified at least a week in advance by reading the proposed change(s) at one meeting to all members, as well as via email.

#### Article IX

Section 1) This Constitution shall take immediate effect upon a majority vote of all officers of the organization. The organization shall have all authority necessary to implement this constitution.

# EXHIBIT B



Marcus Miller

Marcus Miller from your phone contacts is also on Messenger

03/29/2016 11:01PM

Hey Hannah! I have been praying about this and thought I would throw this out there! I wasn't sure if BLniC has a need for anyone to be on the executive board for next sure since I knew there are a few seniors in BLINC. If so, I would definitely be interested in considering how I can serve. I am not sure what my load will look like next year either, but I figured I would throw it out there and see where the Lord leads! Also, I plan on voting for you tomorrow haha!



Hey Marcus! Wow, this is SO sweet!! I have also been praying about it and have been so encouraged by you this semester. I have been meaning to meet with you for a while now because I would love to have you help with BLinC and/or take on an executive position! I was incredibly excited to hear about your RA job but was a little sad because I didn't want to lose you at BLinC. God is SO sweet! I would love to meet up with you sometime to talk more about BLinC's future and what your role could be if you would be willing to. 😊 Also, thank you so much! I'm honored and I definitely appreciate your support!

# EXHIBIT C

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**From:** Thompson, Hannah E  
**Sent:** Thursday, March 2, 2017 5:18 PM  
**To:** Cervantes, Constance A  
**Subject:** Fw: Business Leaders in Christ

Email chain 3 of 4.

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**From:** Thompson, Hannah E  
**Sent:** Wednesday, June 22, 2016 9:48 AM  
**To:** Miller, Marcus J  
**Subject:** Re: Business Leaders in Christ

Dear Marcus,

I hope that you are enjoying your summer vacation and that you are well. You may notice that it has taken awhile for me to respond to you, and while I sincerely do apologize for the delay, I wanted to ensure that my response was not purely a reflection of my emotions, but rather a reflection of what God continues to speak to me. Once again, I have needed quite a while to pray and think about an appropriate and God-honoring response.

I believe that you should know that when I first read your email, I was quite hurt and taken aback. While I am so glad to hear that you have been blessed by BLinC (praise be to God!), I was caught off guard by your words as I did not sense that our conversation in April ended in such a negative manner.

I want to, most importantly, clarify what I desired to convey to you and I apologize if what follows was not clearly communicated when we initially met. First and foremost, the reason why I made the decision that I could not allow you to be in a leadership position within BLinC is because of your desire to *pursue* a homosexual lifestyle/relationship. I emphasize the word pursue because what this communicates to me is your intention of choosing to continue to sin rather than turning from your sin and pursuing the sanctified life that Jesus promises us once we have come to salvation in Him. To clarify this further, a sanctified life does *not* mean that we are perfect, nor does it mean that we will ever be perfect while on earth, but it does mean that while we continue to struggle, we are turning and repenting from our sin because walking with Christ is far better than anything this world may offer us and the only way to obtain life, as told within scripture.

Struggling with homosexuality, yet not acting upon it, is a different story. As I mentioned, we all struggle with a multitude of sin, however, the difference is a decision to deny our fleshly desires, and pursue righteousness. When we stumble, we are lavished with the grace and mercy of God, which I would be a hypocrite to withhold from anyone as I have been so freely given this grace just the same as any child of God. These are not my intentions (to withhold grace and mercy) and I do not want this to be confused with the importance of turning from sin which we are called to do once we become followers of Jesus (Romans 6:1-2).

As you may correctly imply, my position on homosexuality, regardless of whether it is within a loving marriage or not, is that it remains to be a sin. As the Bible does not provide any evidence that it is 1) pleasing to God, 2) produces fruit in the life of a Christian (Colossians 1:10), 3) good for the life of a Christian (1 Corinthians 10:23).

Ultimately, brother, I want you to know that it is *not* because you call yourself a homosexual that you cannot be on leadership, but your *pursuit* of this sin is how I came to such conclusions. That being said, you have my word that I will hold myself, and the other executives to this exact standard, regardless of the specific sin. Those in an executive position within BLinC are being held to the standard that, although we may struggle, we choose to turn from our sin and receive the grace of Jesus. My hope and prayer is that this brings clarity to our initial conversation.

Additionally, I would like to address your point about an assumed acceptance of woman being pastors in the church. This is not true, and I do not believe that woman being pastors is biblical for several reasons. I do not believe that being in a position of leadership within BLinC reflects the intentions of this passage within scripture. BLinC is not a church and I am not a pastor, nor do I claim to be a pastor. However, I did not even think of this prior to your suggestion, thus, thank you for making me aware of the potential confusion and I will be more mindful of how I am being received by others.

Lastly, I could go on and on, however, I want to emphasize that my intentions were never to make you feel unloved, nor to make you feel unwelcome with myself or at BLinC. You should know that I am not at all interested in being correct, but I am solely concerned with you and your salvation. After praying about this for months now, you should know that I have continued to be affirmed in the truth of the word of God and not supplementary materials.

It grieves me to know that Satan is attacking you and causing you to feel things such as loneliness and confusion, as this is not what Jesus desires for you. As a sister in Christ, I want to do all that I can to help you, love you, and support you (although we may currently disagree) in your walk with Christ and, specifically, right now during this period of your life as the Lord has brought us together. I have been praying for you a lot and will continue to do so. If you need anything, please let me know, however, I do not wish to continue this conversation via email, purely because things can so easily get misconstrued. Please do not hesitate to call or Facetime, or I would even be happy to meet with you if you would like, please let me know. May Christ rule in our hearts the rest of the summer and be glorified through our speech and actions. To Him be all the glory.

Soli Deo Gloria,

Hannah

**From:** Miller, Marcus J  
**Sent:** Tuesday, May 17, 2016 5:31:48 PM  
**To:** Thompson, Hannah E  
**Subject:** Business Leaders in Christ

Dear Hannah and Business Leaders in Christ,

I would like to first start off by encouraging you all. The work you are doing in advancing God's Kingdom is super cool. Through volunteering with Faith Academy to being a light for the Tippie College of Business, I know God is using you all in amazing ways that often times aren't recognized right away. So keep up what you are doing.

I am writing this to express some concerns with regards to the decision to not allow me to be on the executive board. It was made clear to me that the reason I am not allowed to be on the executive board is due to my sexual orientation, combined with potentially having a revisionist view on the subject of marriage. However, if I were straight, I was told this would not be an issue. The purpose of this email is not to change your opinions on what the correct theology/interpretation of God's Word is. Rather, I want to raise some concerns as to whether this was handled Biblically.

I am seeking to follow Jesus with all of my heart. I was told that if I end up having the revisionist interpretation and acting on that, I wouldn't be doing so, hence the reason I was not allowed to be on the executive board. However, God promises the Holy Spirit to those who confess that Jesus Christ is their Lord. I have been studying God's Word intensely, coupled with historical analysis, Greek and Hebrew root analysis, and a whole lot of prayer, asking that God reveals to me what His will is for my life. It seems wrong, and unbiblical to have another believer tell me that even though I am relying on the Holy Spirit to guide me, I am failing to follow Jesus fully. It is tantamount to saying to me, "The Holy Spirit actually isn't working in your life, so we are going to override what God is revealing to you." To me, when I was told that I am not following Jesus, it felt like it was both a mischaracterization, and a personal attack on my journey of finding God's will for my life. I felt invalidated, and Jesus spoke against this during His sermon on the Mount when he stated "Judge not, that you be not judged. For with the judgement you pronounce you will be judged, and with the measure you use it will be measured to you. Why do you see the speck that is in your brother's eye, but do not notice the log that is in your own eye? Or how can you say to your brother, 'Let me take the speck out of your eye,' when there is the log in your own eye? You hypocrite, first take the log out of your own eye, and then you will see clearly to take the speck out of your brother's." (Matthew 7:1-5).

Perhaps this will become less abstract and more concrete with an example. Some very conservative churches argue that women should not have leadership positions in the church, and that doing so is going against God's design. The Bible speaks to this issue, in 1 Corinthians 14:34 "Women should remain silent in the churches. They are not allowed to speak, but must be in submission, as the law says." However, BLinC has obviously interpreted that through the lens of a historical perspective, and realize that this was something that was meant for that culture back then (ie, women were not educated back then, and therefore would often times not be qualified or be a distraction). To be clear, I agree with BLinC, and definitely think women should be allowed leadership roles in the church. However, if someone were to tell you (Hannah) that you are not following Jesus fully because you are acting on your temptation to be a leader, then that would of course be false and rude. We know that you are following Jesus daily, and we know that God is using you in mighty ways. For someone to tell you this would be judgmental and unbiblical. This is exactly how I feel; the topic is just different.

I pray that God would soften all of our hearts as we seek truth, and what God's will actually is. I recognize the difficulty in this situation, and am in no way trying to discourage BLinC. I am simply raising

some potential concerns as we all seek to become more like Jesus every day. The reality is that we are all in need of abundant grace—and we all fall short. As brothers and sisters in Christ, I pray we can work through this and that God would be glorified through it all. The timing of this is good, and perhaps the summer will be a nice break as we all take some time to reflect on what God’s will is for each of our own lives.

Have a great summer, BLinC!

Marcus Miller

Sent from [Mail](#) for Windows 10

# EXHIBIT D

## VISION MEETING AUGUST 20, 2016

- **DOCTRINE OF SCRIPTURE:** The Bible is God's unique revelation to mankind, the inspired, infallible Word of God. As such, it is the supreme and final authority and without error in what it teaches and affirms. No other writings are vested with such divine authority.
- **DOCTRINE OF GOD:** There is only one true God. He exists eternally as three persons — Father, Son, and Holy Spirit — each fully God yet each personally distinct from the other. God is the creator of everything.
- **DOCTRINE OF SIN:** Everyone, regardless of race, gender, social class, or intellectual ability, is created in God's image and for communion with God. But because of sin, that communion was broken and all of humanity was separated from God, the source of all life. Because of the fall, everyone deserves God's judgment.
- **DOCTRINE OF SALVATION:** Jesus Christ is the Way, the Truth, and the Life, and God gives salvation and eternal life to those who trust in him. Salvation cannot be earned through personal goodness or human effort. It is a gift that is received by repentance, faith in Christ, his death on the cross, resurrection from the grave and testified through baptism.
- **DOCTRINE OF JUDGEMENT:** At the final judgment, unbelievers will be separated from God into condemnation. Believers will be received into God's loving presence.
- **DOCTRINE OF CHRIST:** Jesus Christ, the second Person of the Trinity, was conceived by the Holy Spirit, born of the Virgin Mary — he was God in human flesh. He lived a sinless human life, yet willingly took upon himself our sins by dying in our place and on our behalf. He rose bodily, victorious over death. He ascended to Heaven and is at the right hand of the Father as the believer's advocate and mediator. Someday, he will return to consummate history and to fulfill the eternal plan of God.
- **DOCTRINE OF THE HOLY SPIRIT:** The Holy Spirit, the third Person of the Trinity, convicts the world of sin and gives new life to those who trust in Jesus. He indwells all believers and is available to empower them to lead Christ-like lives. The Spirit gives them spiritual gifts with which to serve fellow believers and reach out to a lost and needy world.
- **DOCTRINE OF THE CHURCH:** All believers are members of the body of Christ, the one true church universal. Spiritual unity is to be expressed among Christians by acceptance and love of one another across ethnic, cultural, socio-economic, national, generational, gender, and denominational lines. The local church is a group of believers who gather for worship, prayer, instruction, encouragement, mutual accountability, community with each other, and as a witness to the world.
- **As I hold an Executive position with Business Leaders in Christ, I commit to live a life in which I turn from my sin and actively choose the biblical principles of Godly sanctification and righteousness. If and when I misstep, I will confess my struggle to God and to a member of the Business Leaders in Christ executive board acknowledging that I choose to receive grace and forgiveness from God and from others, and turn from my sin.**

# EXHIBIT E

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**From:** Thompson, Hannah E  
**Sent:** Sunday, January 29, 2017 3:06 PM  
**To:** Miller, Marcus  
**Subject:** Re: DINNER TONIGHT @ 5:30

Yep, you are no longer on the list to receive BLinC emails!

Have a good evening, Marcus!

Hannah

---

**From:** Miller, Marcus  
**Sent:** Sunday, January 29, 2017 2:53:12 PM  
**To:** Thompson, Hannah E  
**Subject:** Re: DINNER TONIGHT @ 5:30

Hi Hannah,

Can you please remove me from this list?

Thanks,  
Marcus

**Marcus Miller**  
University of Iowa, Class of 2018  
Resident Assistant, Daum Hall  
Founder and President of Love Works

---

**From:** Thompson, Hannah E  
**Sent:** Sunday, January 29, 2017 2:51:04 PM  
**To:** [REDACTED]

Miller, Marcus;

**Subject:** DINNER TONIGHT @ 5:30

Happy Sunday, BLinC!

Thank you so much to everyone who came out to our kick off on Friday! It was so exciting to see some new faces and we look forward to getting to know you more over the course of the semester. :)

As a reminder, we are **meeting for dinner together tonight at the Old Capital Mall at 5:30pm!** If you are free and feeling Chipotle, Noodles, Erbert and Gerberts, Pho, Teaspoons, etc. come join us-- we would love to hang out with you. We are planning to meet in the middle of the mall at the tables outside of Pho. If you need help finding us, feel free to message our Facebook page.

SEE YOU SOON!

With joy,

Hannah Thompson  
*Business Leaders in Christ | President*

# EXHIBIT F



Chief Diversity Office  
Equal Opportunity & Diversity

# CONFIDENTIAL Inquiry/Complaint Form

Complainant: Marcus Miller

Respondent: Business leaders in Christ  
(Person/Unit/Department against whom the concern is made)

Action Requested:

- Inquiry       Informal Resolution       Formal Investigation

Basis of Concern:

- University's Policy on Human Rights (discrimination on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity or associational preferences)  
[Please circle appropriate classification.]
- University's Policy on Sexual Harassment;
- University's Policy on Consensual Relationships Involving Students;
- University's Policy on Violence;
- University's Anti-Harassment Policy;
- University's Anti-Retaliation Policy;
- Unfair hiring practices;
- Other (Please specify: \_\_\_\_\_)

Please provide a detailed description of the basis of your concern (attach pages if necessary):

I was denied a leadership position (Vice President) due to ~~the~~ my being openly gay.

Remedy or Resolution Requested:

Either force BLinC to comply with the non-discrimination policy (allow openly LGBT+ members to be leaders) or take away their status of being a student organization affiliated with the University of Iowa.

By my signature below, I authorize the Director of the Office of Equal Opportunity and Diversity or his/her designee to investigate and/or seek resolution of my concern. It is my intent and understanding that this authorization includes the collection and examination of any and all records and documentation relevant to my concern, as well as authorization to discuss any matter regarding my concern with any persons having relevant knowledge of the events and circumstances involved including, but not limited to, the Respondent. If I am filing a formal complaint, I understand that a copy of this form will be provided to the Respondent.

Marcus Miller  
Signature (Complainant or University Agent)

2/20/17  
Date

University of Iowa; Office of Equal Opportunity & Diversity  
202 Jessup Hall; Iowa City, Iowa 52242-1316  
(319) 335-0705 - voice; (319) 335-0697 - TDD  
<http://diversity.uiowa.edu/eod/>

# EXHIBIT G



OFFICE OF EQUAL OPPORTUNITY  
AND DIVERSITY  
202 Jessup Hall  
Iowa City, Iowa 52242-1316  
319-335-0705 (voice) Fax 319-353-2088  
319-335-0697 (text)  
diversity@uiowa.edu

February 20, 2017

Business Leaders in Christ  
Hannah Thompson, President

Delivered electronically: [REDACTED]

Dear Ms. Thompson:

I am writing to notify you that Marcus Miller has filed a formal complaint against Business Leaders in Christ with the Office of Equal Opportunity and Diversity. The complaint alleges violation of the University of Iowa's *Policy on Human Rights*. Mr. Miller alleges that he has been treated unfairly and/or differently on the basis of sexual orientation. The *Policy on Human Rights* and the procedures for investigating complaints pursuant to that policy can be reviewed at: <https://opsmanual.uiowa.edu/community-policies/human-rights>.

I will investigate the complaint on behalf of the Office of Equal Opportunity and Diversity. I will need to meet with you to discuss the allegations of the complaint on a confidential basis. Please contact my office at [REDACTED] to schedule a meeting for that purpose.

Please be aware of several considerations relating to this situation. First, persons who file complaints pursuant to the *Policy on Human Rights* are protected by law and university policy from retaliation for the filing of such complaints. Individuals who provide information during investigations of such complaints are similarly protected from retaliation. Additionally, complaints are to be processed in a confidential manner; as a result, all information received in connection with the filing, investigation, and resolution of complaints is to be treated confidentially by all those involved in the process, including the parties. Failure to maintain confidentiality may be regarded as a form of retaliation in violation of university policy. To maintain the integrity of the investigation and to avoid possible allegations of retaliation, please do not discuss this complaint with Mr. Miller, non-officer members of the organization, or others who are members of the university community.

I look forward to hearing from you at your earliest convenience.

Sincerely,



Constance A. Schriver Cervantes, JD  
Compliance Coordinator

cc: Georgina Dodge, Chief Diversity Officer and Associate Vice President  
Jennifer Modestou, Director, Office of Equal Opportunity and Diversity  
Lyn Redington, Assistant Vice-President, Dean of Students  
William Nelson, Executive Director, IMU  
Anita Cory, Associate Director, Student Organization and Leadership Program, Center  
for Student Involvement and Leadership  
Susan Sager, Administrator, HR Services, Advisor, Business Leaders in Christ

# EXHIBIT H

## CHRONOLOGY

*February 3, 2016:* Receive an email from Marcus expressing interest in BLinC.

*February 6, 2016:* Meet Marcus for the first time at BLinC meeting.

*March 25, 2016:* Sarah Catherine is elected Secretary.

*March 29, 2016:* Marcus contacts me seeking information about BLinC executive leadership.

*April 7, 2016:* Meet for the first time regarding BLinC leadership. Marcus asks if he has to sign anything in order to be on the executive team. He then goes on to tell me that he thinks he is gay. We talk about what he has been thinking about and struggling with. Discuss scripture, pray together, and I tell him I would have to get back to him and I need to discuss this with the other executive members, as I am not sure what that means for leadership.

*April 25, 2016:* Marcus emails me to see if I have gotten a chance to “think any more about the executive position”. I ask him to meet with me.

*April 27, 2016:* Meet for the second time. Marcus tells me he is going to live actively as a gay man. I explain to Marcus that I have been praying about this decision, reading the Bible, consulting the executive members and other trusted acquaintances. Based on BLinC’s faith and foundation in the Bible and as our authority, he cannot be on executive leadership with BLinC because his lifestyle is inconsistent with what the Bible says about sin. We talk for about an hour, pray together, read more scripture. I explain to him that we want to continue to walk closely with him and would love for him to continue to be a member. Again, pray for one another.

*May 17, 2016:* Receive email from Marcus saying he thinks he was wrongly denied leadership based on his sexual orientation.

*June 22, 2016:* Respond to his email, clarifying our conversation.

*August 7, 2016:* Exchange texts with Marcus, he wished me a Happy Birthday. I say thank you and ask if he would like to meet when school resumes. He says he is busy but will let me know.

*January 25, 2017:* See Marcus at the fair. I say hello and ask him how he is doing. He says fine. I say I’ve been thinking about him for awhile and have been meaning to reach out, ask if he would like to get together sometime. He says is busy. I say I understand and will still text him if anything changes.

*January 26, 2017:* I text him, apologize for not reaching out sooner and for a lack of support. I say that I am available if he ever needs anything and that I am still praying for him, hoping he is well.

*January 27, 2017:* He responds with Thanks, Hannah.

*January 29, 2017:* Responds to a BLinC email and asks to be removed from the list. I respond saying yes, no problem.

# EXHIBIT I

April 12, 2017

VIA EMAIL

Constance A. Schriver Cervantes, JD  
Compliance Coordinator  
Equal Opportunity and Diversity  
Complaint Investigations Unit  
University of Iowa  
202 Jessup Hall  
Iowa City, IA 52242



Dear Ms. Schriver Cervantes

I write as the President of Business Leaders in Christ (“BLinC”) to urge you to dismiss your investigation into Marcus Miller’s February 20, 2017 complaint and to take no further action against BLinC. Dismissal is warranted because BLinC has not violated the University’s non-discrimination policies and is entitled to be a recognized student organization at the University of Iowa.

As you know, I founded BLinC just a few years ago. As a woman coming to the University with the goal of learning to thrive in the competitive business world, I also wanted to create a community where I could learn how to integrate my faith in the workplace. And I wanted to lead and support other women and men who wanted to do the same. In the last few years, BLinC has grown and become an important part of the University community. We’ve held regular meetings on campus. We’ve hosted Iowa business leaders to speak to us about faith and work. We have volunteered our time within the business school through creating events such as Tippie Gives Thanks, in which we offered students and faculty a place to write down and reflect on things they are thankful for. Additionally, we have served a number of local efforts, such as providing childcare at Faith Academy’s Saturday School program and partnering with Strive for Success, a local non-profit’s after-school mentoring program for at-risk youth from different socio-economic backgrounds.

Our faith was the reason we started and it has been at the center of all our service to the University and the local community. There are several reasons why the University should not punish us for our faith now.

First, the University’s guidelines for student organizations recognize the right of students to organize according to common beliefs and values. For example, the University’s policy regarding “Registration of Student Organizations” states that it is “the policy of the University that all registered student organizations be able to exercise *free choice of members* on the basis of their merits as individuals without restriction in accordance with the University Policy on Human Rights.” The policy further recognizes that students have the right to “organize and associate with like-minded students” and thus that “any individual *who subscribes to the goals and beliefs of a student organization* may participate in and become a member of the organization.”

This common-sense protection for student groups' individual missions—which is essential to any organization's existence—does not conflict with the University's non-discrimination policy. As I confirmed during our meeting and as reflected in BLinC's constitution, all students are welcome to join our organization without regard to “race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideration *as an individual*.” We never discriminate against students because of who they are. All we ask is that our leaders support and uphold our “goals and beliefs.”

BLinC is a Christian organization for students who share core Christian convictions. Mr. Miller expressly stated that he rejected important parts of our Christian beliefs, would not support them, and would openly oppose them in public. It was for this reason, and this reason only, that Mr. Miller was deemed ineligible to serve as our organization's vice-president. BLinC's entire purpose is to encourage students to live according to its understanding of Christian principles. It cannot fulfill its core mission if its leaders do not support its beliefs.

Student organizations on campus frequently impose similar standards. Members—and even more so, leaders—are required share the missions of the organizations they seek to join. For example, the Feminist Union limits its membership to students who “agree[] with [its] purposes and principles,” including support for abortion, access to contraception for minors, and even certain positions on the environment. The fraternity Delta Sigma Pi prohibits its members from belonging to competing fraternities and requires them to be of “good moral character.” Students for Life requires its members to be “pro-life.” The Islamic organization Imam Madhi reserves certain membership benefits to members who are Shia Muslims. The Korean American Student Association requires members to “exhibit an optimistic attitude towards Korean culture” and reserves the right to revoke the membership of any member who “possesses a negative attitude.” The Association of Women Dentists requires members to support the advancement and recognition of women in dentistry. Multiple Christian student groups condition full membership on students signing a “statement of belief,” bearing “clear testimony of conversion to Jesus Christ,” setting “an example for others on how to live a holy and Biblically-based life,” or keeping religion-specific “standards.” And many secular organizations broadly require all their members to “support the mission” of the organization.

These requirements for members to support their organizations' missions make sense in light of the University's goal that student organizations bring “like-minded students” together. Punishing BLinC because it creates space for students of like-minded religious beliefs would *violate*, not uphold, the University's policies. The University's Statement of Religious Diversity emphasizes that “[r]eligious history, religious diversity, and spiritual values have formed a part of The University of Iowa's curricular and extracurricular programs since the founding of the University” and that “[a]s a public institution, the University neither promotes any particular form of religion nor discriminates against students, staff, or faculty on the basis of their religious viewpoints.” The University's Human Rights Policy similarly forbids discrimination on the basis of “creed” or “religion,” promising that “equal opportunity and access to facilities shall be available to all,” including in “policies governing programs of extracurricular life and activities.”

Discriminating against BLinC because of its religious beliefs would not only violate University policy, it would also threaten the diversity and academic freedom that is at the

heart of the university experience. Students are tomorrow’s leaders and should be prepared to work with people of diverse views and backgrounds. The University should seek to ensure that all student organizations are free to participate in campus life on equal terms, not to suppress views that it deems objectionable. In the words of President Barack Obama, free speech is “not free speech in the abstract”:

“The purpose of . . . free speech is to make sure that we are forced to use argument and reason and words in making our democracy work. And you know, then you don’t have to be fearful of somebody spouting bad ideas. Just out-argue ’em. Beat ’em. Make the case as to why they’re wrong. Win over adherents. That’s how things work in a democracy.”

Pressuring organizations to select leaders who do not share their mission will only stifle diversity and academic rigor on campus. And that hurts everyone.

Finally, we think that our rights are also protected by the First Amendment. In its *Hosanna-Tabor* case in 2012, the U.S. Supreme Court ruled unanimously that religious groups have a First Amendment right to select their leaders without government interference or coercion. More recently, the Court emphasized that “[t]he First Amendment ensures that religious organizations and persons are given proper protection as they seek to teach the principles that are . . . central to their lives and faiths.” Many other Supreme Court cases say that universities and their officers that discriminate against religious groups may be individually liable for violating the First Amendment. Allowing other groups to select their members and leaders based on shared convictions while punishing BLinC for asking its leaders to share its faith is discrimination that violates the First Amendment.

For all these reasons, I urge you to dismiss the complaint filed against BLinC as unfounded and to allow BLinC to continue operating on campus on equal terms with all other recognized student groups. Thank you.

Sincerely,



Hannah Thompson  
President  
Business Leaders in Christ

- cc: Georgina Dodge [REDACTED]
- Jennifer A. Modestou [REDACTED]
- Lyn Redington [REDACTED]
- William Nelson [REDACTED]
- Anita Cory [REDACTED]
- Susan M. Sager [REDACTED]

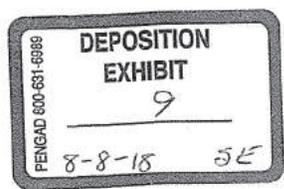
IN THE UNITED STATES DISTRICT COURT  
FOR THE SOUTHERN DISTRICT OF IOWA  
EASTERN DIVISION

<b>BUSINESS LEADERS IN CHRIST, an,</b>	)	
<b>unincorporated association,</b>	)	<b>CASE NO. 3:17-CV-00080</b>
	)	
<b>Plaintiff,</b>	)	
	)	
<b>vs.</b>	)	
	)	
<b>THE UNIVERSITY OF IOWA; LYN</b>	)	<b>AFFIDAVIT OF KRISTI FINGER</b>
<b>REDINGTON, in her official capacity as</b>	)	
<b>Dean of Students and in her individual</b>	)	
<b>capacity; THOMAS R. BAKER, in his</b>	)	
<b>official capacity as Associate Dean of</b>	)	
<b>Students and in his individual capacity; and</b>	)	
<b>WILLIAM R. NELSON, in his official</b>	)	
<b>capacity as Executive Director, Iowa</b>	)	
<b>Memorial Union, and in his individual</b>	)	
<b>capacity,</b>	)	
	)	
<b>Defendants.</b>	)	

STATE OF IOWA            )  
  ) ss  
COUNTY OF JOHNSON    )

COMES NOW the undersigned, after being duly sworn, depose and state:

1. I am the Assistant Director of Reservations and Outdoor Space, an office within the Iowa Memorial Union (IMU) at the University of Iowa and just recently, but formerly, this past Fall was the Student Life Program Coordinator in the IMU and therefore I am familiar with the day-to-day administration of student organizations.
2. That I am familiar with the above-referenced litigation.
3. BLinC was first registered as a Student Organization on August 20, 2014.



4. Registration as a student organization grants the following benefits, which can also be found here: <https://dos.uiowa.edu/policies/registration-of-student-organizations/>.

- a) Registration as a University organization;
- b) Establishment of an account in the Student Organization Business Office (SOBO), Fraternity Business Service, or Recreational Services and appropriate purchasing privileges in accordance with University policies;
- c) Eligibility to apply for funds from mandatory Student Activity fees (i.e., for student organizations) or Recreational Services fees (i.e., for sports clubs);
- d) Inclusion in appropriate University publications;
- e) Utilization of the Center for Student Involvement & Leadership's (CSIL) OrgSync software (funded by UISG & GPSG)
- f) Utilization of the University's trademarks in accordance with the UI Trademark Licensing Department's program and policies;
- g) Eligibility for use of campus meeting facilities and outdoor spaces;
- h) Eligibility, but not the right, to utilize UI Fleet Services vehicles in accordance with state and University policies, procedures, guidelines, and insurance requirements;
- i) Eligibility, but not the right, to utilize University staff and programming resources;
- j) Eligibility, but not the right, to utilize Information Technology Services Mass Mail once each semester;
- k) Eligibility to apply for awards and honors presented to University registered organizations and members; and
- l) Eligibility to apply for Student Organization Office Suite (SOOS) or Student Activity Center (SAC) office space and/or storage space.

5. Registered student organizations (RSOs) have the opportunity to participate in the Student Organization Fair. The Student Organization Fair is part of "Fair Days" at Iowa. Fair Days happens in August and January. Fair Days includes the Student Organization Fair, Student Employment Fair, and Volunteer Fair.

6. RSOs register for a table/space at the Student Organization Fair. Space is allocated on a first-come, first-served basis. There is a deadline by which RSOs must register. Space can be limited when the Fair is inside the IMU in January. Space is not necessarily limited if the Fair in August is on Hubbard Park. But the deadline is necessary for both the August and January Fairs.

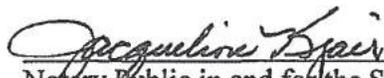
7. RSO are given a table/space if they apply, if they meet the deadline, and if there is space available. RSOs staff the table with members, they can distribute flyers and swag, and interested students can “sign-up” for membership or additional information.

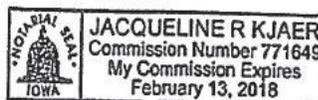
8. Below is the list of Student Organization Fairs since BLinC became registered in Fall 2014 and BLinC’s participation:

- Fall 2017 – Did Not Participate
- Spring 2017 - Participated
- Fall 2016 - Participated
- Spring 2016 - Participated
- Fall 2015 – Did Not Participate
- Spring 2015 – Did Not Participate
- Fall 2014 – Did Not Participate

  
\_\_\_\_\_

Subscribed and sworn to before me by Kristi Finger on this 5<sup>th</sup> day of  
January, 2018.

  
\_\_\_\_\_  
Notary Public in and for the State of Iowa



IN THE UNITED STATES DISTRICT COURT  
FOR THE SOUTHERN DISTRICT OF IOWA  
EASTERN DIVISION

BUSINESS LEADERS IN CHRIST, an,  
unincorporated association,

Plaintiff,

vs.

THE UNIVERSITY OF IOWA; LYN  
REDINGTON, in her official capacity as  
Dean of Students and in her individual  
capacity; THOMAS R. BAKER, in his  
official capacity as Associate Dean of  
Students and in his individual capacity; and  
WILLIAM R. NELSON, in his official  
capacity as Executive Director, Iowa  
Memorial Union, and in his individual  
capacity,

Defendants.

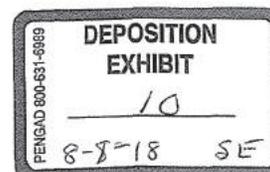
CASE NO. 3:17-CV-00080

AFFIDAVIT OF MELISSA SHIVERS

STATE OF IOWA )  
 ) ss  
COUNTY OF JOHNSON )

COMES NOW the undersigned, after being duly sworn, depose and state:

1. I am the Vice President for Student Life at the University of Iowa.
2. I have administrative responsibility for the Division of Student Life, of which the Center for Student Involvement & Leadership (CSIL) is a unit.
3. CSIL is the primary unit that oversees the registration process of student organizations.
4. I am familiar with the above-referenced litigation.



5. I have first-hand knowledge of and am responsible for over-seeing CSIL's efforts in enforcing student organization compliance with the University Human Rights Policy and required student organization constitution language.

6. Attached hereto as **Exhibit A** is a summary of CSIL's compliance efforts.

Melissa Shivers

Subscribed and sworn to before me by Melissa Shivers on this 10<sup>th</sup> day of June, 2018.

Jacqueline Kjaer  
Notary Public in and for the State of Iowa  
JACQUELINE R. KJAER  
Commission Number 771649  
My Commission Expires  
February 13, 2021

## EXHIBIT A

### Registered Student Organization (RSO) Constitution Compliance Overview

- In late January/early February, CSIL staff conducted a review of Registered Student Organization Constitutions to check for compliance with the Human Rights Clause.
  - 513 Student Organization's constitutions were reviewed at that time.
  - There was not a review of our social fraternities and sororities, under the Fraternity and Sorority Life Umbrella, due to lack of having their constitutions.
  - 157 RSOs had the full and correct Human Rights Clause in their constitution
  - 356 RSOs did not have the full and correct Human Rights Clause in their constitution
- On February 7, 2018 access to upload constitutions to OrgSync was restricted to CSIL staff. This change requires all constitutions to be reviewed by CSIL staff prior to them being uploaded into a RSOs portal.
- On April 20, 2018 an email was sent to RSOs who did not have the full and correct Human Rights Clause listed in their constitution
  - We requested student organizations to submit their constitution with the full and correct Human Rights Clause by May 3, 2018
- On May 4, 2018 Center for Student Involvement and Leadership staff reviewed the 201 submissions that were received.
- Throughout May, CSIL staff were in continuous contact with student organization leaders to ensure that compliance was being met.
- On June 1, 2018 an email was sent to RSOs who did not have the full and correct Human Rights Clause listed in their constitution.
  - CSIL Staff notified RSOs that if constitutions were not approved by June 15, 2018, RSOs would go deregistered
  - The email stated that if RSOs go deregistered they will be automatically reregistered once their constitutions are approved
  - The email stated that any language contradictory to the Human Rights Clause would need to be removed from a constitution.
- Starting June 1, 2018 outreach to the 54 fraternities and sororities began by Fraternity and Sorority Life (FSL) staff. FSL staff are requesting constitutions be submitted for all registered fraternity and sorority organizations.
  - Fraternities and sororities will be required to submit constitutions with the full and correct Human Rights Clause by September 4, 2018 or they will be deregistered until they do so. The University is in the process of implementing an exemption for single-sex social fraternities and sororities as allowed by Title IX.

- On August 13, 2018 a meeting with all fraternity and sorority chapter presidents will be held where this request will be discussed, and students will be given the timeline to comply.
  
- Follow up with RSOs that have submitted constitutions with the full and correct Human Rights Clause, but still have membership and/or leadership requirements that are in direct conflict with the Human Rights Clause is on-going and these groups have been given until June 15, 2018 to remove such conflicting language/requirements.
  
- As of June 8, 2018 at 10:30a.m. there are 562 RSOs (including BLinC)
  - 375 RSOs are in compliance with the Human Rights Clause
  - 186 RSOs are not in compliance with the Human Rights Clause
    - 54 of which are the fraternity and sorority chapters that were mentioned above

**IN THE UNITED STATES DISTRICT COURT  
FOR THE SOUTHERN DISTRICT OF IOWA  
EASTERN DIVISION**

---

BUSINESS LEADERS IN CHRIST,

*Plaintiff,*

v.

THE UNIVERSITY OF IOWA, *et al.*,

*Defendants.*

---

Case No.: 3:17-cv-00080-SMR-SBJ

**DECLARATION OF DANIEL  
BLOMBERG IN SUPPORT OF  
MOTION FOR SUMMARY  
JUDGMENT**

I, Daniel Blomberg, declare as follows:

1. I am Senior Counsel at the Becket Fund for Religious Liberty. I represent Business Leaders in Christ (BLinC), a student group at the University of Iowa, in the above-captioned matter.

2. Attached as **Exhibit A** is a true and accurate version of email communications between Defendant William Nelson with University student government officers, produced by Defendants in discovery.

3. Attached as **Exhibit B** is a true and accurate version of the new Registration of Student Organizations policy produced by Defendants in discovery.

4. Attached as **Exhibit C** is a true and accurate version of the constitution of a registered student group, Iowa Feminist Union, produced by Defendants in discovery.

5. Attached as **Exhibit D** is a true and accurate version of the constitution of a registered student group, Iowa National Lawyers Guild, produced by Defendants in discovery.

6. Attached as **Exhibit E** is a true and accurate version of the constitution of a registered student group, National Society of Black Engineers, produced by Defendants in discovery.

7. Attached as **Exhibit F** is a true and accurate version of the constitution of a registered student group, Students for the Right to Life, produced by Defendants in discovery.

8. Attached as **Exhibit G** is a true and accurate version of the constitution of a registered student group, Hawks for Choice, produced by Defendants in discovery.

9. Attached as **Exhibit H** is a true and accurate version of the constitution of a registered student group, UDems, produced by Defendants in discovery.

10. Attached as **Exhibit I** is a true and accurate version of the constitution of a registered student group, University of Iowa College of Law Federalist Society, produced by Defendants in discovery.

11. Attached as **Exhibit J** is a true and accurate version of the constitution of a registered student group, First Generation Iowa, produced by Defendants in discovery.

12. Attached as **Exhibit K** are true and accurate copies of the University web pages listed below, each of which I viewed on October 20, 2018 and at earlier dates, and which concern the University's registered sports clubs.

- a. <https://recserv.uiowa.edu/sport-clubs>
- b. [https://recserv.uiowa.edu/sites/recserv.uiowa.edu/files/wysiwyg\\_uploads/table\\_of\\_contents\\_and\\_introduction.pdf](https://recserv.uiowa.edu/sites/recserv.uiowa.edu/files/wysiwyg_uploads/table_of_contents_and_introduction.pdf)
- c. [https://recserv.uiowa.edu/sites/recserv.uiowa.edu/files/wysiwyg\\_uploads/section\\_1\\_-\\_policies\\_and\\_procedures.pdf](https://recserv.uiowa.edu/sites/recserv.uiowa.edu/files/wysiwyg_uploads/section_1_-_policies_and_procedures.pdf)
- d. [https://recserv.uiowa.edu/sites/recserv.uiowa.edu/files/wysiwyg\\_uploads/section\\_2\\_-\\_requirements-expectations.pdf](https://recserv.uiowa.edu/sites/recserv.uiowa.edu/files/wysiwyg_uploads/section_2_-_requirements-expectations.pdf)
- e. <https://uiowa.campuslabs.com/engage/organization/womens-ice-hockey>
- f. <https://uiowa.campuslabs.com/engage/organization/womens-ice-hockey/documents/view/958552>
- g. <https://uiowa.campuslabs.com/engage/organization/icehawks>

- h. <https://uiowa.campuslabs.com/engage/organization/icehawks/documents/view/960931>
- i. <https://uiowa.campuslabs.com/engage/organization/lacrosse-u-of-i-men-s>
- j. <https://uiowa.campuslabs.com/engage/organization/lacrosse-u-of-i-women-s>
- k. <https://uiowa.campuslabs.com/engage/organization/lacrosse-u-of-i-women-s/documents/view/965192>
- l. <https://uiowa.campuslabs.com/engage/organization/quidditch-club>
- m. <https://uiowa.campuslabs.com/engage/organization/rugby-club-men-s>
- n. <https://uiowa.campuslabs.com/engage/organization/rugby-club-at-iowa-women-s>
- o. <https://uiowa.campuslabs.com/engage/organization/soccer-iowa-women-s>
- p. <https://uiowa.campuslabs.com/engage/organization/soccer-iowa-women-s/documents/view/951015>
- q. <https://uiowa.campuslabs.com/engage/organization/UImensclubsoccer>
- r. <https://uiowa.campuslabs.com/engage/organization/ultimate-frisbee-club-iowa-hawkeye-men-s>
- s. <https://uiowa.campuslabs.com/engage/organization/SaucyNancyUltimate>
- t. <https://uiowa.campuslabs.com/engage/organization/SaucyNancyUltimate/documents/view/970859>
- u. <https://uiowa.campuslabs.com/engage/organization/volleyball-university-of-iowa-men-s>
- v. <https://uiowa.campuslabs.com/engage/organization/volleyball-university-of-iowa-men-s/documents/view/985956>
- w. <https://uiowa.campuslabs.com/engage/organization/volleyball-women-s-ladyhawk>
- x. <https://uiowa.campuslabs.com/engage/organization/volleyball-women-s-ladyhawk/documents/view/952611>
- y. <https://uiowa.campuslabs.com/engage/organization/water-polo-team-university-of-iowa-men-s>
- z. <https://uiowa.campuslabs.com/engage/organization/water-polo-team-university-of-iowa-men-s/documents/view/952672>

- aa. <https://uiowa.campuslabs.com/engage/organization/water-polo-club-u-of-i-women-s>
- bb. <https://uiowa.campuslabs.com/engage/organization/water-polo-club-u-of-i-women-s/documents/view/971725>

13. Attached as **Exhibit L** are true and accurate copies of the University web pages listed below, each of which I viewed on October 20, 2018 and at earlier dates, and which concern programs of the University's Athletics Department.

- a. <https://uiowa.edu/athletics>
- b. <https://hawkeyesports.com/index.aspx>
- c. [https://opsmanual.uiowa.edu/sites/opsmanual.uiowa.edu/files/wysiwyg\\_uploads/a28athl.pdf](https://opsmanual.uiowa.edu/sites/opsmanual.uiowa.edu/files/wysiwyg_uploads/a28athl.pdf)
- d. <https://hawkeyesports.com/documents/2013/10/1/UIADStrategicPlan2013.pdf>
- e. <https://hawkeyesports.com/sports/2016/6/13/ot-unit-descriptions-html.aspx?id=721>

14. Attached as **Exhibit M** are true and accurate copies of the University web pages listed below, each of which I viewed on October 20, 2018 and at earlier dates, and which concern the University's intramural sports leagues.

- a. <https://recserv.uiowa.edu/intramural-sports>
- b. <https://recserv.uiowa.edu/programs/intramural-sports/mens-and-co-rec-flag-football>
- c. <https://recserv.uiowa.edu/programs/intramural-sports/womens-flag-football>
- d. <https://recserv.uiowa.edu/programs/intramural-sports/volleyball>
- e. <https://recserv.uiowa.edu/programs/intramural-sports/tennis>
- f. <https://recserv.uiowa.edu/programs/intramural-sports/3-3-basketball>
- g. <https://recserv.uiowa.edu/programs/intramural-sports/dodgeball>
- h. <https://recserv.uiowa.edu/programs/intramural-sports/spikeball>
- i. <https://recserv.uiowa.edu/programs/intramural-sports/softball>

- j. <https://recserv.uiowa.edu/programs/intramural-sports/cornhole>

15. Attached as **Exhibit N** are true and accurate copies of the web pages listed below, each of which I viewed on October 20, 2018 and at earlier dates, and which concern the University of Iowa's sports camps.

- a. [http://www.iowasportscamps.com/?utm\\_source=Page%20Menu&utm\\_medium=SportsCamps&utm\\_campaign=UI%20Home%20Page](http://www.iowasportscamps.com/?utm_source=Page%20Menu&utm_medium=SportsCamps&utm_campaign=UI%20Home%20Page)
- b. <http://mbasketball.iowasportscamps.com/camps/2018-father-son-camp/>
- c. <http://wbasketball.iowasportscamps.com/>
- d. [http://wbasketball.iowasportscamps.com/womensbasketball/assets/file/iowa\\_camp\\_18\\_online.pdf](http://wbasketball.iowasportscamps.com/womensbasketball/assets/file/iowa_camp_18_online.pdf)
- e. <https://iowavolleyballcamp.com/>
- f. <https://iowavolleyballcamp.com/faqs/>
- g. <http://www.iowasoftballcamps.com/camps/2018-elite-hitting-camp/>
- h. <http://www.eyasgymnastics.com/2019-iowa-camp.html>
- i. <http://wgymnastics.iowasportscamps.com/>
- j. <http://wgymnastics.iowasportscamps.com/camp-info/important-camp-info/>
- k. <http://www.iowawrestlingcamps.com/events>

16. Attached as **Exhibit O** are true and accurate copies of the University web pages listed below, each of which I viewed on October 20, 2018 and at earlier dates, and which concern the University of Iowa's recreational programs.

- a. <https://recserv.uiowa.edu/women-weightlifting>
- b. <https://recserv.uiowa.edu/special-events/outdoor/womens-climbing-clinic>

17. Attached as **Exhibit P** are true and accurate copies of the University web pages listed below, each of which I viewed on October 20, 2018 and at earlier dates, and which concern

programs, student groups, scholarships, grants, or funds provided or administered by the University of Iowa.

- a. [https://www.provost.uiowa.edu/sites/provost.uiowa.edu/files/Digest\\_2017-18.pdf](https://www.provost.uiowa.edu/sites/provost.uiowa.edu/files/Digest_2017-18.pdf)
- b. <https://diversity.uiowa.edu/programs/advantage-iowa-scholars>
- c. <https://diversity.uiowa.edu/awards/iowa-first-nations-tuition-program>
- d. <https://diversity.uiowa.edu/programs/iowa-first-nations-summer-program>
- e. <https://diversity.uiowa.edu/programs/iowa-edge>
- f. [https://s3.amazonaws.com/form\\_uploads/6b1a88c7-54e9-4f96-afce-b849413bd88f.docx?AWSAccessKeyId=AKIAIPCTK7BDMEW7SP4Q&Expires=1540048236&Signature=Hu%2BtfpvE3c6m3FTva9oNoxR9heE%3D&response-content-disposition=attachment%3B%20filename%2A%3Dutf-8%27%27IESOConstitution%252018%2520-%252019%2520updated.docx](https://s3.amazonaws.com/form_uploads/6b1a88c7-54e9-4f96-afce-b849413bd88f.docx?AWSAccessKeyId=AKIAIPCTK7BDMEW7SP4Q&Expires=1540048236&Signature=Hu%2BtfpvE3c6m3FTva9oNoxR9heE%3D&response-content-disposition=attachment%3B%20filename%2A%3Dutf-8%27%27IESOConstitution%252018%2520-%252019%2520updated.docx)
- g. <https://wrac.uiowa.edu/programs-and-services/initatives/>
- h. <https://wrac.uiowa.edu/programs-and-services/initatives/how-to-apply/>
- i. <https://diversity.uiowa.edu/programs/pave-mentoring-program>
- j. <https://imu.uiowa.edu/about/memorial/veterans-award/>
- k. <https://imu.uiowa.edu/about/memorial/veterans-award/nomination-process/>
- l. <https://tippie.uiowa.edu/future-graduate-students/mba-programs/full-time-mba/admissions/tuition-scholarships/mba-scholarships;>
- m. <https://education.uiowa.edu/services/i-serve>
- n. <https://tippie.uiowa.edu/future-graduate-students/mba-programs/full-time-mba/admissions/tuition-scholarships/mba-scholarships>
- o. <https://clas.uiowa.edu/students/scholarships>
- p. <https://nursing.uiowa.edu/alumni-friends/scholarships?page=3>
- q. <https://diversity.uiowa.edu/awards/alliant-energy-award>
- r. <https://financialaid.uiowa.edu/types/scholarships/donor>
- s. <https://financialaid.uiowa.edu/types/scholarships/freshmen>
- t. <https://financialaid.uiowa.edu/types/grants>

- u. <https://uiowa.academicworks.com/opportunities/162215>
- v. <https://clas.uiowa.edu/gwss/undergraduate-program/scholarships>
- w. <https://wrac.uiowa.edu/programs-and-services/scholarships>
- x. <https://diversity.uiowa.edu/unit/trio-student-support-services>

18. Attached as **Exhibit Q** is a true and accurate version of an internal 1999 University memo regarding the Christian Legal Society, produced by Defendants in discovery.

19. Attached as **Exhibit R** is a true and accurate version of a May 2004 email from a student government officer to University officials regarding the Christian Legal Society, produced by Defendants in discovery.

20. Attached as **Exhibit S** are true and accurate copies of the May and June 2009 University Student Government bylaws, produced by Defendants in discovery.

21. Attached as **Exhibit T** is a true and accurate version of the University's June 2009 email to the Christian Legal Society, produced by Defendants in discovery.

22. Attached as **Exhibit U** is a true and accurate version of the Christian Legal Society's June 2010 letter to the University, produced by Defendants in discovery.

23. Attached as **Exhibit V** is a true and accurate version of Marcus Miller's application to be a Bible study leader for the student group 24-7, produced by Defendants in discovery.

24. Attached as **Exhibit W** is a true and accurate version of an August 2018 email from the University's counsel, George Carroll.

25. Attached as **Exhibit X** is a true and accurate version of the University's Interrogatory Responses, submitted by Defendants in discovery.

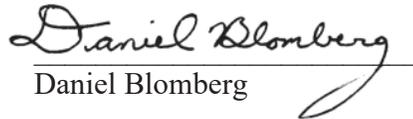
26. Attached as **Exhibit Y** is a true and accurate version of the June 2018 InterVarsity Graduate Christian Fellowship constitution.

27. Attached as **Exhibit Z** are true and accurate copies of the University web pages listed below, each of which I viewed on October 20, 2018 and at other dates, and which concern fraternities and sororities recognized by the University of Iowa.

- a. <https://fsl.uiowa.edu/community/fsl-by-the-numbers/>
- b. <https://fsl.uiowa.edu/assets/Uploads/a695dc7e31/Spring-2017-Community-Fraternity-Sorority-Reports.pdf>
- c. <https://fsl.uiowa.edu/assets/Uploads/92be4fb9e4/PHC-Scorecard-S2021.xlsx>
- d. <https://fsl.uiowa.edu/assets/Uploads/11b45cd4d1/NPHC-Scorecard-S2021.xlsx>
- e. <https://fsl.uiowa.edu/assets/Uploads/d6735e65ef/MGC-Scorecard-S2021.xlsx>
- f. <https://fsl.uiowa.edu/assets/Uploads/f15f08ff39/IFC-Scorecard-S2018.pdf>

I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge.

Executed this 20th day of October, 2018.

  
Daniel Blomberg

# EXHIBIT A

From: Baker, Thomas R  
Sent: Wednesday, June 30, 2010 1:19 PM  
To: Porter, Robert K  
Subject: FW: Christian Legal Society

FYI – UISG is anxious to cut the funding of CLS

Tom B

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From: Nelson, William R  
Sent: Wednesday, June 30, 2010 12:16 PM  
To: Shafer, Cody J  
Cc: Baker, Thomas R; Grady, David L  
Subject: RE: Christian Legal Society

Thank you for the update, Cody.

The Office of the Vice President for Student Services is in the process of reviewing the Court's decision within the context of the UI Human Rights Policy and other institutional doctrine. We will be communicating our decision to both UISG and ECGPS leadership.

Good to hear from you Cody, and I hope your summer is going well.

Bill

William (Bill) R. Nelson, Ph.D.  
Associate Director, University Life Centers  
and Director, Office of Student Life  
Office of Student Life  
145 Iowa Memorial Union  
Iowa City, IA 52242-1317  
319.335.3059  
319.353.2245 (Fax)  
[william-nelson@uiowa.edu](mailto:william-nelson@uiowa.edu)  
<http://www.lmu.uiowa.edu/osl>

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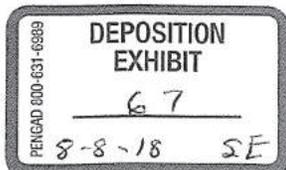
From: Shafer, Cody J  
Sent: Monday, June 28, 2010 12:30 PM  
To: Nelson, William R  
Subject: Christian Legal Society

<http://www.supremecourt.gov/opinions/09pdf/08-1371.pdf>

This is the link to the US Supreme Court's decision TODAY saying that religious freedom does NOT extend to protect groups that violate state funded institutions policies on non-discrimination.

I plan on forwarding this to GPAC & SABAC later today, just thought you might want to see it first.

Cody J. Shafer  
Student Programs Coordinator  
The Connie Belin & Jacqueline N. Blank  
International Center for Gifted Education & Talent Development  
The University of Iowa



*Nurturing Potential Inspiring Excellence*

1-800-336-6463

<http://www.education.uiowa.edu/belinblank/>

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# EXHIBIT B

# Registration of Student Organizations

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A student organization is a voluntary special interest group organized for educational, social, recreational, and service purposes and comprised of its members. Student organizations are separate legal entities from the University of Iowa and legally are not treated the same as University departments or units. Student organizations can exist whether or not the University endorses them pursuant to this policy. Unless otherwise denoted hereafter, the use of the term “student organization” shall include sports clubs registered by Recreational Services.

Student organizations are an important link in the co-curricular activities of the University of Iowa. They play an important role in developing student leadership and providing a quality campus environment. As such, the University encourages the formation of student organizations around the areas of interests of its students, within the limits necessary to accommodate academic needs and ensure public safety.

## I. Registration of Student Organizations

The University of Iowa, through the Vice President for Student Life (hereinafter, "vice president"), has delegated the responsibilities and obligations of registering student organizations to the Student Organization Review Committee (i.e., on behalf of the Center for Student Involvement & Leadership and Recreational Services) (SORC) and to deans of academic colleges. The SORC is a team of students and staff that determines the approval or denial of the application for registration. Registration of a student organization by the University does not constitute an endorsement of its program or its purposes, but is merely a charter to exist. The reasons for denying or withdrawing registration of a student organization shall not violate the University Policy on Human Rights.

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It is the responsibility of each registered student organization to adhere to the mission of this University, its supporting [strategic plan \(https://president.uiowa.edu/about-university/strategic-planning\)](https://president.uiowa.edu/about-university/strategic-planning), [policies \(/policies/\)](https://uiowa.edu/homepage/safety-and-support/ui-policy-links), and [\(/policies/\)procedures \(https://uiowa.edu/homepage/safety-and-support/ui-policy-links\)](https://uiowa.edu/homepage/safety-and-support/ui-policy-links). Organizations must abide by all local, state, and federal laws. An organization's goals, objectives, and activities must not deviate from established University policies and procedures. Because participation in student organizations may enhance a student's educational experience and the University deems this important to our students' success, registered organizations are entitled to certain privileges and benefits.

#### A. Benefits of Registration:

1. Registration as a University organization;
2. Establishment of an account in the Student Organization Business Office (SOBO), Fraternity Business Service, or Recreational Services and appropriate purchasing privileges in accordance with University policies;
3. Eligibility to apply for funds from mandatory Student Activity fees (i.e., for student organizations) or Recreational Services fees (i.e., for sports clubs);
4. Inclusion in appropriate University publications;
5. Utilization of the Center for Student Involvement & Leadership's (CSIL) OrgSync software (funded by UISG & GPSG)
6. Utilization of the University's trademarks in accordance with the [UI Trademark Licensing Department's program and policies \(http://uilicensing.com/\)](http://uilicensing.com/);
7. Eligibility for use of campus meeting facilities and outdoor spaces;
8. Eligibility, but not the right, to utilize UI Fleet Services vehicles in accordance with state and University policies, procedures, guidelines, and insurance requirements;
9. Eligibility, but not the right, to utilize University staff and programming resources;
10. Eligibility, but not the right, to utilize Information Technology Services Mass Mail once each semester;
11. Eligibility to apply for awards and honors presented to University registered organizations and members; and
12. Eligibility to apply for Student Organization Office Suite (SOOS) or Student Activity Center (SAC) office space and/or storage space.

#### B. Achieving and Renewing Registration

1. In order to exercise the privileges accorded to registered student organizations, students interested in starting a new registered student organization must first write a constitution for the potential student organization and hold a Pre-

registration meeting with the appropriate CSIL staff, BEFORE filing a New Organization Registration Form online through OrgSync. This form includes organizational information and the organization's Constitution and Bylaws. Upon receiving this information, the CSIL staff will review it and submit it to the Student Organization Review Committee (SORC) for consideration. If approved for registration, the SORC will assign the appropriate registration tier (see below).

## 2. Eligibility/Registration Requirements

- a. Any group or organization which consists of and maintains at least 80 percent University students, whose purposes are consistent with the educational objectives of the University, and do not violate local, state or federal law, is eligible for registration by the University. To start a new registered student organization, the organization must consist of and maintain at least five (5) individuals as members, of which four (4) must be currently enrolled UI students.
- b. Membership. It is the policy of the University that all registered student organizations be able to exercise free choice of members on the basis of their merits as individuals without restriction in accordance with the University Policy on Human Rights. The University acknowledges the interests of students to organize and associate with like-minded students, therefore any individual who subscribes to the goals and beliefs of a student organization may participate in and become a member of the organization.

Membership and participation in the organization must be open to all students without regard to race, creed, color, religion, national origin, age, sex (unless the organization is exempt under Title IX), pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons.

Membership in a student organization must be composed primarily of UI students (minimum 80% student membership) and be controlled and directed by UI students. Members are individuals who self-select to join an organization; "membership" is different from the audience a student organization targets, serves, or represents. The "audience" is not automatically considered a part of the organization's membership.

Only UI student members shall have voting rights in a student organization. Membership is not open to persons under the age of 18 who are not enrolled UI students. Non-university community members who are at least 18 years of age may participate in the activities of student organizations but may not be voting members. If the student organization desires to allow persons under the age of 18 who are not UI students to participate in the activities of the student organization, the student organization must follow the requirements contained in the Youth Programs Policy Manual for RSOs, including that the youth participant must have permission to participate from a parent or guardian.

As some University services and benefits require knowledge of a student's membership in the student organization requesting the service or benefit, all organizations are encouraged to have a full membership roster on file with the Center for Student Involvement & Leadership via OrgSync. For example, if a member of a student organization wants to request approval to drive or ride in a university vehicle for an organization event or activity, that member must be listed on the organization's full membership roster located on OrgSync.

The student organization must be nonprofit in nature; student organizations affiliated with for-profit businesses are not eligible for registration. Student Representatives and student organization members must not profit or benefit financially from student organization membership.

A. Primary and Secondary Student Representatives. Student Representatives are individuals who are authorized by the organization to speak for or represent the organization in its relations with the University and who are authorized to receive for the organization official notices, directives, or information from the University. Every student organization or potential student organization, registered with the Center for Student Involvement & Leadership/Recreational Services/academic deans via OrgSync must include the names of two student representatives in its Org Profile. Both Representatives must be currently enrolled UI students, and in academic and non-academic good-standing. One name will be designated as the Primary Representative and the other as the Secondary Representative. It is the responsibility of each student organization to update the Org Profile with the current names of Student Representatives. A student organization no longer under the direction of currently enrolled students may lose its registration.

an equal opportunity to apply for funds from mandatory Student Activity fees (i.e., for student organizations) or Recreational Services fees (i.e., for sports clubs) or for any other benefit conferred by the University of Iowa Student Government (UISG) or Graduate and Professional Student Government (GPSG) or their constituent bodies, without differentiation for reasons that violate the University Policy on Human Rights or inhibit the group's exercise of First Amendment rights of free expression and association. Nothing in this section shall be construed to create or guarantee any expectation of the receipt of funding or other benefits from UISG and/or GPSG and/or Recreational Services by any student organization or to prohibit the individual consideration of the program merits of funding or other proposals submitted by such student organizations.

C. Registration Procedure. Throughout the year on an ongoing basis, the University will consider applications from student organizations that request to be registered. Registration of student organizations is granted by the Student Organization Review Committee (i.e., on behalf of the Center for Student Involvement & Leadership and Recreational Services) or an academic dean. Registration granted for sports clubs, and fraternities and sororities are subject to additional policies administered by their respective department or student governance organization(s). In order to receive funds from mandatory Student Activity fees (i.e., for student organizations) or Recreational Services fees (i.e., for sports clubs), a student organization must be confirmed by the UISG and/or GPSG or Recreational Services. Greek-letter social organizations are registered by the University of Iowa Interfraternity Council (IFC), Panhellenic Council (PHC), Multicultural Greek Council (MGC), or the National Pan-Hellenic Council (NPHC).

1. To start an organization one must follow the step-by-step process listed on the "[Starting an Organization \(https://csil.uiowa.edu/manage/starting-a-registered-student-organization/\)](https://csil.uiowa.edu/manage/starting-a-registered-student-organization/)" website.

Registration of student organizations that are residential living units (i.e., residence hall organizations, fraternities, and sororities) is granted by their respective student governance organization (i.e., Associated Residence Halls [ARH], Interfraternity Council [IFC], Multicultural Greek Council [MGC], National Pan-Hellenic Council [NPHC], and Panhellenic Council [PHC]) with the concurrence of the vice president.

The Student Organization Renewal Committee (SORC) shall review student organization registration applications. Upon its evaluation, the Committee will register the student organization and forward the organization's application to the appropriate student governance organization or college/department/unit for confirmation; 2) register the organization subject to specific conditions on activities the organization is permitted to sponsor; or 3) reject the application. If an application is rejected the organization may appeal the decision of the SORC within 30 calendar days upon the receipt of their denial of registration letter. Appeals must be submitted in writing to either the Director of the Center for Student Involvement & Leadership (i.e, for student organizations) or the Director of Recreational Services (i.e., for sport clubs). If an organization appeals and is not satisfied with the decision rendered by the Director of the Center for Student Involvement & Leadership or the Director of Recreational Services they may then submit a final appeal in writing to the Dean of Students. There is no further appeal after the Dean of Students.

- D. Constitution and Bylaws. In order to complete the registration process, all student organizations must have an approved constitution and bylaws. Sponsored and affiliated student organizations (see Section 8, Registration Tiers) must also provide a copy of the charter, constitution, and/or bylaws of any organization external to the University with which such organization may be affiliated. Student organizations are required to include mandatory clauses within their organization constitutions.
- E. Registration of Inter/National Chartered Organizations. In addition to observing all University rules, an organization that is chartered by an inter/national organization, such as a Greek-letter social fraternity or sorority, must maintain its affiliation with the inter/national organization in order to retain its University registration. University registration will cease when the inter/national organization no longer recognizes or sponsors the student organization as an active organization. In this situation, the organization is no longer eligible to affiliate with their respective student governance organization, to participate in activities sponsored by the governance organization or its member organizations, or to access the privileges granted to registered student organizations. Once the inter/national organization has officially returned the student organization to affiliation status, the student organization representatives may apply to the University and the respective student governance organization for registration, although re-registration is not guaranteed. When the University removes registration of a student organization for violating University rules but the organization remains affiliated with the inter/national organization, the

F. Housing Organizations. Student organizations that provide off-campus housing to their student members are considered Housing Organizations. These include Professional Residence Groups, fraternal organizations with a professional focus that are recognized by an academic college, and Undergraduate Residence Groups, which includes Greek-letter organizations that are affiliated with their respective student governance organization.

1. In addition to all other student organization policies, Housing Organizations must fulfill the following expectations due to the level of responsibility and complexity involved in the service they provide:

- a. Manage their housing unit;
- b. Enforce internal organization rules;
- c. Ensure that relevant national, state, and local laws and regulations are observed;
- d. Provide safe and healthful lodging and cooperate with city or state agencies responsible for enforcing applicable health and safety laws; and
- e. Observe relevant University policies in their housing facilities, including the Anti-Hazing Policy and the Sexual Misconduct Policy.

2. Housing Organizations are eligible for the same privileges granted to registered student organizations which do not provide housing.

3. The responsibility for the regulation and governance of professional fraternities that maintain chapter structures shall be with the Dean of the respective college, including professional fraternities registered by the College of Medicine, the College of Dentistry, College of Liberal Arts and Sciences, and the Graduate College.

4. The possession or consumption of alcohol is prohibited in registered undergraduate residence group housing except where explicitly authorized in writing by the vice president.

G. Governance Organizations.

1. Registered student organizations are governed by the University of Iowa Student Government (UISG), Graduate and Professional Student Government (GPSG), or Associated Residence Halls (ARH).

2. Undergraduate social fraternities are governed by the University of Iowa Interfraternity Council, Panhellenic Council, National Pan-Hellenic Council, or the Multicultural Greek Council, which may establish, consistent with the University

fraternities, membership selection standards, and standards of conduct.

3. Reviews. In order to determine whether a student organization is in compliance with a student governance organization regulation or policy, University officials may from time to time review the organization's record. Information gathered as part of the review may include, but is not limited to, the following: aggregate grade point averages, membership figures, financial reports, internal rules and policies, insurance coverage schedules, educational programs for members, safety and security precautions, compliance with relevant municipal ordinances and state laws, and complaints to the Iowa City police.

## II. Registration Tiers

Each student organization granted registration with the University of Iowa is classified as general, affiliated, or sponsored. The registration tier is determined by assessing the student organization's relationship to the University, the purpose and scope of its activities, the University population served, and the perceived potential risk to participants and the University.

The relationship of student organizations to the University is determined by evaluating the student organization's mission, goals, and activities as they relate to the mission, vision, goals and culture identified by the University in its Strategic Plan.

The privileges and responsibilities associated with each type of registered student organization are outlined below.

- A. General Student Organizations: The privileges of becoming a registered student organization at the University are not extended without careful consideration. General student organizations are those that are consistent with the mission and culture of the University and engage primarily in activities that benefit their membership. These organizations are primarily interest groups capable of functioning with minimal support. The University registers but does not support or endorse the purposes of these general organizations and may not accept responsibility or liability for the activities undertaken by the student organization.

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In addition to the University resources available to all registered student organizations, general student organizations may receive third priority consideration for:

- Student Activity Center (SAC) storage space; and
- Reservable space for University-wide annual events at the Iowa Memorial Union, other University facilities, and outdoor venues through the IMU Event Services process and other University scheduling processes.

B. **Affiliated Student Organizations:** Affiliated student organizations are those that serve a specific University interest and may provide support to University programs and initiatives. They contribute to the mission, vision, goals, and culture of the University by routinely presenting events for their members, the campus, or their related department's or unit's members and invited guests. A University department or unit must provide oversight and direct responsibility for the organization and its activities. Affiliated student organizations also may be directly associated with an academic course and its requirements.

In addition to the University resources available to all registered student organizations, affiliated student organizations shall comply with any rules, procedures, and expectations established by the responsible University department or unit.

Because of their broad impact, affiliated student organizations may receive second priority consideration for:

- Student Organization Office Suite (SOOS) or Student Activity Center (SAC) office or storage space; and
- Reservable space for University-wide annual events at the Iowa Memorial Union, other University facilities, and outdoor venues through the IMU event services process and other University scheduling processes.

Affiliated student organizations will need to follow appropriate criteria and guidelines from each University department or unit to receive these services and benefits.

C. **Sponsored Student Organizations:** Sponsored student organizations are those considered critical to the mission and culture of the University and work in partnership with a University department or unit. These organizations are linked to the University because of their role representing the University or in presenting

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events of broad appeal that are considered an integral part of the institution and its activities. Sponsored student organizations routinely present events for the campus and broader community, and typically work in a collaborative relationship with a University department or unit. The student organization's purpose and effect are to serve a broad segment of the campus community, not just its membership. Once registered, the events and activities presented by the student organization should accurately and positively reflect the mission, vision, goals and culture of the University, as well as the rules and standards of the institution and its activities. The registration process requires action by both student leaders and University officials. As such, this process creates a mutually beneficial relationship between sponsored student organizations and the University.

In addition to the University resources available to all registered student organizations, sponsored student organizations shall have:

- A full-time professional staff or faculty member whose job description designates them as the primary adviser to the sponsored student organization in accordance with student organization registration requirements. These advisers are considered experts within the respective student organization's area of interest;
- A University department or unit that provides oversight and direct responsibility for the student organization and its activities; and
- Routinely presented events of broad appeal for the campus and community. Student organization operations and event planning are complex, and the majority of the events/programs are University-wide. Sponsored student organizations routinely present events for the campus and broader community, and are expected to work closely with the appropriate University department or unit in the planning of these events.

Because of high complexity, sponsored student organizations may receive first priority consideration for:

- Student Organization Office Suite (SOOS) or Student Activity Center (SAC) office or storage space; and
- Reservable space for University-wide annual events at the Iowa Memorial Union, other University facilities, and outdoor venues through the IMU event services process and other University scheduling processes.

### III. Tier Appeals

An appeals process exists for those organizations desiring a registration tier different than that into which they were initially placed. Based on additional information, an organization's registration tier or may be modified also by the Student Organization Review Committee (SORC).

1. Appeals – Recognition Tier Decision. A student organization has the right to appeal a tier designation decision of the SORC or the determination by the Center for Student Involvement & Leadership to change or modify a student organization's registration tier. An appeal provides a limited review of the original decision. It is not an opportunity to present the evidence again or to re-evaluate credibility. If an error has been made, in most cases the matter will be returned to the SORC so that the error may be corrected.

One of the following two conditions must be used as a basis for appeal:

- Discovery of new information that was not available at the time of the decision; and/or
- The appropriate processes for registering student organizations were not followed.

The Director of the Center for Student Involvement & Leadership or Recreational Services will act as the appeal administrator. The Associate Director of the Center for Student Involvement & Leadership or Recreational Services will act as the appeal administrator if the Director is unable to serve due to conflict of interest or absence.

Written documentation stating the grounds for appeal must be filed with the appeal administrator within ten (10) business days of receipt of the original SORC decision.

The appeal administrator will decide one of the following:

- Uphold the original decision;

- Remand the case back to the SORC for reconsideration consistent with the findings of the appeal administrator;
- Remand for a new registration process review of the student organization; or
- Modify the registration tier assigned by the SORC.

The appeal administrator will provide a written decision to the SORC Chair within ten (10) business days of the appeal review. An appeal may be taken within ten (10) business days to the Dean of Students.

## IV. Registration Renewal

- A. Each student organization must renew its Profile on OrgSync at or near the beginning of the fall (between Aug. 1-Sept. 15) and spring (Jan. 1-Feb. 15) semesters, even if there are no changes from the previous semester in primary and/or secondary representative and contact information. A student organization that does not update and renew its profile will lose its registration automatically for one semester. Any changes in primary or secondary representative or changes in contact information must be reflected in the profile. Registered student organizations must provide complete and accurate information as requested in the profile. If additional information is needed, student organization representatives must provide information upon request to the Center for Student Involvement & Leadership or Recreational Services. For those student organizations that are registered by an academic college as well as by a student government, student leaders are advised to check with the college/department/unit regarding registration deadlines.
- B. Periodically, the Student Organization Review Committee reviews the status of student organizations to ensure the safety and welfare of students who participate in activities sponsored by the organization. Depending upon the results of its evaluation, the Committee will 1) register the student organization; 2) register the student organization subject to specific conditions on activities the organization is permitted to sponsor; or 3) recommend to the Director of the Center for Student Involvement & Leadership or Director of Recreational Services that registration be denied.

## V. Organizational Registration Changes

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A. During the year, registered student organizations must report to the Center for Student Involvement & Leadership or Recreational Services any amendments to or changes in its student organization name, constitution, by-laws, student representatives, and/or advisers within two weeks of the changes becoming effective. Registered student organizations also must submit any additional information requested from time to time by their respective registering body.

## VI. Advisers

- A. Student organization advisers are strongly encouraged for all registered student organizations. Advisers shall be faculty members whenever possible in order to promote student-faculty interaction beyond the classroom. Professional & Scientific staff with advising experience and/or relevant expertise also may serve as student organization advisers. Merit staff, with advising experience and/or relevant expertise also may serve as student organization advisers upon approval from the Center for Student Involvement & Leadership, Recreational Services, or academic dean. A non-University affiliated individual may serve as an adviser to a student organization only if they serve as a liaison to a local/regional/national organization with which the registered student organization has an official affiliation.
- B. Student organization advisers must be employed at the University on at least a .5 FTE basis. The Division of Student Life shall have the right not to approve advisers of student organizations who are on disciplinary status as determined by the appropriate University department or unit.
- C. All student organization advisers are strongly encouraged to participate in the adviser training programs sponsored by the Center for Student Involvement & Leadership. The Center for Student Involvement & Leadership and Recreational Services will provide specific information to student organizations about these requirements.
- D. Graduate assistants, with at least 50% appointments, may serve as additional advisers in conjunction with student organization advisers who meet the requirements stated above; however, they will not have signatory authority (e.g., financial transactions, contracts, vouchers).

## VII. Space Allocation for Registered Student

### Organizations

A. Limited office or storage space is available to registered student organizations in the Student Organization Office Suite (SOOS) or Student Activity Center (SAC) in the Iowa Memorial Union. Student organizations allocated space in the SOOS or SAC must abide by the policies in regard to use of office or storage space. Application forms for the office and storage space are available online through the Center for Student Involvement & Leadership website (<http://csil.uiowa.edu/> (<http://csil.uiowa.edu/>)). Office and storage space requests are reviewed biennially by the CSIL Space Allocation Committee and recommendations for assignment of space are made to the Director of the Iowa Memorial Union and Center for Student Involvement & Leadership. Sport Clubs are required to follow all policies in regard to storage space established by Recreational Services.

# EXHIBIT C

**Constitution (Bylaws) of  
The University of Iowa Feminist Union**

**Preamble**

We, the members of The University of Iowa Feminist Union, establish this Constitution on September 9, 2013.

**ARTICLE I. Name**

1. The name of this organization will be The University of Iowa Feminist Union.
2. This organization will be a non-profit, non-sectarian, non-partisan, voluntary organization associated with the Feminist Majority Foundation.

**ARTICLE II. Purpose**

The purposes of the Feminist Union of The University of Iowa will be:

1. To establish a broad constituency to work in pursuit of feminist ideals, social, political, and economic equality for all.
2. To study and take action on national, campus, and local feminist issues and concerns.
3. To provide leadership and career building opportunities for feminist students.
4. To educate the college/university community about feminist issues.
5. To enhance feminist community on campus.

**ARTICLE III. Principles**

1. The Feminist Majority Foundation promotes equality between women and men and boys and girls, and supports constitutional and statutory measures to gain full equality locally, statewide, nationally, and globally.
2. The Feminist Majority Foundation supports safe, legal and accessible abortion, contraception, and family planning, including Medicaid funding and access for minors.
3. The Feminist Majority Foundation is dedicated to achieving civil rights for all people, including affirmative action programs for women and people of color.
4. The Feminist Majority Foundation supports lesbian and gay rights.
5. The Feminist Majority Foundation does not permit discrimination on the basis of sex, race, sexual orientation, socioeconomic status, religion, ethnicity, age, marital status, national origin, or disability.
6. The Feminist Majority Foundation promotes non-violence and works to eliminate violence against women.

7. The Feminist Majority Foundation encourages programs directed at the preservation of the environment, clean air and water, the elimination of smog, toxic and hazardous wastes, chemical and nuclear weaponry.
8. The Feminist Majority Foundation supports the Feminist Agenda as enunciated in Unit 1 of the Study and Action Manual.

#### **ARTICLE IV. Local Campus Unit Standards**

1. Any student of The University of Iowa who agrees with the Feminist Majority Foundation's purposes and principles as stated above may apply for membership in the local campus unit. Criteria for admission to the unit include written agreement with the organization's principles, commitment to participate in unit activities, and leadership/activist experience or potential.
2. The local campus unit may not discriminate on the basis of sex, race, sexual orientation, national origin, age, religion, ethnicity, or disability, and affirmatively seeks to achieve diversity among participants.
3. Within two years of its formation, the campus unit shall maintain a membership of at least forty people.
4. The campus unit shall have a minimum of one and preferably multiple faculty and staff advisors.
5. The campus unit shall hold at least one meeting per week during the school year.
6. The campus shall interrelate with the Feminist Majority Foundation Community Council once the community council is established.

#### **ARTICLE V. Members**

1. In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, national origin, color, creed, religion, sex, age, disability, veteran status, sexual orientation, gender identity, or associational preference, or any other classification, which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons.

#### **ARTICLE VI. Executive Committee**

1. The Executive Committee of the campus unit shall be comprised of the President/Campus Unit Coordinator, Vice President/Campus Campaign Coordinator, Equality Chair, Community Outreach Chair, Public Relations Chair, Events Chair, Finance Chair, Communications Chair and Class Representatives..
2. Duties and responsibilities of Executive Committee:

President/Campus Unit Coordinator: The President presides over general campus unit meetings; acts as a spokesperson for the group; chairs the executive committee; acts as a liaison to faculty, administration, faculty advisor(s), student

government, and the East and West Coast offices of the Feminist Majority Foundation; and is ultimately accountable for the recruitment of new membership.

Vice President/Campus Campaign Coordinator: The Vice President chairs the Campus Campaign; communicates with Feminist Majority Foundation Field Representatives and the East and West Coast offices of the Feminist Majority Foundation; is responsible for coordinating Field Representative campus visits; and works with the President as a trainee for the position the following year (optional). The Vice President is also responsible for keeping the minutes for each meeting and submitting them to the Field Representative; recruit faculty and staff for the Faculty/Staff Team.

Community Outreach Chair/Coordinator: The Community Outreach Chair acts as a liaison to the Leadership Alliance Community Council in the local community; oversees projects involving local clinics, i.e. Adopt a Clinic, and other community organizations.

Equality Chair: The Equality Chair is responsible for ensuring that the Feminist Majority Leadership Alliance is representative of the school's student body in terms of sex, race, sexual orientation, socioeconomic status, religion, ethnicity, age, marital status, national origin, disability and academic year. The Equality Chair coordinates programs that focus on issues of diversity and the elimination of discrimination on campus and the greater community. She or he is in charge of on-going coalition building with progressive groups of campus; organizing an alliance of all progressive groups on campus (if one does not exist on campus) and actively participating in the progressive alliance.

Public Relations Chair/Coordinator: The Public Relations Chair acts as a liaison to both campus and community press, garnering press coverage for the group whenever there is an opportunity. The PR chair coordinates the advertisement and publicity of events and is responsible for ensuring the development of visuals.

Events Chair/Coordinator: The Events Chair is responsible for planning social events, a leadership retreat, and providing short community building activities for each general meeting. The Events Chair is also working with the Recruitment Chair in planning events for the purpose of recruitment; maintain constant communication with Field Representative during all event planning.

Finance Chair/Coordinator: The Finance Chair is responsible for handling all accounting for the group and planning at least two fund-raisers a year, including one Rock-for-Choice Concert. The Finance Chair reports on the status of the accounts at each meeting.

Communications Chair/Coordinator: The Communications Chair submits quarterly reports to the Feminist Majority Foundation detailing the Leadership Alliance's activities; and submits information pictures for the quarterly Feminist Majority

Report detailing events and projects the Leadership Alliance has undertaken. The Communications Chair is also responsible for submitting information to Feminist Majority Foundation On-line and working with the Feminist Majority Foundation's Cyberspace Representative; keeping the local campus unit membership informed via e-mail; and contacting the other campus unit Communications Chairs nationwide.

Recruitment Chair/Coordinator: The Recruitment Chair is a leadership position recommended for a sophomore/second year student. She/he is responsible for consistent recruitment; planning events to increase membership throughout the year; working with Faculty and Staff on strategies to improve recruitment. The Recruitment Chair plans events with the Equality Chair to ensure a diverse membership and sets on going recruitment goals.

Class Representatives/Officers: Each class will be represented on the Executive Committee by one or more Class Representatives. Each Representative is responsible for attending Executive Committee meetings and voicing concerns of their class. The Class Representatives will share responsibility for maintaining a Feminist Majority archives, including press clippings and photographs of the Leadership Alliance members and events. The Class Representatives will also share responsibility for updating the Leadership Alliance on global, national, and/or local feminist news at weekly meetings.

3. Officers and members must be currently registered students at The University of Iowa in good academic standing. Officers must be members for at least one term prior to election, except for the first year that the local campus unit is established.

## ARTICLE VII. Meetings and Procedures

1. Member in Good Standing/Voting Eligibility
  - A. Members who attend at least 50 percent of the regularly scheduled meetings during the academic year and have been members for at least 30 days are considered members in good standing and are eligible to vote on organizational matters and in local campus unit elections.
  - B. Non-members and non-students are welcome to observe open campus unit meetings, but may not hold offices or vote on organizational issues or in elections
2. Election of Officers
  - A. Officers shall be elected by a majority vote of the eligible voting members of the local campus unit. Elections will be held on an annual basis during the Spring term, at a meeting comprised of a quorum (40%) of the organization's members. Special elections may also be held as needed to fill executive committee vacancies.
  - B. All voting shall be done by secret ballot.
  - C. Officers shall serve for the academic year following their election.

- D. Results of all elections and officer contact information must be submitted to the Feminist Majority Foundation.
- E. Elections will be held annually during March, Women's History Month.

3. Removal of Officers

Any Officer of the local campus unit who violates the organization's purpose or Constitution, injures the organization, or fails grievously to fulfill duties as stated may be removed from office by the following process:

- A. Written notification to the officer of the request, asking the officer to be present at the next meeting prepared to speak in her/his own defense;
- B. Written notification to the membership; and
- C. Seventy-five percent of the voting membership must be in attendance to vote on the removal of an officer. A two-thirds majority vote of members present is necessary to remove the officer.
- D. Robert's rules of Order will govern the removal or dismissal of officers or members.

4. Replacement

Should an officer resign or be removed, a special election will be held one week after written notification of all voting members.

5. Meetings

Regular group meetings will occur on a weekly basis at a time to be selected at the beginning of each academic year.

**ARTICLE VIII. Finances**

- 1. There are no dues.
- 2. The Finances Coordinator is in charge of all actions required by the Student Organization Business Office
- 3. Upon dissolution, state money and mandatory student fees revert back to the granting organization. Group fees should be divided as stated in the Constitution and carried out by the dissolving group's members and officers. If the group has dissolved and group fees have not been divided as stated in Constitution by five years from last account activity, monies in the group's 00 account will revert to an account specified for this purpose within UISG/ECGPS. These funds will then be available for distribution through SABAC or GPAC guidelines in compliance with University of Iowa policy.

**ARTICLE IX. Amendments**

Amendments to the constitution must be approved first by a two-thirds majority of members voting and second by the Feminist Majority Foundation.

**ARTICLE X. Parliamentary Authority**

The rules contained in the current edition of Robert's Rules of Order, Newly Revised shall govern the campus unit in all cases to which they are applicable and in which

they are not inconsistent with these bylaws and any special rules of order the campus unit may adopt.

# EXHIBIT D

## Constitution of the Iowa National Lawyers Guild

### ARTICLE I – PURPOSE

The Iowa National Lawyers Guild (“NLG”) is dedicated to pursue basic change in the structure of our political and economic system. We seek to unite lawyers, law students, legal workers, and jailhouse lawyers of America in an organization that shall function as an effective political and social force in the service of the people, to the end that human rights shall be regarded as more sacred than property interests. Our aim is to bring together all those who regard adjustments to new conditions as more important than the veneration of precedent; who recognize the importance of safeguarding and extending the rights of workers, women, farmers, and minority groups upon whom the welfare of the entire nation depends; who seek actively to eliminate racism; who work to maintain and protect our civil rights and liberties in the face of persistent attacks upon them; and who look upon the law as an instrument for the protection of the people, rather than for their repression.

### ARTICLE II – MEMBERSHIP

Section 1: Membership in the NLG is open to all students, faculty and staff at the University of Iowa College of Law who agree with the statement of purpose in Article I. All members of the NLG are encouraged to join the nationwide National Lawyers Guild.

Section 2: In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization’s membership must be composed of UI students.

### ARTICLE III – OFFICERS AND DUTIES

Section 1: The NLG will be governed by an Executive Board comprising a minimum of three members. It is mandatory the Executive Board be composed of a President, a Secretary, a Treasurer, and as many other Executive Board members as needed. All Executive Board members must be law students at The University of Iowa College of Law and members of the NLG and elected by a simple majority vote of the NLG’s general membership. Traditionally these elections will take place in April of each year. In case of a tie during an election, another vote will be held.

Section 2: Should a vacancy open on the Executive Board for any reason, the general membership will elect a replacement officer within a reasonable amount of time. An officer may be removed from office by proposal of any member, followed by a general membership vote with a two-thirds majority voting for removal. Membership may be revoked through the same process.

Section 3: Written or electronic notification of an election to the Board or vote for removal of one of its officers shall be provided to all members prior to any general membership vote.

Section 4: The Executive Board will make all general decisions concerning the NLG, including organizing meetings, coordinating events, and creating and maintaining a budget.

Section 5: The President will be the official representative and spokesperson of the NLG. The President will not have independent authority to make any general decision concerning the NLG. Whenever possible, any decision the President announces will be made by consensus decision approved by the Executive Board. However, when consensus cannot be reached, a simple majority voice vote of all Executive Board members will determine the winning position. All decisions must be made by a quorum of the Executive Board. A quorum will be a majority of the current executive board members. The Secretary will be in charge of keeping a written record at all Board meetings. The Treasurer will manage and maintain the finances of the NLG.

Section 6: A faculty member of the College of Law will serve as the Faculty Advisor for the NLG.

#### ARTICLE IV – MEETINGS

Regular meetings of the organization shall be held at least once each semester at a time to be determined by the officers of the organization.

#### ARTICLE V - FINANCES

Section 1: The NLG shall not provide monetary gain, incidentally or otherwise to its officers or membership.

Section 2: The NLG is required to deposit all receipts in and make disbursements through the Student Organization Business Office, Fraternity Business Services, or Recreational Services. Upon dissolution, state money and mandatory student fees revert back to the granting organization. Inactive organizations will be considered dissolved after five years of no account activity. Revenue generated dollars or “00 funds” must be divided as stated in this Constitution and carried out by our leadership. Our organization’s remaining revenue generated dollars or “00 funds” will be divided or disbursed to the Equal Justice Foundation. If this organization has dissolved and revenue generated dollars or “00 funds” have not been divided as stated in this Constitution by five years from last account activity, funds in our “00 account” will revert to an account specified for this purpose within student government(s). These funds will then be available for distribution through student government(s) guidelines in accordance with University of Iowa policy.

#### ARTICLE VII – AMENDMENTS

This Constitution may be amended by proposal of any member, followed by the general membership’s three-fourths majority vote for the proposed amendment. Written or electronic notification shall be provided to all members prior to voting on any proposed amendment.

#### ARTICLE VIII – RATIFICATION

This Constitution is ratified on August 24, 2016.

## **Article I - Purpose**

The purpose of Hawks for McGuire is to strive for the victory of gubernatorial candidate Andy McGuire in the 2018 primary. It shall be the further policy of Hawks for McGuire to promote our candidate through informational meetings, events, and fundraising. This organization shall educate the university community about Andy McGuire's policies and campaign and provide more for the discourse and voting decisions of Iowan politics.

## **Article II – Membership**

In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.

## **Article III – Officers**

A. The Executive Board of Hawks for McGuire shall consist of the following:

1. President

The duties of the President include calling and chairing the meeting, preparing the agendas, receiving mail, representing the official position of the organization to all external individuals and groups, delegating responsibilities, taking such steps as are necessary to maintain the viability of the group, and any other duties that the membership might assign.

2. Vice President

The Vice President shall work in accordance with the President, and chair organizations meetings. In the case of a vacancy in the office of President, the Vice President will assume the duties of the President until a special election can be held to fill the position.

3. Treasurer

The Treasurer shall handle all financial transactions, keep the financial records of the organization, and ensure that the organization is meeting all federal, state, county and local campaign finance laws. The Treasurer shall give a statement on finances to any members of the Executive Board upon request. A yearly written and oral report shall be submitted to the Executive Board and the organization.

B. If an officer has failed to fulfill the duties of his or her office or become a poor representative of the group as a whole, he or she can be removed from office.

1. The officer must first be voted out by the majority of voting eligible members at an official group meeting. Members must be given one week notice of the meeting.

2. The officer must then be voted out by the majority of elected officers. Any tie will be broken by the President. If the President is the officer being voted on, then the Vice President shall break a tie.

#### **Article IV – Meetings**

- A. Meeting will be generally be held monthly from August to April of the academic year. They may be held bi-monthly during the election season or as the need arises.
- B. Members will be notified of meetings at least forty-eight (48) hours in advance by the President through an official means of communications as determined by the Officers.
- C. If sufficient notice is given for the meeting and any votes that will be taking place, the number of members and officers at any meeting can constitute a quorum.

#### **Article VI – Elections**

- A. Elections for the Executive Board shall be held immediately upon ratification of this constitution by the same group of members. Nominations for this special election will be made right before the elections after ratification.
- B. A simple majority vote by members is required to make a nominee an Executive Board member.
- C. Officers shall serve until they either resign or the membership of the group decides to remove them via a 4/5 supermajority vote or until the next elections of the new University of Iowa school year.
- D. Upon officer resignation, an election must be held at the next meeting.
- E. Nominations for officer elections for the next University of Iowa school year must be submitted for approval by the second meeting of the spring semester.
- F. Officer elections for the next University of Iowa school year will be held at the third meeting of the spring semester.

#### **Article VII – Finances**

- A. There are no dues required of members.
- B. The Treasurer shall be in charge of keeping accurate financial records. The Executive Board must be notified of any expenditure for the group, and the President will give final authorization on all financial transactions.
- C. Hawks for McGuire is required to deposit all receipts in and make disbursements through the Student Organization Business Office, Fraternity Business Services, or Recreational Services. Upon dissolution, state money and mandatory student fees revert back to the granting organization. Inactive organizations will be considered dissolved after five years of no account activity. Revenue generated dollars or “00 funds” must be divided as stated in this Constitution and carried out by our leadership. Our organization’s remaining revenue generated dollars or “00 funds” will be divided or disbursed to McGuire for Governor. If this organization has dissolved and revenue generated dollars or “00 funds” have not been divided as stated in this Constitution by five years from last account activity, funds in our “00 account” will revert to an account specified for this purpose within student government(s). These funds will then be available for distribution through student government(s) guidelines in accordance with University of Iowa policy.

#### **Article VIII – Amendments**

A. Proposed amendments must be posted on the listserv at least one week prior to the meeting at which a vote will take place and read again at the meeting prior to the vote. Amendments first purposed at a meeting must wait until the next meeting to come to a vote.

B. A two-thirds (2/3) majority of voting eligible members present at the meeting is required for the ratification of an amendment.

C. All amendments and changes to the constitution must be submitted to the Student Recognition Board for approval.

### **Article IX - Ratification**

A majority vote of members present at the meeting at which the constitution is presented is required for its ratification.

# EXHIBIT E

Name of Organization: **National Society of Black Engineers**  
 (please list full name)

Umbrella: **CSIL** FSL Sports Club

Date constitution was last revised/reviewed: **May 15, 2002**

Do they have the Human Rights Clause verbatim? Yes **No - old version**

*In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.*

Explicit language contradictory with UI the Human Rights Clause: (please highlight in constitution)

Page number(s): **n/a**

Which of the protected classes or characteristics is language inconsistent referencing?

Race	
Creed	
Color	
Religion	
National origin	
Age	
Sex	
Pregnancy	
Disability	
Genetic information	
Status as a U.S. veteran	
Service in the U.S. military	
Sexual orientation	
Gender identity	
Associational preferences	
Any other individualized classification	

Please summarize inconsistent language:

What is contradictory language related to?

Membership Leadership participants/events Other (please explain)

Does this constitution need further review? Yes **No**

**TITLE:** CONSTITUTION OF NATIONAL SOCIETY OF BLACK ENGINEERS  
(NSBE)

**PREAMBLE:** The National Society of Black Engineers (NSBE) organization is designed to promote the development of African-Americans in engineering, science and other technical professions to achieve educational excellence, economic opportunity and social equity. It is intended to be a service and social organization, that actively pursues a program of high academic standards, group representation, career development, and as a support mechanism in these and other activities of interest to African-American engineers at the university.

**DATE:** last updated Wednesday, May 15, 2002

**ARTICLE I**

**Purpose**

- a) To promote interaction amongst African-American engineers at the University.
- b) Promote and encourage recruitment of undergraduate and graduate students in engineering at the university.
- c) To assist and promote African-American engineers toward academic excellence through the identification of tutoring services.
- d) Inform African-American engineers of career and summer job opportunities available.
- e) To provide a communication link between the College of Engineering administrators and students.
- f) Seek interaction among other organizations within the College of Engineering that promotes the engineering profession.
- g) Serve as a support group, provide encouragement, and understanding of concerns unique to students.
- h) Provide information to students via bulletin board, email.

**ARTICLE II**

**Membership**

- a) "In no aspect of its programs shall there be any difference in the treatment of persons because of race, national origin, color, creed, religion, sex, age, disability, veteran status, sexual orientation, gender identity, or associational preference, or any other classification which would deprive the person of consideration as an individual." The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons.
- b) Membership is open to all engineering, science and other technical professions, students in the undergraduate and graduate program. Membership is also open to faculty, staff and community members, and all persons interested in issues of concern to students at the University.
- c) Members are requested to participate in at least one activity per semester.

BLinC-Def 001891

- d) Members are requested to attend at least three monthly meetings per semester.
- e) Complete the application for membership.
- f) All other decisions related to membership are decided by majority vote by the organizational board members.

### ARTICLE III

#### Officers and Duties

- a) The NSBE board shall consist of 1.) President, 2.) Vice-president, 3.) Treasurer, 4.) Secretary and 5.) Graduate Student Representative. In the case these positions are absent; the President shall distribute the positions and responsibilities amongst the filled positions on the board.
- b) Qualifications for board members are 1.) Currently enrolled student to serve at least one semester to a year. 2.) Willingness to put forth the effort to accomplish the goals of the organization.
- c) Officers will be selected by majority vote of registered members of the organization.
- d) Removal from office will be determined by majority vote of registered members.
- e) The board retains the discretion to resolve any issues of concern to the organization not covered in this constitution in the most democratic means.

### ARTICLE IV

#### Advisor

The advisor will be selected by the board and registered members. He/she may be a member of the administration, staff, or community with an interest in the organization's concerns.

### ARTICLE V

#### Meetings

- a) Meetings will be held every third week at an agreed location by the board. In the event a meeting is not held, all current activities shall be posted on the bulletin board within the College of Engineering and sent to registered members by email.
- b) Board members will meet once every week, for up-dates.
- c) The President and/or the Vice-president have the authority to call for special meetings. Registered members will be notified at least three days in advance of special meetings.

### ARTICLE VI

#### Elections

- a) Elections will be held in May for the upcoming academic year. In the event a position is vacated in the school year, the board shall appoint a registered member to serve the remaining term.

- b) All board positions are for at least on semester. Board members may retain their position for the academic year if uncontested.
- c) Only registered members are allowed to vote in any elections.

## ARTICLE VII

### Finances

- a) A ten-dollar fee is required to cover national registration. Hence, donations are encouraged to help with organizational expenses. This amendment may change at any time upon the request of the board.
- b) The treasurer will be responsible for all financial matters of the organization. The advisor will have the authoritative responsibilities in terms of authorization and expenditures.
- c) Upon dissolution state money and mandatory student fess revert back to the granting organization.

Group fees should be divided as stated in the constitution and carried out by the dissolving group's members and officers.

If group has dissolved and group fees have not been divided as stated in constitution by 5 years from last account activity monies in group's 00 account will revert to an account specified for this purpose within UISG. These funds will then be available for distribution through SABAC guidelines in compliance with University of Iowa policy.

## ARTICLE VIII

### Amendments

- a) All eligible voting members will be informed of the proposed amendments at the meetings or via NSBE mailing list.
- b) 2/3 vote of those present and voting is required to ratify an amendment.
- c) All amendments or changes to this constitution must be submitted to the Student Activities Board for approval.

# EXHIBIT F

Title: CONSTITUTION OF University of Iowa Students for the Right to Life

Preamble: University of Iowa Students for the Right to Life

Date: January 25, 2013

#### Article I

Purpose: University of Iowa Students for the Right to Life will strive to protect the sanctity of human life from conception until natural death. This organization aims to bring the importance of this right into the lives of our fellow students. The function of this organization is to provide representation for members of the student body who hold pro-life views and to be a voice for the voiceless.

#### Article II

##### Membership

In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, national origin, color, creed, religion, sex, age, disability, veteran status, sexual orientation, gender identity, or associational preference, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons.

b) We ask that members of this organization hold pro-life beliefs.

c) Anyone is welcome to be a member of this organization. General elections of the group's members will elect their leaders.

d) In order to be a part of this organization, please attend a meeting. Anyone who instigates trouble and/or disrespectful debating will be asked to leave.

#### Article III

##### Officers and Duties

President: creator(s) of the organization.

Duties: lead meetings of the organization, plan any activities, schedule meeting space, handle any types of disrespect or disturbance, etc.

Vice-President: any member of the population of the organization that wishes to run for election

Duties: chief contact person for members, shall act as the president should the president be absent, etc.

Secretary: any member of the population of the organization that wishes to run for election

Duties: keep minutes for each meeting, collect contact information from all members and give to the VP, assist in the creation of all advertisements and signage, etc.

Treasurer: any member of the population of the organization that wishes to run for election

Duties: manage any and all funds received by the organization

A person may be considered for a position if they place their name for election. Any person seeking election must be voted in with a popular majority of member votes.

Should someone vacate their position before their term is up, a special election will be held.

Should someone need to be removed from office, all other members of the governing body must agree. The other members of the governing body will then ask the members at large to take a vote to remove said person from office.

#### Article IV

##### Meetings

- a) Meetings will be held every Tuesday from 3pm to 4pm.
- b) Members will be notified by email, at least 4 days in advance in the event of a special meeting.
- c) A quorum must consist of at least 5 members and at least two members of the governing body.
- d) The president and vice president have the authority to call meetings.

#### Article V

##### Elections

- a) Elections will take place once a year, at the beginning of each fall semester.
- b) Members will be notified by email at least four weeks before elections take place.

#### Article VI

##### Finances

- a) Yes, dues will be collected. Five dollars from each member will be collected at the beginning of every semester.
- b) The treasurer will be responsible for the handling of all matters relating to money.
- c) Upon dissolution, state money and mandatory student fees revert back to the granting organization.

Group fees should be divided as stated in the Constitution and carried out by the dissolving group's members and officers.

If the group has dissolved and group fees have not been divided as stated in Constitution by five years from last account activity, monies in the group's 00 account will revert to an account specified for this purpose within UISG/ECGPS. These funds will then be available for distribution through SABAC or GPAC guidelines in compliance with University of Iowa policy.

In the event of the group's dissolution, the group fees will be divided at the final meeting. All remaining monies will be returned to the organization of individuals who have provided them.

#### Article VII

##### Amendments

An amendment is a formal alteration of any kind. This alteration may take many forms, not only the addition of material but also the removal of excess, invalid, or outdated text.

- a) Voters will be informed of any and all amendments by email. They will also be read aloud at three consecutives before a vote is taken.
- b)  $\frac{3}{4}$  of the present members must vote in agreement of the amendment, otherwise it will not pass.
- c) All amendments or changes to your Constitution must be submitted to the Student Organization Coordinator for approval.

#### Article VIII

##### Ratification

Ratification of this constitution will take place on the first meeting date. Each member will be asked to sign a copy of the constitution and their approval will be kept on file.

University of Iowa Students For the Right To Life

Meeting Minutes (Saturday, January 25, 2014)

Attendance: Maria Dansdill – President  
Sarah McCreary – VP  
Jessica Jensen – returning member  
Shuai Zheng – new member  
Emily Anderson – new member

Will you please  
change the name  
on their file  
to Students  
for Life?  
Thanks,  
Eric

Plans:

- Chalking For Life: Thursday, February 6<sup>th</sup> (11am-1:30pm) – remember in designated areas only
- Bake Sale in February
- Hosting a Baby Shower
- "When Does Life Begin?" Booth

Votes:

- Constitution Amended: Addition of a more informal election process, involving 100% votes of agreement, in order to fill any empty spots on the executive board.
  - Vote was 5 of 5 in agreement
- Changing the name of our group from "University of Iowa's Students For The Right To Life" to "Students For Life"
  - Vote was 5 of 5 in agreement
- Bringing in Jessie Jensen as Secretary of Students For Life
  - Vote was 5 of 5 in agreement

# EXHIBIT G

Constitution for Hawks for Choice  
Submitted on February 4, 2016

**Article I - Purpose**

Hawks for Choice aims to unite pro-choice students and educate the University of Iowa community on issues related to all peoples' reproductive freedom. We believe all people have the right to make decisions regarding their own bodies and health and wish to expose these ideas to students at Iowa. Our activities will include defense of reproductive health clinics, pro-choice awareness events, political and voter outreach, etc. We serve students, faculty, staff, and community members interested in learning more about reproductive freedom and continuing the fight for all individuals' right to control their body.

**Article II – Membership**

Hawks for Choice will be an inclusive organization that is open to all students, staff, faculty, and community members. There will be no varying degrees of membership. Each individual is invited to volunteer as much of their time as possible. In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.

**Article III – Executive Board**

The Executive Board will include five positions: President (or Co-Presidents), Clinic Defense Action Coordinator, Media Coordinator, Treasurer, and Secretary. Their roles are as follows:

A. *President (or Co-Presidents)*: The main role of the President will be to plan events for the club and manage other Officers. They will be responsible for any business regarding the University of Iowa and for continuing a partnership with NARAL Pro-Choice America. Additionally, the President will collaborate with other organizations on campus to promote Hawks for Choice as well as similar events and/or groups.

B. *Clinic Defense Action Coordinator*: The Clinic Defense Action Coordinator will focus primarily on clinic defense and cooperation with clinics that promote reproductive freedom

or abortion providers. They will be the main line of communication with all clinics Hawks for Choice is working alongside. Additionally, they will plan clinic safety sessions for club members and train individuals about protesting and clinic behavior. They are also responsible for planning and organizing all protests. All events planned by the Clinic Defense Action Coordinator must be approved by the President.

C. *Media Coordinator*: Through social media, the Media Coordinator will be responsible for promoting awareness of Hawks for Choice events as well as drawing new members to meetings. Facebook, Twitter, Instagram, and any other social media platform confirmed by the President may be used to achieve these goals. The Media Coordinator and the President will have access to all social media accounts and will thus be responsible for their content. They may also be responsible for other advertisement responsibilities. The Media Coordinator will be responsible for taking photos at Hawks for Choice events; these photos, as well as photos sent by the Secretary, should be posted on the social media outlets to help advertise for the club.

D. *Treasurer*: The main responsibility of the Treasurer is to manage any income the club may receive. They will also be in charge of any funds and supplies sent from NARAL Pro-Choice America. If Hawks for Choice does any fundraising either for the club itself or another organization, the Treasurer will be responsible for managing the fundraiser, keeping track of the money raised, and submitting a budget to the University whenever necessary.

E. *Secretary*: The Secretary will record minutes from each meeting; these minutes must be clear enough that anyone could understand them but do not need to be an exact transcript of the entire meeting. Similarly, they will be responsible for taking attendance at the start of each meeting and managing an overall attendance spreadsheet. The Secretary will also take photos at Hawks for Choice events and send them to the Media Coordinator.

Positions may be added as necessary. A majority of the Executive Board must agree to add a new position; an interim club election will be held for the new Officer.

#### **Article IV – Advisors**

The Academic Advisor will serve as a mentor that aids with outreach and planning efforts for Hawks for Choice. They will attend the first meeting of every semester in order to introduce themselves to new members. The Advisor can be as involved as they would like, with the approval of the Executive Board; regular meetings between Executive Board members and the Academic Advisor should be established. The Advisor may step down at any time; the Executive Board must choose a new Advisor by the end of the next semester. Any Advisor must be agreed upon by the Executive Board by a majority vote.

### **Article V - Meetings**

Hawks for Choice will hold Business Meetings at least once per month. These meetings will be used to reflect on previous events, plan and announce upcoming events, and discuss any other topic deemed appropriate by the Executive Board.

Additionally, we will hold Training Sessions prior to attending protests. These meetings will be used to teach methods for interacting with anti-choice protesters outside of clinics as well as sensitivity training for working with patients. These Training Sessions will be organized and lead by the Executive Board, who can utilize any staff or community member they deem helpful to the training program. At least one member of the Executive Board must be at each Training Session. New members will be required to attend at least two Training Sessions before beginning work outside the clinic.

Meetings must be announced at least one week prior to the date they will be held. Members will be notified via email. The President is allowed to call meetings, but should discuss times and dates with other Executive Board members. When planning meetings, the President will remain sensitive to the demands of mid-terms and finals. Members are not required to attend any certain number of meetings each semester. At least three-fourths of Executive Board members must be present at a Business Meeting in order to conduct and discuss official club business; all ideas must be approved by a majority vote of the members in attendance at any particular meeting.

### **Article VI - Elections**

Nominations and elections will occur in April for the upcoming academic year. Officers may run for reelection but are not guaranteed their position. Interim club elections may be held if deemed necessary by the Executive Board. To participate in elections, members must have attended at least two meetings during that semester and be in good standing. Any member who has attended at least three Hawks for Choice meetings during that semester can nominate either themselves or a fellow member for an Officer position. All candidates must be in good standing within the club. At the next meeting, nominated candidates who have accepted their nomination will be given two minutes to speak. Majority vote determines the outcome; if no candidate receives 50% of the vote, a runoff shall be held between the top two candidates.

To remove an Officer from their position, a petition must be filed within the organization and submitted the Executive Board for review. If an Officer is found to be performing their duties unsatisfactorily or violating University policy in any way, they may be removed from office. The Executive Board will hold an internal investigation regarding the issue and contact the proper University Offices if necessary. A member may be removed from the club if they are expelled from the University, harassing or stalking another member, an intentional, repeated

distraction to the goals of the club, or any other reason deemed appropriate by the Executive Board. To remove a member, a majority vote must be achieved by the Executive Board, or a petition can be signed by 3/4 of club members and approved by the Executive Board by a majority vote.

#### **Article VII - Finances**

There are no dues for membership. The Treasurer shall be responsible for the budget application processes, disbursement of funds, and payment authorization. The Treasurer is also responsible for following all University of Iowa cash-handling and accounts payable policies are followed. All financial records must be recorded.

Hawks for Choice is required to deposit all receipts in and make disbursements through the Student Organization Business Office, Fraternity Business Services, or Recreational Services. Upon dissolution, state money and mandatory student fees revert back to the granting organization. Inactive organizations will be considered dissolved after five years of no account activity. Revenue generated dollars or “00 funds” must be divided as stated in this Constitution and carried out by our leadership. Our organization’s remaining revenue generated dollars or “00 funds” will be divided or disbursed to University of Iowa Feminist Union. If this organization has dissolved and revenue generated dollars or “00 funds” have not been divided as stated in this Constitution by five years from last account activity, funds in our “00 account” will revert to an account specified for this purpose within student government(s). These funds will then be available for distribution through student government(s) guidelines in accordance with University of Iowa policy.

#### **Article VIII - Amendments**

Proposed amendments to this constitution must be submitted in writing by membership to the Executive Board. Amendments shall not be acted upon during a general meeting of the organization membership. Amendments should be read again at a specified number of subsequent general meetings and then the general meeting in which votes will be taken. There will be three readings of a proposed amendment before a vote will be taken to adopt changes to the organization's constitution. Members will be notified of a proposed amendment by a posted notification, email communication, or mail. 2/3 of the Executive Board must agree on the amendment, as well as 2/3 of members present at the ratification meeting.

#### **Article IX - Ratification**

This Constitution was ratified on 4 February 2016.

# EXHIBIT H

# UDems Constitution

Ratified February 7<sup>th</sup>, 2005

## I. Purpose

The purpose of the University Democrats is to strive for the victory of Democratic candidates running for public office. It shall be the further policy of the University Democrats to promote the Democratic Party through voter registration, educational programs, the stressing of party unity, fundraising, and the promotion of political parties in the American political system. This organization shall educate the university community of the Democratic Party's platform and candidates to aid individuals in making choices.

## II. Membership

Membership in the University Democrats is open to all students, faculty, staff and members of the community. In no aspect of its programs shall there be any difference in the treatment of persons because of race, national origin, color creed, religion, sex, age, disability, veteran status, sexual orientation, gender identity, associational preference, or any other classification which would deprive the person of consideration as an individual.

## III. Officers and Duties

A. The Executive Board of the University Democrats shall consist of the following:

1. President

The duties of the President include calling and chairing the meeting, preparing the agendas, receiving mail, representing the official position of the organization to all external individuals and groups, delegating responsibilities, attending Central Committee meetings, taking such steps as are necessary to maintain the viability of the group, and any other duties that the membership might assign.

2. Vice President

The Vice President shall work in accordance with the President, and chair organizations meetings and attend Central Committee meetings in absence of the President. In the case of a vacancy in the office of President, the Vice President will assume the duties of the President until a special election can be held to fill the position.

3. Secretary

The Secretary shall record and keep the minutes of all meetings and shall make those minutes available to any member upon request. The Secretary shall keep a written record of attendance.

4. Treasurer

The Treasurer shall handle all financial transactions, keep the financial records of the organization, and ensure that the organization is meeting all federal, state, county and local campaign finance laws. The Treasurer shall give a statement on finances to any members of the Executive Board upon request. A yearly written and oral report shall be submitted to the Executive Board and the organization.

5. Events Coordinator

The Events Coordinator shall be responsible for coordinating the details of events planned by the group, including all necessary paperwork and publicity. The Events Coordinator will ensure that the group is meeting all University or city regulations during events.

6. Appointed Positions

Appointed positions shall be created and filled by the Executive Board with the approval of the majority of those present at any official organization meeting.

B. Members who wish to hold office must have attended at least one meeting prior to be nominated. This shall be determined by group attendance records.

C. Officers will be elected annually at the April meeting.

D. If an officer has failed to fulfill the duties of his or her office or become a poor representative of the group as a whole, he or she can be removed from office.

1. The officer must first be voted out by the majority of voting eligible members at an official group meeting. Members must be given one week notice of the meeting.

2. The officer must then be voted out by the majority of elected officers. Any tie will be broken by the President. If the President is the officer being voted on, then the Vice President shall break a tie.

#### **IV. Meetings**

A. Meeting will be generally be held monthly from August to April of the academic year. They maybe held bi-monthly during election seasons or as the need arises.

B. Members will be notified of meetings at least forty-eight (48) hours in advance by the President through the listserv.

C. If sufficient notice is given for the meeting and any votes that will be taking place, the number of members and officers at any meeting can constitute a quorum.

#### **V. Elections**

A. Elections shall be held annually at the April meeting. Special elections shall be held whenever an office becomes vacant between annual elections.

B. The election of officers will occur as follows:

1. Candidates for office for the following academic year must be nominated prior to the elections at the April meeting. Nominations can occur at the March meeting, over the listserv, or prior to voting at the April meeting.

2. To be eligible to vote, members must have attended at least once meeting prior to being nominated. This shall be determined by group attendance records.

3. If an officer is uncontested, a vote of confidence will take place.

4. The order of elections shall be as follows: Events Coordinator, Treasurer, Secretary, Vice President, and President.

5. Winners must receive a majority of votes from the voting eligible members present at the meeting. In votes with more than two candidates where no one receives a majority, members will then be asked to vote for one of the two top vote getters.

C. Members must be notified of upcoming elections at least one week in advance. The President shall notify the members over the listserv.

#### **IV. Finances**

A. There are no dues required of members.

B. The Treasurer shall be in charge of keeping accurate financial records. The Executive Board must be notified of any expenditure for the group, and the President will give final authorization on all financial transactions.

C. Upon the dissolution, state money and mandatory student fees revert back to the granting organizations. Group fees should be divided as stated in the constitution and carried out by the dissolving group's members and officers. If the group has dissolved and fees have not been divided as stated in the constitution by five (5) years from the last account activity, monies in the group's 00 account will revert to an account specified for this purpose within UISG. These funds will then be available for distribution through SABAC guidelines in compliance with University of Iowa policy.

D. Upon dissolution, group fees and monies from private donation shall be donated to the Johnson County Democrats.

#### **VII. Amendments**

A. Proposed amendments must be posted on the listserv at least one week prior to the meeting at which a vote will take place and read again at the meeting prior to the vote. Amendments first purposed at a meeting must wait until the next meeting to come to a vote.

B. A two-thirds (2/3) majority of voting eligible members present at the meeting is required for the ratification of an amendment.

C. All amendments and changes to the constitution must be submitted to the Student Recognition Board for approval.

#### **VIII. Ratification**

A majority vote of members present at the meeting at which the constitution is presented is required for its ratification.

# EXHIBIT I

**Constitution  
of the  
University of Iowa College of Law  
Federalist Society**

**PROLOGUE**

The University of Iowa College of Law Federalist Society (U Iowa Federalist Society) is dedicated to the principles that: The State exists to preserve the natural law of human freedom, The separation of governmental powers (both between the three branches and between the various levels: federal, state, county, municipal) is central to the healthy functioning of the US Constitution, That the duty of the federal and state judiciaries is to say what the law is, not what it 'should' be, That any and all threats to these principles must be vigorously and enthusiastically resisted through the means of active citizenship, intelligent discourse, integrity of leadership, and cheerfulness and generosity of tone and spirit.

**ARTICLE I**

**Governance**

[1] The U Iowa Federalist Society willingly subjects itself to the rules established by the University of Iowa regarding organizations recognized to function as student organizations. The U Iowa Federalist Society also willingly subjects itself to the rules and decisions of the Iowa Student Bar Association as they may pertain to the Federalist Society as a whole. The U Iowa Federalist Society willingly subjects itself to the relevant guidelines established by the national Federalist Society (as of September 25, 2015, located at 1015 18<sup>th</sup> Street N.W., Suite 425, Washington, D.C., 20036, (1-888-489-8138)).

[2] It is the policy of the Federalist Society to choose an Iowa Law faculty member to act as an advisor to the President, Vice-President, and the Executive Council for all matters pertaining to the Federalist Society. This advisor will have no vote in the decisions of the Society, but will be consulted on a regular basis by the President, Vice-President, and the Executive Council. In the absence of a faculty advisor of suitable character and temperament, the U Iowa Federalist Society may request that an interim advisor be appointed by the President from the legal community.

[3] The U Iowa Federalist Society will be governed by a President, Vice President, Secretary, and Treasurer. The duties of each are to be described in ARTICLE II. Their terms shall begin on April 15<sup>th</sup> following the elections.

**ARTICLE II**

**Officers and 1L Representatives**

[1] The President is the Chief Executive Officer of the U Iowa Federalist Society. The President shall call meetings and set the agendas for those meetings. The President shall communicate all decisions of material merit as soon as is practical to the Vice-President, the Board, and the Active Members.

[2] There must be at least one general meeting each semester. The first meeting must provide introductions to new students and must be held before the first month of classes has passed. This first meeting will make this constitution available for new students to read and question. The first meeting must explain the duties, responsibilities, and privileges of membership.

[3] The Vice-President shall assume the duties of the President in the event that the President is no longer a student at Iowa, in the event of a resignation, or in the event of the President's removal from office.

[4] The Vice-President may preside over a meeting with the President's approval.

[5] The Treasurer shall be responsible for requesting for funds from the Iowa Student Bar Association, but the Treasurer must have either the President's approval to request the funds or the approval of a clear majority of the Board.

[6] The Vice-President shall be responsible for promoting and making public the dates, times, and places for the two organizational meetings each year. All other meetings will be made public according to the decisions of the President.

[7] The Vice-President shall be required to organize and execute any fund raising activity for the Federalist Society. The funds from such fund raising activity shall be deposited into the Federalist Society's account with the Student Bar Association before the 1<sup>st</sup> day of December of the Fall semester. All other fund raising activities shall be conducted as per the President's decisions.

[8] The Vice-President shall be responsible for the collection of membership dues, if any are levied, pursuant to ARTICLE III procedures.

[9] The Secretary shall be responsible for establishing sign-in procedures at events/meetings, taking notes at organizational meetings.

[10] 1L Representatives shall be responsible for announcing upcoming Federal Society events to their class.

[11] The Board shall consist of four officers as well as a 1L Representative. The 1L Representative shall be appointed by the President at the April meeting and will serve in the capacity outlined by the President during the subsequent academic year only.

[12] It shall be the policy of the Federalist Society that the President make a good faith effort to consult the Board before any decisions of material merit are made.

[13] The President may delegate other duties to other members of the Board without the consent of a majority of the Board.

[14] The above duties may be modified by agreement of the Board.

[15] Should an officer need to be removed from office, a meeting of the Board shall be held and a vote taken, with removal occurring as the results of a majority vote. A reason for removal includes, but is not limited to, failure to comply with officer duties.

### ARTICLE III

#### Membership

[1] Active Membership is open to any University of Iowa student who expresses interest, contacts the organization officers, and provides their name and contact information.

[2] Active Membership shall be defined as follows:

- a.) Dues (amount to be established pursuant to the President's discretion) must be paid to the Vice-President no later than November 1<sup>st</sup> of the Fall term.
- b.) Active Members shall have a forum to address the officers at both mandatory meetings.
- c.) Active Membership cannot be revoked except by both Presidential and Vice-Presidential decree as well as a clear majority vote of the rest of the Active Members.
- d.) Active Members may vote for officers.
- e.) Active Members may seek and win elected office.

[3] In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other

classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.

[4] The following procedures shall govern the revocation of membership:

- a.) Membership may be revoked for reasons including but not limited to: inappropriate behavior, being delinquent in paying dues without explanation, and one year inactive membership (not attending or being involved in communication with the officers or the organization). Revocation of membership may occur due to situations that arise both outside of club functions and those that arise during club functions.
- b.) All situations of revoking membership will be evaluated on a case by case basis by the officers of the club, who are in charge of the revocation process.
- c.) A member will be provided written notice of membership revocation.
- d.) Individuals may appeal the revocation of their membership by contacting an officer and will appeal to a committee of members supervised by either an advisor, an officer, or a combination of officers, members, and the advisor.
- e.) A person may not regain membership after having it revoked until a period of no less than six months after the last written notice or appeal has passed. The officers of the organization will evaluate the situation before a person may regain membership, and situations of regaining membership will be handled on a case by case basis.

#### ARTICLE IV

##### **Elections**

[1] Elections for the four officer positions are held in April.

[2] Only Active Members may vote for these four officers.

[3] At least two weeks before the April meeting date, the Board must make public the date, place, and time of the election meeting. The Vice-President shall also receive written nominations for offices up until the day before the elections are due to be held.

[4] There will be no floor nominations for officers unless there are no nominations as of the date of the election.

[5] Each candidate for each office shall have no more than five minutes to make a floor speech.

[6] Two Active Members present at the meeting will be selected by those attending the meeting to count the secret ballots after they have been cast. They will count all the ballots for each office independently and separately. They will submit separate results to the current President and Vice-President for verification.

[7] If more than two candidates are running for one office, a simple majority is required. In the event that no one candidate receives a simple majority, a run-off will be held between the top two vote-getters. In the event of a tie, the President shall select the winners.

[8] In the event that the President and/or the Vice-President are seeking a second term, the two Active Members charged with counting the ballots shall select another Active Member present for the purpose of verification of the number count. In the event of a tie, this third Active Member (chosen by the other two) will break the tie.

[9] The President and the Vice-President shall begin their terms on June 1<sup>st</sup>, following the election in April.

[10] It is the policy of the Federalist Society that the out-going officers will aid in the transition process.

#### ARTICLE V

U Iowa Federalist Society is required to deposit all receipts in and make disbursements through the Student Organization Business Office, Fraternity Business Services, or Recreational Services. Upon dissolution, state

money and mandatory student fees revert back to the granting organization. Inactive organizations will be considered dissolved after five years of no account activity. Revenue generated dollars or “00 funds” must be divided as stated in this Constitution and carried out by our leadership. Our organization’s remaining revenue generated dollars or “00 funds” will be divided or disbursed to The Federalist Society for Law & Public Policy Studies, 1776 I Street NW, Suite 300, Washington, DC 20006. If this organization has dissolved and revenue generated dollars or “00 funds” have not been divided as stated in this Constitution by five years from last account activity, funds in our “00 account” will revert to an account specified for this purpose within student government(s). These funds will then be available for distribution through student government(s) guidelines in accordance with University of Iowa policy.

## ARTICLE VI

### **Amendments**

[1] Proposed amendments may be submitted by the President, the Vice-President, any member of the Board, or any Active Member for the consideration of the Board Members of the U Iowa Law Federalist Society.

[2] Amendments must receive three-quarters approval from the Board.

[3] Amendments may take the form of deleting language or adding language to the existing document, but the original document may not be destroyed. All subsequent versions of the U Iowa Law Federalist Society Constitution will be kept by the current President and will be passed to the next President before June 1<sup>st</sup>.

[4] All amendments or changes to this constitution must be reflected in an updated constitution that must be submitted to the Center for Student Involvement & Leadership located at 145 Iowa Memorial Union.

**Adopted and Ratified, February 22, 2016**

# EXHIBIT J

## CONSTITUTION OF FIRST GENERATION IOWA

Preamble: The official name of this organization is First Generation Iowa

Date: Submitted to the Office of Student Life on May 11, 2009.

### Article I

#### Statement of Purpose

The Organization Will Help:

- a) To provide a welcoming atmosphere and support to new and returning first generation students.
- b) To provide a combination of social, academic, and service opportunities for members.
- c) Students transition from high school to college and introduce them to the many campus resources and opportunities available.
- d) Connect first generation students with other first generation students across campus.

### Article II

#### Membership

- a) In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.
- b) Membership in this student organization has no minimum or maximum limits.
- c) Active membership is defined as a student who has attended at least one event sponsored by the student organization in the last six months. Active members must have also completed a short questionnaire providing the student organization with their name, email, and how they found out about the organization.
- d) The organization is designed for students who are considered first generation college students. First generation in this group is defined as a student whose parents or guardians did not graduate from a four-year college or university.

### Article III

## Officers & Duties

- a) The organization has six formal leadership positions. These six officers will constitute the executive board who plan the meetings, events, and activities of the student organization each year. The offices include:
  - a. President – the President will lead all meetings (both general membership and executive board meetings). The President is responsible for all correspondence with members of the organization and to notify members of all meetings and events. The President will maintain contact with the group advisor on a regular basis. The President will be responsible for the execution and organization of the group’s events, activities, and mission.
  - b. Vice President – the Vice President will lead meetings in the absence of the President. The Vice President will be responsible for meeting locations. The Vice President will assist the President as needed.
  - c. Secretary – the Secretary will create the agenda for each meeting based on the decisions made by the executive meeting. The Secretary will keep accurate notes of all general membership and executive meetings. These notes will be available to the membership within one week of the meeting.
  - d. Treasurer – the Treasurer is responsible for all funds related to the student organizations. The Treasurer is also responsible for the yearly paperwork required by the Office of Student Life to remain a recognized student organization.
  - e. Membership Coordinator – the Membership Coordinator is responsible for the recruitment efforts of the organization. The Membership Coordinator will also maintain the membership list of the organization.
  - f. Technology Coordinator – the Technology Coordinator will be responsible for all forms of technology associated with the student organization. This will include the creation and maintenance of the group’s website and any other online forms of communication or social networking.
- b) People may be considered for a leadership position by being an active member of the organization and be nominated at the April meeting of the organization. Nominees may be self-nominated or nominated by peers.
- c) Elections will be held annually in the spring semester. Nominations will be taken at the April meeting of the organization. Nominees will speak to the organization about their experiences and how they plan to serve the organization. Active members will vote by secret ballot at the meeting to determine officers. Officers will serve for one year.
- d) The procedure for removing an officer requires a motion to remove from an active membership. This motion should be submitted to the executive branch at least one week before a general membership meeting. At the general membership meeting the motion will be brought up for discussion and a unanimous vote is required for the motion to pass.

- e) In the event of a removal or resignation of an officer, the executive board will appoint an active member to serve in place of the said officer for the remainder of their term. In the event that the President is removed, the Vice President will take over the Presidency and the board will appoint a new Vice President. A unanimous vote is required by the executive board to appoint a new officer.

#### Article IV

##### Advisor

The advisor will be chosen by the executive committee. The advisor will assist members as needed. The advisor will help the organization connect with university resources. The advisor will assist the Vice President with room reservations for meetings and events. The advisor will also advise the executive council on University policies. The advisor will not be present at general membership meetings, but may attend at the request of the executive council.

#### Article V

##### Meetings

- a) General membership meetings will be held once per month during the academic year. Executive council meetings will be held at least once per month and may be held more often at the discretion of the council. Other activities and events for the general membership will be scheduled as determined by the executive council.
- b) Membership will be notified of special meetings through email communication at least 48 hours in advance, with a preference of one-week advance notice.
- c) A quorum is set at 25% of active membership. At executive council meetings a quorum will be three of the six members plus the President or Vice President present.
- d) The President has the authority to call meetings.
- e) The executive board will release a semester-long calendar for members early in each semester.

#### Article VI

##### Elections

- a) Elections will be held annually, each spring at the April general membership meeting. The elections will occur in person at the meeting through the use of secret ballot.
- b) Active members in attendance at the election meeting will vote.

- c) Members will be notified of the elections one month in advance in person at the general membership meeting. Members will also be notified through email one month prior to the elections.
- d) Elections will be determined by a simple majority.
- e) In the case of a tie, the tied nominees will each provide a rebuttal statement and the active members will re-vote to determine the winner.

#### Article VII

##### Finances

- a) There are no dues for members of the student organization.
- b) The Treasurer is responsible for disbursement of funds of the organization. The executive council will work with the advisor of the organization to locate and acquire funds for activities of the organization.
- c) First Generation Iowa is required to deposit all receipts in and make disbursements through the Student Organization Business Office, Fraternity Business Services, or Recreational Services. Upon dissolution, state money and mandatory student fees revert back to the granting organization. Inactive organizations will be considered dissolved after five years of no account activity. Revenue generated dollars or “00 funds” must be divided as stated in this Constitution and carried out by our leadership. Our organization’s remaining revenue generated dollars or “00 funds” will be divided or disbursed to First Generation Iowa. If this organization has dissolved and revenue generated dollars or “00 funds” have not been divided as stated in this Constitution by five years from last account activity, funds in our “00 account” will revert to an account specified for this purpose within student government(s). These funds will then be available for distribution through student government(s) guidelines in accordance with University of Iowa policy.

#### Article VIII

##### Amendments

- a) Proposed amendments to this constitution will be read at two consecutive general membership meetings. Following the initial reading at a general membership meeting, all active members will be emailed a copy of the proposed amendment within one week of the meeting.
- b) To ratify an amendment, a vote two-thirds of present active members is required.
- c) All amendments or changes to this Constitution must be submitted to the Student Organization Liaison for approval.

#### Article IX

##### Ratification

This Constitution will go into effect immediately by a two-thirds vote of present active members.

# EXHIBIT K



(/)

FACILITIES (/FACILITIES) ▾

MEMBER SERVICES (/MEMBERSHIPS) ▾

PROGRAMS (/PROGRAMS) ▾

SPECIAL EVENTS (/SPECIAL-EVENTS-1) ▾

ABOUT (/ABOUT) ▾

# Sport Clubs

HOME (/) » PROGRAMS (/PROGRAMS)

A sport club is a group of students, faculty, staff and general public (80% of the members must be students) that voluntarily organize to participate in a particular sport activity. More specifically, sport clubs are formed so the participants in each sport club can learn new skills, improve existing skills, potentially engage in competition, and enjoy recreational and social fellowship. Other features of the Sport Club Program that make it unique are: self-motivation, self-administration, self-support and self-regulation. All these factors form the basis for determining recognition which must be granted by Recreational Services.

Non-student club members that use Recreational Services indoor facilities for practices need to have a Recreational Services Membership or pay the daily walk-in fee to attend their sport club's practice.

For more information on an Active Sport Club, click on the club's name below!

## ACTIVE CLUBS



Badminton  
(<https://uiowa.campuslabs.com/engage/organization/womens-ice-hockey>)

Baseball (<https://uiowa.campuslab ice-hockey>)

Brazilian JiuJitsu ( <a href="https://uiowa.campuslabs.com/engage/organization/womens-ice-hockey">https://uiowa.campuslabs.com/engage/organization/womens-ice-hockey</a> )	Cheerleading ( <a href="https://uiowa.campuslabs.com/en-hockey">https://uiowa.campuslabs.com/en-hockey</a> )
Disc Golf ( <a href="https://uiowa.campuslabs.com/engage/organization/womens-ice-hockey">https://uiowa.campuslabs.com/engage/organization/womens-ice-hockey</a> )	Fencing ( <a href="https://uiowa.campuslab:ice-hockey">https://uiowa.campuslab:ice-hockey</a> )
Golf ( <a href="https://uiowa.campuslabs.com/engage/organization/womens-ice-hockey">https://uiowa.campuslabs.com/engage/organization/womens-ice-hockey</a> )	Gymnastics ( <a href="https://uiowa.campus-gymnastics-club-at-iowa">https://uiowa.campus-gymnastics-club-at-iowa</a> )
Ice Hockey, Women's ( <a href="https://uiowa.campuslabs.com/engage/organization/womens-ice-hockey">https://uiowa.campuslabs.com/engage/organization/womens-ice-hockey</a> )	Japan Karate-Do ( <a href="https://uiowa.campuslabs.com/en-organization-university-of-iowa">https://uiowa.campuslabs.com/en-organization-university-of-iowa</a> )
Kendo/Kum Do ( <a href="https://uiowa.campuslabs.com/engage/organization/kendoclub">https://uiowa.campuslabs.com/engage/organization/kendoclub</a> )	Lacrosse, Men's ( <a href="https://uiowa.campuslabs.com/en-men-s">https://uiowa.campuslabs.com/en-men-s</a> )
Olympic Weightlifting ( <a href="https://uiowa.campuslabs.com/engage/organization/olympic-weightlifting-club-university-of-iowa">https://uiowa.campuslabs.com/engage/organization/olympic-weightlifting-club-university-of-iowa</a> )	Powerlifting ( <a href="https://uiowa.campuslabs.com/en-university-of-iowa">https://uiowa.campuslabs.com/en-university-of-iowa</a> )
Rowing ( <a href="https://uiowa.campuslabs.com/engage/organization/rowing-club-men-s">https://uiowa.campuslabs.com/engage/organization/rowing-club-men-s</a> )	Rugby, Men's ( <a href="https://uiowa.campuslabs.com/en">https://uiowa.campuslabs.com/en</a> )
Sailing ( <a href="https://uiowa.campuslabs.com/engage/organization/sailing-club-iowa">https://uiowa.campuslabs.com/engage/organization/sailing-club-iowa</a> )	Soccer, Men's ( <a href="https://uiowa.campuslabs.com/en">https://uiowa.campuslabs.com/en</a> )
Softball ( <a href="https://uiowa.campuslabs.com/engage/organization/softball-club-university-of-iowa">https://uiowa.campuslabs.com/engage/organization/softball-club-university-of-iowa</a> )	Table Tennis ( <a href="https://uiowa.campu-tennis-club-u-of-i">https://uiowa.campu-tennis-club-u-of-i</a> )

Tennis, UI  
 (<https://uiowa.campuslabs.com/engage/organization/tennis-club-hawkeye>)

Taekwondo  
 (<https://uiowa.campuslabs.com/en>)

Triathlon  
 (<https://uiowa.campuslabs.com/engage/organization/triathlon-club-u-of-i>)

Ultimate, Men's  
 (<https://uiowa.campuslabs.com/en-club-iowa-hawkeye-men-s>)

Volleyball, Men's  
 (<https://uiowa.campuslabs.com/engage/organization/volleyball-university-of-iowa-men-s>)

Volleyball, Women's  
 (<https://uiowa.campuslabs.com/en-s-ladyhawk>)

Water Polo, Women's  
 (<https://uiowa.campuslabs.com/engage/organization/water-polo-club-u-of-i-women-s>)

Waterski & Wakeboard  
 (<https://uiowa.campuslabs.com/en-of-i-women-s>)

MORE INFORMATION



Sport Club Athletic Training services provided by: (<http://www.athletico.com/>)



(<http://www.athletico.com/>)

(<http://www.athletico.com/>)

## Contacts

Name	Title	Email	Phone
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Name	Title	Email	Phone
Mike Valentine (/about/staff/mike-valentine)	Assistant Director, Sport Programs	mike-valentine@uiowa.edu (mailto:mike-valentine@uiowa.edu)	319-335-5723 (tel:319-335-5723)
Shannon Tumelty (/about/staff/shannon-tumelty)	Assistant Director, Sport Programs	shannon-tumelty@uiowa.edu (mailto:shannon-tumelty@uiowa.edu)	319-467-0601 (tel:319-467-0601)



(/http%3A//recserv.uiowa.edu)

309 S. Madison Street  
 Iowa City, IA 52242  
 319-335-9293 (tel:319-335-9293)  
 rec-services@uiowa.edu (mailto:rec-services@uiowa.edu)

## Quick Links

About (/about)

Facilities (https://recserv.uiowa.edu/node/1261)

Memberships (/memberships)

Programs (https://recserv.uiowa.edu/node/1266)

Group Fitness Schedule (https://recserv.uiowa.edu/node/1366)

## Connect with Us

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 (<https://www.facebook.com/UIRecServices>)

 (<http://instagram.com/recserv>)

 (<https://twitter.com/recserv>)



(<https://www.youtube.com/user/RecreationalServices>)

 (<https://www.flickr.com/photos/recserv/show>)

Give Online Now (<https://www.givetoioowa.org/recserv>)

Join Our Newsletter (<http://uiowa.us5.list-manage.com/subscribe?u=1e912dbb889364cfc4eb081b9&id=ba9edea18>)

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## Introduction

### University of Iowa Recreational Services Mission Statement

The University of Iowa Recreational Services mission is “To provide diverse recreational experiences that encourage active lifestyles.” We accomplish our mission by the following guiding principles:

- Fun – We believe, first and foremost, recreation should be fun.
- Quality of Life – We strive to improve one’s quality of life by teaching and offering lifelong skills that contribute to a healthy lifestyle.
- Celebrate Differences – We understand that being inclusive to all who wish to participate improves the recreation experience for the whole.
- Provide Diverse Options – We are committed to offering a wide range of opportunities to accommodate a variety of interests.
- Student Development – We uphold our responsibility to develop students, both as employees and participants, by enhancing their collegiate experiences.
- Our Environment – We believe in the importance of providing an atmosphere that is both safe and respectful.
- Community Outreach – We acknowledge our role in providing recreational opportunities for the community that extends beyond the campus.
- Campus Partner – We strive to support the vision and values of the Division of Student Life and The University of Iowa by working in a collaborative manner.

### What is a Sport Club?

A Sport Club is a registered student organization that competes in athletic contests against other University club teams regionally and nationally. Sport Clubs practice weekly during the academic-year and travel throughout Iowa and the nation to compete in tournaments and matches.

### Sport Club Program Organization Requirements & Application Process

Admission into the Sport Club Program at the University of Iowa as part of Recreational Services is determined each year by the Recreational Services Sport Programs staff in conjunction with the Center for Student Involvement and Leadership (CSIL). Groups wishing to return as Sport Clubs must meet the requirements for being a Sport Club in good standing according to the policies and procedures outlined in this Guidebook.

To be a member of the Sport Club Program, a student organization must meet all of the following guidelines:

- Meet the expectations of the Sport Club Program and Recreational Services, as outlined in this document
- Have an *active* Sport Club membership of ten or more members. All members must be currently enrolled students at the University of Iowa.
- Must compete in a minimum of two contests per academic year including one contest outside of Johnson County
  - Must be competing against a group or club outside the University of Iowa
  - Must send at least four members (does not include coaches/instructors)
  - The event must be competitive in nature, in which there are winners and losers

- Submit proper pre- and post-travel paperwork for trips outside Johnson County
- Renew your Engage page each semester prior to September 15<sup>th</sup> and February 15<sup>th</sup>
- Remain in good standing with the University, Recreational Services, and Sport Programs
- Have four officers (President, Vice-President, Treasurer, Travel Officer) willing to dedicate time and effort into effectively and efficiently running club operation. The President, Vice President, or Treasurer may also serve as the Travel Officer. Officers are to be elected in early-April for the following school year to allow proper transition between outgoing and incoming officers.
- Demonstrate proficient club leadership, including proper submission of paperwork and meeting other requirements of the Sport Club Program (returning clubs only).
- Have proper transition materials to help new club leadership function efficiently and effectively (returning clubs only).

Additional reasons for an organization not gaining or retaining admittance into the Sport Club Program include but are not limited to:

- Non-existent or demonstration of ineffective student leadership.
- Decline in student interest and support.
- Demonstration of club mismanagement.
- Inability to abide by Sport Club, Recreational Services, and University policies and procedures.
- Violation(s) of Recreational Services and/or University facility policies.
- Inability of the Sport Club Program as part of Recreational Services to benefit the club through staff expertise or facility space.
- Purpose or goals no longer compatible with the goals and mission of the University of Iowa Recreational Services.

### **Sport Programs Staff**

The University of Iowa Recreational Services employs four full-time staff members to oversee the Intramural Sports and Sport Clubs Programs. These four full-time staff members include an Associate Director and three Assistant Directors. Each club will be assigned oversight of one of the Assistant Directors of Sport Programs. Each club's assigned Assistant Director serves as a resource for the club to make sure club leadership understands requirements of the program, and can help club leadership accomplish goals that the club has. Club officers are required to meet at least twice a semester with their assigned Assistant Directors, and should always consider them a place they can turn to get answers to questions they have. The Sport Programs staff is here to help clubs succeed, while making sure clubs meet Sport Club Program and University requirements.

Sport Programs Supervisors are students that are employed part-time by the Sport Programs office, and supervise Intramural Sports and Sport Club events, as well as conduct spot checks during Sport Club practices. Sport Program Assistants help to answer questions of clubs, collect/review paperwork, and gather information about clubs. The Program Assistants serve as an extension of the Sport Programs Office to help facilitate the communication between the full-time staff and the student leaders of the clubs. Clubs are required to provide information requested by the Program Assistants by the deadline provided during the inquiry.

## Sport Programs Office

The Sport Club Office, led by the Associate Director of Sport Programs, and three Assistant Directors of Sport Programs, is designed to help clubs function appropriately. The following services are available through the Sport Programs Office:

- Administrative assistance and guidance,
- Practice and game facility reservations,
- Equipment purchase, storage and check-out,
- Budget tracking,
- Photocopying and faxing,
- Fundraising assistance,
- Event hosting,
- Travel reimbursement processing,
- Publicity and promotion.

The Sport Programs Office is located in E216 Field House.

## Contact Information and Important Websites

Assistant Director, Sport Programs	Matt Schaefer Phone: TBA E-Mail: TBA
Assistant Director, Sport Programs	Shannon Tumelty Phone: TBA E-Mail: TBA
Assistant Director, Sport Programs	Mike Valentine Phone: 319-335-5237 E-Mail: <a href="mailto:mike-valentine@uiowa.edu">mike-valentine@uiowa.edu</a>
Associate Director, Sport Programs	Tommy Schorer (319) 335-8032 <a href="mailto:thomas-schorer@uiowa.edu">thomas-schorer@uiowa.edu</a>
Senior Associate Director of Recreational Services	Brian Baxter (319) 335-8313 <a href="mailto:brian-baxter@uiowa.edu">brian-baxter@uiowa.edu</a>
Director of Recreational Services & Assistant Vice President for Student Life	JT Timmons (319) 335-9286 <a href="mailto:jt-timmons@uiowa.edu">jt-timmons@uiowa.edu</a>
Field House Member Services Desk	(319) 335-9847
Hawkeye Tennis & Recreation Complex	(319) 384-1215
Campus Recreation & Wellness Center	(319) 335-9293
Recreational Service Rain Line	(319) 333-7032
Sport Clubs Website	<a href="http://recserv.uiowa.edu/sport-clubs">recserv.uiowa.edu/sport-clubs</a>
Engage Website	<a href="http://uiowa.campuslabs.com/engage">uiowa.campuslabs.com/engage</a>
Mass Email Request Instructions	<a href="https://apps.its.uiowa.edu/massmail2/beans/public.action">https://apps.its.uiowa.edu/massmail2/beans/public.action</a>

### **Sport Club Guidebook**

This Sport Club Guidebook contains policies and guidelines to be followed by all clubs currently affiliated with, or those requesting to be affiliated with, the University of Iowa Sport Club Program. This guidebook serves as a guide for club participants and officers in the daily management of their respective clubs. This guidebook should be used as a resource for all questions regarding conducting club business.

Sport Clubs are subject to discipline and even suspension from the Sport Club Program for not following the rules and regulations set forth in this Guidebook. Recreational Services governs these policies and procedures. Violations of a serious nature may be sent to the Dean of Student's Office.

### **Sport Club Webpage**

The sport club webpage [recserv.uiowa.edu/sport-clubs](http://recserv.uiowa.edu/sport-clubs) is available as a resource for Sport Clubs to not only advertise their individual club, but also to access all of the forms needed to conduct sport club business. There are resources available to aide sport clubs in planning events, traveling, or finding important information from other campus departments.

### **Field House Mailbox**

Each club has use of a mailbox located outside of the Sport Programs Office in E216 Field House. Club representatives are expected to check their mail at least once a week. Many clubs use this mailbox as their club address for things such as recruiting letters and/or an address for other clubs to send correspondence. Use the following for the address:

(Club Name)  
E216 Field House  
Iowa City, IA, 52242

### **Mass Emails**

Each Sport Club is allowed to send two mass email per semester. To send a mass email follow these steps:

1. Fill out the online mass email request form (see the Contact Information and Important Websites section on the previous page)
2. Print and submit the Approval Form and a copy of the Request for Mass Email
3. Bring these two forms to your Assistant Director in the Sport Programs Office
4. Your Assistant Director will then send on to the next required approval person
5. Clubs should be aware that it will take at least a week or longer for mass email requests to be approved and sent

### **Recreational Services Marketing Services**

In an effort to help promote Sport Club activities, Recreational Services can provide several marketing offerings including the following:

- Digital Displays in all five Recreational Services buildings with information about recruitment, events, or practices
- Tabling at the CRWC for 2 hours
- Social Media re-posting of Club social media activity using #UISportClubs or by tagging @recserv

It is strongly suggested that Sport Clubs take advantage of these promotional opportunities as they are free of cost as a benefit of being part of the Sport Club Program.

## Section 1 | Policies and Procedures

### I. Definitions

#### A. University of Iowa Recreational Services Mission Statement

The University of Iowa Recreational Services mission is "To provide diverse recreational experiences that encourage active lifestyles." We accomplish our mission by the following guiding principles:

- Fun – We believe, first and foremost, recreation should be fun.
- Quality of Life – We strive to improve one's quality of life by teaching and offering lifelong skills that contribute to a healthy lifestyle.
- Celebrate Differences – We understand that being inclusive to all who wish to participate improves the recreation experience for the whole.
- Provide Diverse Options – We are committed to offering a wide range of opportunities to accommodate a variety of interests.
- Student Development – We uphold our responsibility to develop students, both as employees and participants, by enhancing their collegiate experiences.
- Our Environment – We believe in the importance of providing an atmosphere that is both safe and respectful.
- Community Outreach – We acknowledge our role in providing recreational opportunities for the community that extends beyond the campus.
- Campus Partner – We strive to support the vision and values of the Division of Student Life and The University of Iowa by working in a collaborative manner.

#### B. What is a Sport Club?

A Sport Club is a registered student organization that competes in athletic contests against other University club teams regionally and nationally. Sport Clubs practice weekly during the academic-year and travel throughout Iowa and the nation to compete in tournaments and matches.

#### C. Sport Club Program Membership Requirements and Renewal Requirements

Admission into the Sport Club Program at the University of Iowa as part of Recreational Services is determined each year by the Recreational Services Sport Programs staff in conjunction with the Center for Student Involvement and Leadership (CSIL). Groups wishing to return as Sport Clubs must meet the requirements for being a Sport Club in good standing according to the policies and procedures outlined in this Guidebook.

To be a member of the Sport Club Program, a student organization must meet all of the following guidelines:

- Meet the expectations of the Sport Club Program and Recreational Services, as outlined in this document.
- Have an *active* Sport Club membership of ten or more members, 80% of which must be current, fee-paying, University of Iowa students.
- Must compete in a minimum of two contests per academic year including one contest outside of Johnson County.
  - Must be competing against a group or club outside the University of Iowa.
  - Must send at least four members (does not include coaches/instructors).
  - The event must be competitive in nature, in which there are winners and losers.
  - Submit proper pre- and post-travel paperwork for trips outside Johnson County.
- Renew your Engage page each semester prior to September 5<sup>th</sup> and a date announced in the spring semester.
- Remain in good standing with the University, Recreational Services, and Sport Programs.
- Have four officers (President, Vice-President, Treasurer, Travel Officer) willing to dedicate time and effort into effectively and efficiently running club operation. The President, Vice President, or Treasurer may also serve as the Travel Officer. Officers are to be elected in early-April for the following school year to allow proper transition between outgoing and incoming officers.
- Demonstrate proficient club leadership, including proper submission of paperwork and meeting other requirements of the Sport Club Program (returning clubs only).
- Have proper transition materials to help new club leadership function efficiently and effectively (returning clubs only).

#### D. CSIL Renewal

In order to renew their membership as a student organization, clubs must complete the following steps annually:

- **Engage Page Renewal** – Update Club Engage page to reflect changes in officers, practices, or other general club information. The renewal process for the Fall semester will open on August 1<sup>st</sup> and on January 1<sup>st</sup> for the Spring semester. Failure to complete the Engage page renewal will deactivate your club's Engage account and result in your club being inactive for that semester.
- **Constitution** – Each club should review their constitution yearly and add amendments as necessary. An updated constitution must be on file on the club's Engage page

Additional reasons for an organization not gaining or retaining admittance into the Sport Club Program include but are not limited to:

- Non-existent or demonstration of ineffective student leadership.
- Decline in student interest and support.
- Demonstration of club mismanagement.
- Inability to abide by Sport Club, Recreational Services, and University policies and procedures.
- Violation(s) of Recreational Services and/or University facility policies.
- Inability of the Sport Club Program as part of Recreational Services to benefit the club through staff expertise or facility space.
- Purpose or goals no longer compatible with the goals and mission of the University of Iowa Recreational Services.

#### E. Sport Programs Staff

- The University of Iowa Recreational Services employs four full-time staff members to oversee the Intramural Sports and Sport Clubs Programs. These four full-time staff members include an Associate Director and three Assistant Directors. Each club will be assigned oversight by one of the Assistant Directors of Sport Programs. Each club's assigned Assistant Director serves as a resource for the club to make sure club leadership understands requirements of the program, and can help club leadership accomplish goals that the club has. Club officers are required to meet at least twice a semester with their assigned Assistant Directors, and should always consider them a place they can turn to get answers to questions they have. The Sport Programs staff is here to help clubs succeed, while making sure clubs meet Sport Club Program and University requirements.
- Sport Programs Supervisors are students that are employed part-time by the Sport Programs office, and supervise Intramural Sports and Sport Club events, as well as conduct spot checks during Sport Club practices. Sport Program Assistants help to answers questions of clubs, collect/review paperwork, and gather information about clubs. The Program Assistants serve as an extension of the Sport Programs Office to help facilitate the

communication between the full-time staff and the student leaders of the clubs. Clubs are required to provide information requested by the Program Assistants by the deadline provided during the inquiry.

#### **F. Sport Programs Office**

- The Sport Club Office, led by the Associate Director of Sport Programs, and three Assistant Directors of Sport Programs, is designed to help clubs function appropriately. The following services are available through the Sport Programs Office:
  - Administrative assistance and guidance,
  - Practice and game facility reservations,
  - Equipment purchase, storage and check-out,
  - Budget tracking,
  - Photocopying and faxing,
  - Fundraising assistance,
  - Event hosting,
  - Travel reimbursement processing,
  - Publicity and promotion.

#### **G. Sport Club Allocations Board**

The Sport Club Allocations Board (SCAB) is a committee of elected club representatives that are assigned with the task of allocating funding to individual clubs. The Sport Club Program funding is allocated to the program through the Recreational Services master budget. The SCAB takes funding from Recreational Services and allocates to individual clubs based on their budget requests and presentations. The Sport Programs staff serves as advisors to the SCAB members during this process, but have no votes in the allocation of funds. All members of the SCAB must remain in good standing with Sport Programs, Recreational Services, and the University.

## **II. Expectations**

### **A. Accountability of Sport Club Officers**

Club officers and members are responsible for all policies and procedures outlined in the Sport Club Guidebook. It is the student's responsibility to be familiar with its contents as they go about their business in administering the club. Failure to know is not an excuse for those not observing policies and procedures.

Clubs or individual members who fail to conduct themselves in an appropriate manner will be sanctioned. All cases of discipline will first be reviewed by the club's assigned Assistant Director of Sport Programs to determine appropriate actions. Clubs or its participants receiving sanctions may appeal the decision to the Associate Director of Sport Programs. Organizations or individual students filing such appeals should be aware that the Associate Director of Sport Programs might choose to levy a sanction greater than the one appealed. Extremely severe infractions will be referred to the Dean of Students Office.

Sport Clubs function as part of the University of Iowa campus community and are representative of the University as they travel throughout the state or nationwide. Consequently, they are held to a high level of conduct both as collective organizations and as individuals. The parameters of acceptable behavior have been established by Recreational Services, CSIL, the University of Iowa, and the governing bodies of each individual sport. Club officers need to be aware of these expectations and ensure their members adhere to all policies and procedures.

### **B. Image and Perception**

Sport Clubs, as with any organization, need to be aware of the image they may portray to the general public, campus community, and potential and current members. In addition to representing themselves, Sport Clubs represent the entire Sport Club Program, Recreational Services, CSIL, Division of Student Life, and University of Iowa. Common sense and good taste should be employed when a club or its members divulge information about the club via websites, social media, message boards, chat rooms, or any other media. Sport clubs that are discovered to be engaging in inappropriate behavior or are presenting the club in poor taste will be sanctioned. Examples of this type of behavior include, but are not limited to, lewd acts, alcohol consumption, hazing, sexually explicit images, or a general disregard for a standard of decency.

## **III. Eligibility**

### **A. Participants**

- All current fee-paying University of Iowa students are eligible for participation in the Sport Club Program. This includes undergraduate, graduate, professional, full-time and part-time students. Each club must consist of a minimum of 80% student members.
- Community members, and University of Iowa faculty and staff, are eligible for participation.
- Specific National, State and/or Local Governing Bodies may have eligibility requirements that are not consistent with the eligibility requirements of the University of Iowa Sport Club Program. Contact the governing body for specific eligibility requirements. When such requirements conflict with Sport Club Program or other University requirements, Sport Club Program and University requirements will take precedence.

## **IV. Facilities**

### **A. Field House**

Sport clubs utilize many different areas of the Field House for practices, training, and special events. The following spaces are utilized by Sport Clubs:

- South Gym – Six basketball and volleyball courts
- Main Deck – Badminton courts and two basketball and volleyball courts
- Activity Rooms – S461, S471, S481, S507 (Matted), S511 (Matted), S515
- Miscellaneous other spaces are utilized, such as converted racquetball courts
- The following policies must be followed when using the Field House:
  - All participants for any activity other than a special event must be eligible Sport Club participants as stated in this Guidebook.
  - All student members must enter the facility using a University of Iowa ID card and checking in at a Member Services Desk.
  - All faculty/staff members and community members must check-in at a Member Services desk. If that member does not have a Recreational Services Membership, he/she must pay the Daily Walk-In Fee to enter the facility.
  - Condition of the facility must be left better than it was found. This includes picking-up after club use.
  - Clubs that are scheduled for space must use the space at the scheduled time, unless prior notification/approval of the Sport Programs staff has been received.

- Equipment in the facility is not to be moved in any way without prior approval of Recreational Services staff.
- Patrons who enter a closed facility are subject to immediate suspension from all Sport Club activities and banishment from all Recreational Services facilities for a period of up to one year. Additional charges may be filed with the Dean of Students Office or University of Iowa Police.
- Harassment, or failure to follow the direction, of Recreational Services staff in any form will result in the immediate removal from the Field House and possible suspension from the facility.

#### **B. Hawkeye Recreation Fields (HRF)**

- Condition of the facility, other than normal wear and tear of field conditions based on specific activity, must be left better than it was found. This includes picking-up after club use.
- Equipment at the facility is not to be moved in any way without prior approval of Recreational Services staff.
- Alcohol is NOT permitted on the fields, in the parking lot, or in any other area of the facility. This includes alcohol that has been consumed (intoxicated participation is NOT permitted).
- Patrons who enter a closed facility are subject to immediate suspension from all Sport Club activities and banishment from all Recreational Services facilities for a period of up to one year. Additional charges may be filed with the Dean of Students Office or University of Iowa Police.
- Harassment, or failure to follow the direction, of Recreational Services staff in any form will result in the immediate removal from the HRF and possible suspension from the facility.

#### **C. Hawkeye Tennis and Recreation Complex (HTRC)**

- The HTRC is home to indoor and outdoor tennis courts, as well as two turf areas, the Hawkeye Turf and the Iowa Turf. The Hawkeye Turf is artificial, flat, turf, and the Iowa Turf is synthetic turf.
- Each patron must present his or her current, valid UI ID upon entry into the facility. If a club member does not have a UI ID, or does not have a Recreational Services Membership, he/she must pay the Daily Walk-In Fee.
- Food and drink other than water, including gum, are prohibited from the turf areas and tennis courts.
- Spitting is allowed in trash cans only.
- Condition of the facility must be left better than it was found. This includes picking-up after club use.
- Harassment, or failure to follow the direction, of Recreational Services staff in any form will result in the immediate removal from the HTRC and possible suspension from the facility.
- Patrons who enter a closed facility are subject to immediate suspension from all Sport Club activities and banishment from all Recreational Services facilities for a period of up to one year. Additional charges may be filed with the Dean of Students Office or University of Iowa Police.

#### **D. Campus Recreation and Wellness Center (CRWC)**

The following policies must be followed when using the CRWC:

- All participants for any activity other than a special event must be eligible Sport Club participants as stated in this Guidebook.
- All student members must enter the facility using a University of Iowa ID card and checking in at a Member Services Desk.
- All faculty/staff members and community members must check-in at a Member Services desk. If that member does not have a Recreational Services Membership, he/she must pay the Daily Walk-In Fee to enter the facility.
- Condition of the facility must be left better than it was found. This includes picking-up after club use.
- Clubs that are scheduled for space must use the space at the scheduled time, unless prior notification/approval of the Sport Programs staff has been received.
- Equipment in the facility is not to be moved in any way without prior approval of Recreational Services staff.
- Patrons who enter a closed facility are subject to immediate suspension from all Sport Club activities and banishment from all Recreational Services facilities for a period of up to one year. Additional charges may be filed with the Dean of Students Office or University of Iowa Police.
- Harassment, or failure to follow the direction, of Recreational Services staff in any form will result in the immediate removal from the CRWC and possible suspension from the facility.

#### **E. Practice Facilities**

Sport clubs and other Registered Student Organizations can request practice facility space on a recurring basis through Recreational Services and the Sport Club Program. Practice schedules for all Recreational Services facilities are determined at the beginning of each semester for all clubs turning in Practice Request Forms. Additional schedules will be made as weather seasons change. Scheduling for Sport Clubs is based on the previous year's Sport Club Program point standings and facility availability. Other organizations are scheduled based on a first-come, first served basis with previous use as a factor of scheduling. Clubs must make use of their allotted practice space once it is scheduled to them, and not disrupt or interfere with activities taking place prior to, and after, their scheduled practice time. In all facilities, a limit may be placed on the number of regular weekly or monthly practice sessions scheduled in order to accommodate as many groups as possible with a practice schedule of reasonable frequency. If clubs wish to discontinue regular practices, club representatives must contact the Sport Club Office.

#### **F. Special Events**

Clubs can request facility reservations for the hosting of a special event through Recreational Services and the Sport Club Program. To request to reserve a facility, clubs must submit a Facility Request Form on Engage at least two weeks in advance of the desired event. All standard facility policies apply for special events. Arrangements for participation by non-club members must be made with Recreational Services staff prior to the event, and adhere to Sport Club Program policies.

#### **V. Funding**

- A. The allocation of funds to specific clubs within the Sport Club Program is the responsibility of the Sport Club Allocations Board (SCAB). The election of representatives to the SCAB and the funding request and allocation process is governed by regulations established by the Sport Programs staff.
- B. A Sport Club is eligible for funding if it has been a recognized Sport Club for an entire semester (first day of classes through end of finals, summer sessions not included) before the funding process is to take place.
- C. Each eligible Sport Club has the opportunity to submit a Budget Request Form during the established time period prior to the SCAB Annual Fall Allocation Process. All clubs that submit a Budget Request Form will receive a Budget Request Hearing of a designated length before the SCAB to provide additional details regarding its request and to answer questions from the SCAB members. Following the completion of all Budget Request Hearings, the SCAB enters Budget Deliberations and determines the amount of funds allocated to each club. During this process, the Sport Programs staff serves as advisors for the SCAB, but does not hold voting or veto authority.
- D. All fall funding is allocated on a conditional basis. Clubs cannot spend any allocated funds until they have properly completed the applicable renewal process for CSIL and the Sport Clubs Program.

- E. Additional funding may be available throughout the year based on any available sweepings. Clubs will be made aware of any possible extra funding opportunities should they arise.
- F. All funds allocated throughout a given academic year must be spent by the deadline set forth by the Sport Club Program.
- G. Any purchases made with University funding are for club-use only. Purchases become University property. Purchases for personal use are not permitted. All purchases made must be for items that can be kept with the club from year-to-year. Any team uniforms, apparel, etc. purchased with University funding must stay with the club and cannot include any personalization. Purchase of club T-shirts is not permitted with University funding.

## VI. Travel

### A. Travel Eligibility

All club members wishing to travel to participate in club activities must be eligible for Sport Club participation as stated in the Sport Club Guidebook, be included on the Club Roster, and have properly completed Informed Consent Forms (waivers).

### B. Travel Paperwork

Sport clubs must submit proper paperwork to the Sport Club Office before and after traveling for competition, or any other club function. The deadline for Pre-Travel paperwork is 4:30 PM six business days before departure. If it is a weekend trip (leaving Iowa City on Friday, Saturday or Sunday) the Pre-Travel paperwork is due at 4:30 PM on the Thursday the week before the trip. The deadline for Post-Travel paperwork is 4:30 PM two days after return to Iowa City.

- *Trip Using Club Funds* - For clubs taking a trip in which a club member is getting reimbursed using club funds, or a charge is being paid via University credit card, the following properly completed paperwork is required by the deadline:
  - Pre-Travel Form. Due by the Pre-Travel deadline as stated above.
  - Travel Roster. Due by the Pre-Travel deadline as stated above.
  - Post-Travel Expense Report. Due by the Post-Travel deadline as stated above.
  - Post-Event Results Form. Due by the Post-Travel deadline as stated above.
- *Trip Not Using Club Funds* - For clubs taking a trip in which no members are getting reimbursed using club funds, the following properly completed paperwork is required by the deadline:
  - Pre-Travel Form. Due by the Pre-Travel deadline as stated above.
  - Travel Roster. Due by the Pre-Travel deadline as stated above.
  - Post-Event Results Form. Due by the Post-Travel deadline as stated above.

### C. Travel Expectations

- While traveling, Sport Club members are, as at all other times, expected to conduct themselves in an appropriate manner as stated in Article II.
- The purpose of travel is to participate in club activity.
- Clubs are encouraged not to travel at late hours or very early hours when it may be harder to stay alert.
- Drivers are required to know, obey, and uphold all traffic laws.

### D. "High-Risk" Trips

Trips deemed to be "high-risk" by University lawyers, officials, Recreational Services and/or Sport Programs administrative staff will require the attendance of a University full-time faculty or staff member as a chaperone to the trip, or may be disallowed completely. "High-risk" trips include those in which the propensity to drink or to display inappropriate behavior is at a higher-level than standard trips. Because the nature of such trips subject club members to bad decision-making or dangerous elements, a chaperone is required.

## VII. Alcohol

Sport clubs are prohibited from consuming and/or possessing alcohol at any sanctioned club events other than those at alcohol-licensed business establishments. Alcohol is prohibited at all Recreational Services facilities including on property owned (boats, vehicles, etc.) or rented (other facility rentals) by the University. Further, clubs cannot sponsor, host, endorse, or promote any activities in which alcohol consumption is the prominent activity. This includes, but is not limited to:

- Hosting an event in which alcohol consumption is the prominent activity (including fundraisers, parties, bar crawls, etc.).
- Promoting an event in which alcohol consumption is the prominent activity (including fundraisers, parties, bar crawls, etc.).
- Allowing club members, visiting club members, and club event spectators to possess or consume alcohol while at Recreational Services facilities or site of competition/event, including events held off-campus and at other institutions.
- Allowing club members or visiting club members to participate in competition/event while intoxicated.
- Suggesting to potential and/or current members that the club hosts parties, bar crawls, campfires, meetings, or other events in which alcohol is consumed.
- Sport clubs are also subject to the guidelines set forth by the University Illegal Drugs and Alcohol Policy. The University Illegal Drugs and Alcohol Policy can be found at <https://dos.uiowa.edu/policies/illegal-drugs-and-alcohol/>.

## VIII. Social Networking Sites

Sport Clubs are encouraged to promote themselves via social networking sites such as Facebook, Twitter, and Instagram. When creating a group to promote a club and disseminate club information, the official club name must be used as the group name (Iowa \_\_\_\_\_ Club). Groups must be left public to those in the Iowa network, to allow interested individuals to join the group. Groups that are not made public are in violation of this policy. Any pictures, events, and/or discussions on the group page must uphold the proper images of the club, Recreational Services, and the University, and must not include inappropriate language, express any negative attitudes towards individuals/staff, or display any inappropriate behavior by club members as noted in the Sport Club Guidebook. Club pages MAY NOT be used to promote parties, socials in which alcohol will be consumed, or anything of that nature (see Article VII). Any information found on group pages are subject to all the policies outlined in this Guidebook. Group pages must be kept current and up-to-date.

## IX. Equipment

### A. Purchases

Clubs will find it necessary to make equipment purchases at various times throughout the year. Rules and policies set forth by the University of Iowa Purchasing Department will apply to all purchases made using Sport Club funds. The Purchasing Process is outlined in the Sport Club Guidebook. All purchases are subject to the approval of the Sport Programs staff. Purchases can be for club-owned equipment only; personal equipment purchases are not permitted with University-allocated funding. Purchases will only be approved if there is a place to store and utilize the equipment.



**B. Donations**

When a club proposes to acquire equipment via donation, such donation must be coordinated with the Sport Programs staff. Donations become property of the University and are subject to the checkout procedures established by the Sport Club Program.

**C. Maintenance**

Clubs will hold responsibility for the repair, maintenance, and replacement of equipment for which they have purchased or have had donated to the University. Any costs incurred will be the responsibility of the club and must either be included in the club's annual budget request for allocation or be paid through fundraising activities by the club.

**D. Inventory**

Equipment purchased for club use with allocated Sport Club funds must be inventoried and stored with Recreational Services, as it is considered property of the University. Clubs may checkout equipment prior to the start of a season and must return the equipment to storage at the conclusion of the season, unless other arrangements are made with the Sport Programs staff.

**E. Semester/Annual Equipment Checkout**

Clubs may request to checkout equipment on a semesterly or annual basis. Clubs will hold responsibility, including financial liability, for the repair, maintenance, and proper storage of equipment that they have checked out. Recreational Services retains the right to access, with or without prior notification of the club, or require the return of, any checked out equipment at any time for the purposes of inventory, safety verification, or other needs.

**F. Storage**

- Clubs that checkout equipment on a long-term basis are required to provide the Sport Programs office with the location that such equipment will be stored. Costs associated with off-campus storage of Sport Club Program equipment are the responsibility of the club and must either be included in the club's annual budget request for allocation or be paid thorough fundraising activities by the club.
- The Sport Programs Office may, at any time, request to see checked-out, University-owned, equipment. If the equipment is being stored at an off-campus facility, Recreational Services administrators retain the right to access the equipment unannounced. For inventory and property records purposes, Recreational Services administrators may need to access the equipment without prior notification of the club and its members. For smaller equipment stored at a club member's private residence, requested equipment must be produced to the Sport Programs Office within 48 hours of the request.

**G. Recreational Services Equipment**

Equipment owned by Recreational Services may be used for non-club related events as deemed necessary by the Recreational Services staff.

**X. Sport Club Monthly Event Schedule**

Sport Clubs are required to submit properly completed Monthly Event Schedules by the deadlines stated in the Sport Club Guidebook and on the Monthly Event Schedule Forms. Except in special circumstances, Sport Club Monthly Event Schedules are due the same day as Sport Club Advisory Council (SCAC) meetings.

**XI. Intramural Sports Participation Policy**

No more than two players on an Intramural team roster may be a coach of an intercollegiate team, a practice squad member of an intercollegiate team, a former member of an intercollegiate team, or a member or coach of a sport club in a related sport, and all must play in the A league, if offered. Sport club members or coaches will be determined by the Recreational Services Sport Programs staff, or by any public information regarding that sport club. A Sport Club Member/Coach is considered a member of that sport club for one full semester, from the start of classes until the end of finals, following the removal from the club roster (Ex. A person removed from a club roster in the Fall 2018 semester would be considered a club member until the end of the Spring 2019 semester.)

**Insurance Clarification**

The University of Iowa has no insurance covering the activities of student organizations. In accordance with the laws of the State of Iowa, the University of Iowa, and the State of Iowa Board of Trustees, the University is unable to provide insurance that covers any student organization or activity. Sport Clubs are encouraged, and sometimes required, to have their own insurance through a national governing body or another third-party organization.

**Hazing Policy**

Hazing is not tolerated at the University of Iowa. See below for a statement on hazing from the University of Iowa Code of Student Life.

D.26 Hazing. Any intentional or reckless action or situation, with or without consent, that endangers a student or creates risk of injury, mental or physical discomfort, harassment, embarrassment, and/or ridicule for the purpose of initiation into, affiliation with, or as a condition for continued membership in any student organization, fraternity, sorority, or team recognized by the University of Iowa Student Government or by any other University sponsor or department. Hazing may occur on or off campus. Acts of hazing include, but are not limited to: compulsory alcohol or drug consumption; physical brutality; psychological cruelty; public humiliation; morally degrading activities; forced confinement; creation of excessive fatigue; required removal or destruction of public or private property; or any other activity that endangers the physical, mental, psychological, or academic well-being and/or safety of an individual. Officers and members of a student organization who knowingly permit such prohibited activity to occur without taking reasonable preventative measures are subject to the Code of Student Life as an individual, even if they did not administer the hazing activity.

**Recreational Services Marketing Services**

In an effort to help promote Sport Club activities, Recreational Services can provide several marketing offerings including the following:

- Digital Displays in all five Recreational Services buildings with information about recruitment, events, or practices
- Tabling at the CRWC for 2 hours
- Social Media re-posting of Club social media activity using #UISportClubs or by tagging @recserv

It is strongly suggested that Sport Clubs take advantage of these promotional opportunities as they are free of cost as a benefit of being part of the Sport Club Program.

## XII. Licensing

### A. Policy Overview

Use of The University of Iowa's word marks, trademarks, logos, and/or symbols creates an association with the University that needs to be protected. With that in mind, the University allows usage only by student organizations officially recognized by the University and only after an application and artwork has been submitted and approved by The University of Iowa Trademark Licensing Office. If you have an organization that is not officially recognized by The University of Iowa, please visit [uiowa.campuslabs.com/engage](http://uiowa.campuslabs.com/engage).

Each sport club has a select person or persons who are authorized to represent the sport club. The student site [uiowa.campuslabs.com/engage](http://uiowa.campuslabs.com/engage) has a listing of the authorized officers for coordination with University departments. If your sport club does not have an advisor, then the officer listed on the Engage site must preapprove the desired product and design concept prior to any submission of the license application and artwork to the Trademark Licensing Program. However, if your organization has an official advisor, the advisor must complete this preapproval process. The "Application & Agreement" Document includes instructions on how to identify who has approved the application. Approval may also be required by the department head. It should be noted that final approval of all products and artwork bearing word marks, trademarks, logos, and/or symbols associated with The University of Iowa are at the discretion of the Trademark Licensing Office consistent with The University of Iowa Trademark Licensing Program Brand Standards (Brand Standards) and the Trademark Licensing Office's policies.

Word marks, trademarks, logos, and/or symbols associated with The University of Iowa are the intellectual properties of the University and are registered both at the state and federal levels. To protect the intellectual properties and traditions of the University, the Trademark Licensing Office reviews all applications, and requires all products bearing word marks, trademarks, logos, and/or symbols associated with The University of Iowa to be manufactured by a licensed vendor of The University of Iowa Trademark Licensing Program in good standing. Please allow two weeks for processing of your request. Please note that the beginning of each academic semester is a peak application submission period and additional processing time may be required in those periods.

### B. Requirements and Restrictions

- **Requestor Status**

The sport club requestor must be a registered student of The University of Iowa.

- **Licensed Vendor**

It is imperative that a licensed vendor is used for production and manufacture of any product bearing the marks of the University. Licensed vendors are required by the Trademark Licensing Program to be members of the Fair Labor Association (FLA), which allows the Licensing Program to ensure that its products are made by the most trusted manufacturers. Furthermore, unlicensed manufacturers and producers who make products bearing the University's marks may be liable to significant legal penalties under the Lanham Act of Federal Trademark Law.

- **Artwork**

In all cases, when a recognized sport club would like to use word marks, trademarks, logos, and/or symbols associated with The University of Iowa, the proposed artwork must carry the official name of the sport club.

The Tigerhawk logo is the primary brand of The University of Iowa Athletics Program and reserves the right to approve or disapprove its usage accordingly. As such, the Tigerhawk may not be used in the creation of derivative logos for student organizations; this kind of use dilutes and distorts the brand associated with the Tigerhawk. Herky is the preferred identifying mark of student organizations at The University of Iowa.

To promote the University's brand consistently, word marks, trademarks, logos, and/or symbols associated with The University of Iowa may vary in size, but may not be altered in any way. Please reference the Brand Standards for the standards that must be adhered to.

Recognized student organizations have access to the "Old School Collection" and the "Vintage Vault Collection" via standard approval process.

- **Prohibited Products and Artwork**

The University of Iowa explicitly prohibits products from making reference to drugs or paraphernalia; alcohol, consumption or abuse; tobacco products and usage; sexual conduct, imagery or inferences; profanity or inappropriate insensitive language; gambling; firearms and weapons; political and religious endorsements; and any other subject found to be inappropriate, unacceptable or inconsistent with the standard licensing practices of The University of Iowa.

Use of a current student-athlete's name or likeness on products is a violation of NCAA rules and can result in the student-athlete being declared ineligible. Any use of a student-athlete's name, nickname, or likeness must be approved by both The University of Iowa Trademark Licensing Office and The University of Iowa Athletics Department Compliance Office.

- **Co-branding and Trade Dress**

Combinations of University marks with other intellectual properties and/or trade dress not associated with The University of Iowa are prohibited. This means that using any colors, fonts, images, or other partial indicia which call to mind the brand of another organization or company may not be used in conjunction with the University's marks. Doing so violates federal and state trademark law, and such submissions will not be approved absent evidence of third party approval.

Example: the Iowa Soccer Club using the MLS crest, but changing the letters to read "ISC" and placing a Tigerhawk on the ball. This would be use of the MLS's trade dress and would be an infringing use.

Use of intellectual property owned by a third party must be approved by that entity in writing and submitted to the Trademark Licensing Office when the application and artwork are submitted. This includes references to other schools. Please reference the Brand Standards for more information.

#### 6. Sponsorship Use

Student organizations may use third party businesses or outside organizations as sponsors for any event or occasion they are hosting. When sponsorship occurs, sponsors may only be listed with plain text recognition on the back of the shirt as they need to be separate from the University's logos and word marks. The sponsors' logos may not be used.

#### 7. Approval Process

Applicant must submit artwork to their Assigned Assistant Director of Sport Programs for approval. Once approved by the Sport Programs staff, the Assistant Director of Sport Programs will assist the club in completing the Student Organization Application & Agreement, and sending the form and artwork to the Trademark Licensing Office for pre-approval. Not all requests are approved by the Sport Programs staff or the Trademark Licensing Office. Production may only begin once an agreement has been signed and approved by the Trademark Licensing Office.

#### 8. Royalties

Ordinarily, royalties are charges assessed by the Licensing Program to the licensees for the approved use of the University's marks. The standard charge is 12% of sales, and the promotional use charge is 12%. Approved products for internal organizational use or philanthropic use are royalty-free.

Approved products for fundraising/resale or promotion, regardless of purpose, will be subject to applicable royalties.

Products for recognized student organizations will only be approved for fundraising/resale or promotion if the products do not replicate existing items in the marketplace, the official name of the recognized sport club is carried on the product, and the product and artwork is consistent with the Brand Standards and the Trademark Licensing Office's policies.

Please reference the definitions below for more information on determining your type of use.

#### 9. Types of Use

- **Internal Use:** The sport club creates products bearing word marks, trademarks, logos, and/or symbols associated with The University of Iowa for student members. Payment for internal use products solely covers the cost of production. Internal Use products are royalty-exempt. Examples: Membership T-shirts, officer/executive board apparel, etc.
- **Philanthropy:** All profits from products sold bearing word marks, trademarks, logos, and/or symbols associated with The University of Iowa go to a charity, non-profit organization, or philanthropic cause. The sport club does not receive any monetary profit from the sale of these products and/or use any of the money for internal use. Philanthropic products are royalty exempt. Examples: Donation of all proceeds from the sale of a product to hospitals, animal shelters, etc.
- **Fundraising/Resale:** Profits from the sale of products bearing word marks, trademarks, logos, and/or symbols associated with The University of Iowa funds the student organization's activities. Please note that while a sport club may be doing activities that are volunteerism in nature (alternative spring breaks, mission trips, etc.), they are not categorized as a philanthropic royalty exemption. Fundraising/resale products are subject to applicable royalties. Examples: Organizational trips, hosting professional speakers, funding scholarships, organizational and social activities, etc.
- **Promotional:** Student organizations purchase products bearing word marks, trademarks, logos, and/or symbols associated with The University of Iowa with organizational funds to be used as giveaway items. Promotional products are subject to applicable royalties. Examples: Give away of items to all students who stop at the student organization's booth at the Student Organization Fair, give away of t-shirts to the first 100 students to come to an event, etc.

#### 10. "IOWA Sport Clubs" Patch

The sport club patch is required on all official uniforms of the club during competition. The patch is used to identify a sport club instead of appearing to be an entity of the University of Iowa Athletics Program. This patch allows clubs to use University Trademarks without adding the official name of the club to the trademark. Patches can be obtained by contacting the Sport Programs office of Recreational Services.

#### 11. Internal External Communications

Aside from the official uniforms of the club, when a sport club would like to use word marks, trademarks, logos, and/or symbols associated with The University of Iowa, the communications must carry the official name of the sport club. (e.g. "Iowa Lacrosse Club").

### XIII. Penalties

Penalties for violations of policies set forth by the Sport Club Program, Recreational Services, CSIL, and the University of Iowa are outlined below. Penalties listed below are assessed by the Sport Programs administrative staff. Violators of any rule, regulation or policy are subject to additional penalties set forth by the individual program, department or entity in which the violation occurred.

#### A. Definitions

- **Suspension**

Suspension of a Sport Club includes the loss of the club's ability to use allocated facility space for practice or for a special event, to spend any allocated funding from the Sport Club Allocations Board, and to represent the University of Iowa in competition or any sort of travel. A club's suspension means immediate cease in club activity, until the suspension is lifted.

- **Probation**

A club that is put on probation must earn 90% of points possible in the Sport Club Points System during their semester of probation. Should the 90% not be reached, the club will be suspended for the following semester. Should the 90% be reached, probation will be lifted. Additionally, any club that is on probation is subject to suspension with or without warning in the event of a Sport Club Program, Recreational Services or University policy violation.

- **Warning**

A warning is issued to a club as stated in the Sport Club Policies and Procedures. A club that has received a warning may be suspended for a second violation without being subject to probation.

#### B. Assessment of Penalties

- **Replying to Sport Club staff**

Sport clubs that do not reply to an inquiry from the Sport Programs staff by the deadline provided in the inquiry will receive a 5-point deduction in the Sport Club Program Points Standings.

- **Expectations**

Sport clubs that portray a negative image during participation on or off campus will receive no less than a warning for improper behavior. Depending on the severity of the incident(s) a club in violation may be suspended from the Sport Club Program without warning, as a direct result of improper behavior.

- **Eligibility**

Clubs using an ineligible participant will receive no less than a warning. If the problem persists, or more than one ineligible participant is discovered, the club may be suspended from the Sport Club Program.

- **Registration**

- CSIL - Sport Clubs that do not meet the requirement of updating their organization's Engage pages by the stated deadlines each semester will be suspended. This suspension includes loss of reserved facility space (recurring or special event), loss of all funding from Recreational Services, loss of ability to spend club funds, loss of travel privileges, loss of ability to represent the University of Iowa in competition or any other travel, and loss of all other benefits of the Sport Club Program.
- Sport Club Program - Sport clubs that do not meet the registration requirements of the Sport Club Program by the deadline set forth by the Sport Club Program will be immediately suspended upon deadline passing.

- **Facilities**

Violations of individual facility policies are subject to the penalties set forth by the facility's governing program area, as well as penalties set forth by the Sport Club Program. Failure to utilize facility during scheduled recurring practice time without prior notification of the Sport Programs Staff will result in the loss of scheduled practice time. Severe violations as determined by facility staff, in conjunction with the Sport Club Program, will result in the loss of the privilege to reserve facility space for hosting special events. Facility violations may also result in suspension from the Sport Club Program and loss of all facility use including previously scheduled facility reservations.

- **Funding**

- A club that is funded by the SCAB that does not complete the recognition process through the Center for Student Involvement and Leadership (CSIL) office by the deadline will lose all previously allocated funding, and such funds will be reallocated by the SCAB during special reallocations.
- Clubs that do not spend all of their allocated funding by the deadline(s) set forth by the Sport Club Program will lose any available funding at the time of the deadline. SCAB allocated funds are considered to be the first funds used during a club's spending in a given year.
- Any club or individual club member that uses funds for the purchase of personal equipment, apparel, etc. will lose any remaining allocated funding for that academic school year. Other penalties may be enforced by Sport Club Program, Recreational Services, or University administrators. In most cases, a report of theft will be reported with the University of Iowa Police Department.

- **Travel**

- **Travel Eligibility** - A club that allows an individual(s) that does not meet travel eligibility requirements as stated in the Sport Club Guidebook to travel with the club will be suspended from travel for a period of two weeks. A second offense will result in a travel suspension for up to six months. All suspensions will occur regardless of previously scheduled out-of-town competitions that may be scheduled during the suspension period.
- **Travel Paperwork** - A club that does not turn in the proper paperwork required for a trip, as stated in the Sport Club Guidebook, by the given deadlines before and after traveling will be suspended from travel for a period of two weeks. A club will also receive a 5-point deduction in the Sport Club Program Points Standings for each form that is not turned-in, properly completed, by the deadline. A second offense will result in a travel suspension for up to six months. All suspensions occur regardless of previously scheduled out-of-town competitions that may be scheduled during the suspension period.
  - **Trip Using Club Funds** - Failure to turn-in proper paperwork before or after the trip in which club funds are being used will result in the reimbursement request being denied. No reimbursements can be granted if properly completed paperwork is not submitted to the Sport Club Office by the deadline. If proper paperwork is not completed for a charge that was paid in advance using club funds, the club will be suspended until the proper paperwork is completed. Additionally, late paperwork for a charge paid in advance using club funds, via University credit card, may result in losing the opportunity to pay charges in advance for up to six months.
  - **Trip Not Using Club Funds** - A club that does not turn in the proper paperwork required for a trip, as stated in the Sport Club Guidebook, by the given deadlines before and after traveling will be suspended from travel for a period of two weeks. A club will also receive a 5-point deduction in the Sport Club Program Points Standings for each form that is not turned-in, properly completed, by the deadline. A second offense will result in a travel suspension for up to six months. All suspensions occur regardless of previously scheduled out-of-town competitions that may be scheduled during the suspension period.
- **Travel Expectations** - Upon review by the Sport Programs staff of the Travel Expectations as stated in the Sport Club Guidebook, violating clubs may be suspended from travel or suspended from the Sport Club Program. All suspensions will occur regardless of previously scheduled out-of-town competitions that may be scheduled during the suspension period.
- **"High-Risk" Trips** - Sport clubs that violate the Sport Club Program "High-Risk" Trips Policy as stated in the Sport Club Guidebook will be suspended indefinitely from the Sport Club Program (time-period determined by Sport Club Program, Recreational Services, and/or University administrators). Severe violations may result in forwarding of the case and supporting evidence to the Dean of Students Office for further sanctioning.

- **Alcohol**

Sport Clubs that violate the University of Iowa Code of Student Life Illegal Drugs and Alcohol Policy will be suspended indefinitely from the Sport Club Program (time-period determined by Sport Programs, Recreational Services, and/or University administrators). Severe violations may result in forwarding of the case and supporting evidence to the University of Iowa Dean of Students Office for further sanctioning.

- **Social Networking Sites**

Sport Clubs that violate the Sport Club Program Social Networking Sites Policy as stated in the Sport Club Guidebook will be suspended indefinitely from the Sport Club Program (time-period determined by Sport Programs, Recreational Services, and/or University administrators). Severe violations may result in forwarding of the case and supporting evidence to the University of Iowa Dean of Students Office for further sanctioning.

- **Equipment**

Clubs that do not abide by the Sport Club Program Equipment Policy, as stated in the Sport Club Guidebook, will lose the privilege of using such equipment. The Sport Club Program may require payment from the club for any repair costs, or any remaining costs on property or facility rentals for storage of equipment. If no funds are available to the club, and no appropriate storage space is available for said equipment, the Sport Club Program as a part of Recreational Services retains the option of releasing the equipment via the University of Iowa Property Surplus process.

- **Sport Club Monthly Event Schedules**

A club that has an outstanding Sport Club Monthly Event Schedule will be on probation. A second outstanding Sport Club Monthly Event Schedule will result in suspension of the club until both missing schedules are submitted to the Sport Club Office.

- **Intramural Sports Participation Policy**

A club that has members participating illegally in Intramural Sports will receive a 5-point deduction for each occurrence. Multiple occurrences by the same club may result in probationary status or suspension of the club.

- **Appeals**

Clubs or individual members who fail to conduct themselves in an appropriate manner will be sanctioned. All cases of discipline will first be reviewed by the club's assigned Assistant Director of Sport Programs to determine appropriate actions. Clubs or its participants receiving sanctions may appeal the decision to the Associate Director of Sport Programs. Organizations or individual students filing such appeals should be aware that the Associate Director of Sport Programs might choose to levy a sanction greater than the one appealed. Extremely severe infractions will be referred to the Dean of Students Office.

- **Point System**

The following penalties will result in a loss of points in the Sport Club Program Points standings. The deduction of points is in addition to any penalties previously outlined in the Penalties section of this manual.

- **Major Offenses** – loss of 20 points
  - Breaking the law
  - Violating major university policy
  - Major problems with regard to conduct while representing the University of Iowa both in Iowa City and while traveling (i.e. holding an alcohol sponsored event, misconduct at tournament)

- Misuse or abuse of facility
- Failure to report all drivers
- Travel without informing Sport Club office
- Any other offense deemed major
- Minor Offense – loss of 5 points
  - Failure to turn in paperwork that is not included in point system (i.e. travel paperwork, Request to Use Club Funds forms, etc.)
  - Club caught practicing with ineligible player (5 pts each player) - A player is ineligible if not on roster and has not completed consent form
  - Failure to follow posting rules
  - Illegal participation in Intramural Sports
  - Any other offense deemed minor

## Section 2 | Requirements & Expectations

*This section will provide you with requirements and expectations of becoming a member of, or retaining membership in, the Sport Club Program. Failure to meet these requirements and expectations can result in not being a recognized sport club with the Sport Club Program.*

### Requirements & Expectations | CSIL and SCP Recognition

#### Recognition & Registration

University recognition of each sport club expires annually at the beginning of each semester. Each club must complete the online recognition process with the Center for Student Involvement and Leadership (CSIL) in the fall semester and the spring semester by the established deadlines. In addition to gaining recognition CSIL, clubs must register with the Sport Club Office to gain, or regain, status as a Sport Club under Recreational Services. Training on these processes is given at the first SCAC Meeting of the fall and at the Fall Officer Training Workshop.

#### CSIL Recognition

Each semester, returning clubs must update their Engage pages with current club information by the stated deadline on Sport Club materials. If this requirement is not met, the club will not be recognized as a student organization that semester, and must apply for reinstatement the following semester.

Additionally, your constitution must be reviewed by club officers, and the most recent version uploaded to Engage.

#### Sport Club Registration

The following paperwork must be properly submitted to the Sport Club Office to complete the Sport Club Registration process. These forms can all be found by logging into Engage and going to the Sport Club home page. See the Important Dates section or the Points System for due dates.

1. **Club Roster** – Includes listing of all members including name, email address, and their classification (student, faculty/staff, community member). Download from Engage, complete, and upload to the Club Roster Upload form on Engage.
2. **Safety Officer CPR/AED/First Aid Certifications** – Each club is required to have two Safety Officers that are certified in CPR/AED/First Aid. Current certifications must be uploaded to Engage. Safety Officers must be students.
3. **Concussion Certifications** – Each club is required to have at least two student members take and complete the NFHS Concussion signs and symptoms training. Clubs may be required to have more members take and complete the course, depending on level of risk. The required number of Proofs of Completion must be uploaded to Engage. Consult your Assistant Director to find out the appropriate number of club members are required for your club.
4. **Coach / Instructor Agreement(s)** – Must be completed each semester. Clubs that do not utilize a Coach/Instructor must turn in a form with the club name and “N/A” in the first blank. Clubs are allowed up to two non-student coaches/instructors. A separate form is required for each coach/instructor.

5. **Officer Information Form** – Form downloaded from Engage, completed, then uploaded to Engage to provide the Sport Programs Office with the most up-to-date officer information.
6. **Practice Schedule Information Form** – Engage Form completed each semester to provide the Sport Programs Office with information on your practice schedule. A new form must be completed any time there is a regular change in your club's practice schedule.
7. **Monthly Events Form** – Club schedule for the first "month" of the semester following the first SCAC Meeting.
8. **Guidebook Agreement** – Signed by the club president, agreement that the club knows, understands, and will abide by the guidelines set forth in the Sport Club Guidebook.
9. **Participant Waivers** – The Participation Statement and Informed Consent Form must be completed by each member of the club listed on the club roster. If a student or faculty/staff member has completed the electronic form previously, a new form does not need to be completed. Community members need to submit new paper waivers each year. New members must complete a waiver prior to participation in any practice, event, or competition.

### **Sport Club Officer Position Descriptions**

Each club must have the following elected officers who must be full-time University of Iowa students. Contact information for each officer must be kept up-to-date with the Sport Club Office.

The positions are President, Vice President, Treasurer, and Travel Officer. Two Safety Officers are also required. The President, Vice President, or Treasurer may also serve as the Travel Officer. The four elected officers may also serve as Safety Officers.

#### **President and Vice President**

The Sport Club President and Vice President are elected positions. The following duties are required to be performed by the President or Vice President of each Sport Club:

- Serve as a liaison between their club and the Sport Clubs Staff.
- Inform their club officers and members of all information pertaining to Sport Clubs.
- Ensure that their Sport Club is complying with the rules and regulations of the University of Iowa and Recreational Services.
- Complete and submit all necessary forms pertaining to their Sport Club including the submission of a waiver form for each member.
- Report the results of all Sport Club-sponsored activities either on or off-campus.
- Check the Club's mailbox located outside the Sport Club office, Room E216, Field House at least weekly.
- Arrange for facility and/or field reservations for club functions.

#### **Treasurer**

Treasurer is a required, critical officer position for each Sport Club. The treasurer must keep complete, documented, and updated financial records. The treasurer should assume the following responsibilities:

- Keep current, accurate financial records.
- Document expenditures with the use of receipts.
- Make sure Sport Club monies are used properly according to UI, Sport Club, and team policies.
- Attend Officer Training and complete the Cash Handling certification annually.
- Know and monitor the rules and regulations governing the financing of student organizations.
- Initiate and ensure that club members assume responsibility for generating funds.
- Review the club's monthly financial ledger.
- Make all club deposits; oversee that cash handling procedures are being followed.

### **Travel Officer**

The Travel Officer position is a required position for all Sport Clubs and is of particular importance for clubs that travel frequently for competitions. The President, Vice President, or Treasurer may also serve as the Travel Officer. The Travel Officer should assume the following responsibilities:

- Book fleet services vehicle reservations.
- Ensure team has correct number of certified drivers well in advance of travel.
- Complete proper travel paperwork on Engage for each trip, at least six business days prior to departure.
- Request reimbursements for travel-related purchases with assistance from Treasurer.
- Know and follow all University and Recreational Services travel policies and enforce among teammates.

### **Safety Officers**

A minimum of two (2) Safety Officers are required for all Sport Clubs. Any club member that is a student and already CPR/AED/First Aid certified is qualified to act as Safety Officer. If no member of the club has his/her certifications, classes are offered by Recreational Services free of charge. A copy of all certifications must be on record with Recreational Services annually via Engage, prior to the established deadline. Safety Officers must also become concussion certified through NFHS or another reputable group approved by Recreational Services. The Safety Officers will assume the following responsibilities:

- Maintain current CPR/AED/First Aid certifications and upload new certifications to Engage as necessary.
- Re-certify in concussion signs and symptoms annually, and ensure that all additional concussion certification requirements are met by other club members as necessary.
- At least one Safety Officer is required to be present at all practices and events.
- File an accident report for club members who are injured and require treatment during on or off campus practice, competition, informal recreation, or instruction related to the Sport Club to Sport Clubs Staff (E216 FH) within 48 hours of the accident when medical treatment is needed.
- For all off campus practices, the Safety Officer must provide the Sport Clubs staff with an Emergency Action Plan.

Some additional, optional, officer possibilities include Fundraising Chair, Community Service Chair, Publicity & Advertisement Manager, Event Manager, Recruitment Chair, and/or Historian.

## Requirements & Expectations | Monthly and Semesterly Paperwork

### Monthly Event Schedule

Each club is required to submit a monthly event schedule. The purpose of the monthly event schedule is to make sure the Sport Programs office knows the schedule of each club, so we can make sure we are assisting clubs in whatever is needed for their events.

A blank Sport Club Monthly Event Schedule form can be found under **Documents** by logging in to Engage and visiting the Sport Club home page. Download the blank form, complete it, and upload the completed form to Engage by the stated deadline. Monthly event schedules should include any activities/events outside of regular practice or meetings. Each due date is the same as an SCAC meeting date. The dates required on the report are determined based on the SCAC meeting schedule, and are outlined below.

Failure to submit a monthly event schedule will result in loss of points in the Sport Club Program Point System.

A blank copy of a monthly report is included in the following pages of this manual.

### Monthly Report Due Dates

Reporting Time

September 5 – October 7  
 October 8 – November 4  
 November 5 – December 1  
 December 2 – January 20  
 January 21 – February 17  
 February 18 – April 1  
 April 2 – 28  
 April 29 – Summer

Due Date

Wednesday, September 5  
 Wednesday, October 3  
 Wednesday, October 31  
 Wednesday, November 28  
 Wednesday, January 16  
 Wednesday, February 13  
 Wednesday, March 27  
 Wednesday, April 24



# SPORT CLUB MONTHLY EVENTS SCHEDULE

Please list all club events for the month. Include competitions (home and away), clinics, try-outs, etc. Include dates, times, and locations of all events. For competitions, include who your opponents will be. If you need more space, feel free to insert new rows, or duplicate the entire report.

Club: \_\_\_\_\_ Person Completing Form: \_\_\_\_\_

Time Period You Are Reporting (See Breakdown at Bottom of Page) \_\_\_\_\_

<u>Date(s)</u>	<u>Event</u>	<u>Location</u>	<u>Time</u>	<u>Opponents/Other Participating Clubs</u>

**Fall Semester Breakdown and Due Dates**

- Due 9/5 September 5 - October 7
- Due 10/3 October 8 - November 4
- Due 10/31 November 5 - December 1
- Due 11/28 December 2 - January 20

**Spring Semester Breakdown and Due Dates**

- Due 1/16 January 21 - February 17
- Due 2/13 February 18 - April 1
- Due 3/27 April 2 - 28
- Due 4/24 April 29 - Summer



## Other Paperwork

Throughout the year, other paperwork is required to be turned in to the Sport Club Office. This required paperwork will count towards a club's point total within the Sport Club Point System. Documents and forms can be found by logging in to Engage and visiting the Sport Club home page. Such paperwork includes:

### Fall Paperwork

- Club Roster (Updated version as needed – at least every SCAC Meeting date)
- Safety Officer CPR/AED/First Aid Certifications (2)
- Concussion Certifications (2+)
- Coach/Instructor Agreement(s) (Up to 2)
- Officer Information Form
- Practice Schedule Information Form
- Monthly Events Form (Four throughout the semester)
- Guidebook Agreement
- Constitution
- Consent Forms (Waivers)
- Travel Paperwork – As necessary before and after club travel
- Post-Event Form – As necessary after travel or hosting an event/match
- End-of-Semester Report

### Spring Paperwork

- Club Roster (Updated version as needed – at least every SCAC Meeting date)
- Monthly Events Form (Four throughout the semester)
- Practice Schedule Information Form
- Coach/Instructor Agreement(s) (Up to 2)
- Officer Information Form
- Consent Forms (Waivers)
- Travel Paperwork – As necessary before and after club travel
- Post-Event Form – As necessary after travel or hosting an event/match
- End-of-Semester Report

### Final Paperwork

- Transition Notebook/Drive & End-of-Year Meeting
  - o The Transition Notebook is a compilation of important information in regards to club business. It can be a notebook, a file, or saved electronically. This should include information such as past budget information, contact information, alumni contacts, fundraising records, and any other pertinent club information. This notebook should be designed to be passed between outgoing and incoming club officers from year to year.
  - o This notebook will be presented to the club's assigned Assistant Director at the end of each spring at each club's second One-on-One Meeting. It is preferred that the club's current officers and incoming officers all meet with the Assistant Director to discuss how the year went and what the club can work on going into the following year.

Paperwork must be turned in by 11:59 PM on the due date. A list of due dates can be found in the Summary of Points Available section in the following pages of this guidebook.

## Community Service

Each club will have the opportunity to earn extra points by doing community service projects throughout the year. Community service is deemed as services volunteered by individuals or an organization to benefit a community or its institutions. Some examples are the American Heart Association's Heart Walk, sport clinics, Habitat for Humanity, or doing a neighborhood cleanup.

Clubs can earn up to 20 bonus points for community service. To earn the first 10 points, the number of community service hours performed by the club must be equivalent to the number of club members. Once those hours are documented and turned in to the Sport Club Office, the club will receive 10 bonus points. If the club does this again, it will earn an additional 10 bonus points.

Prior to doing community service, a **Pre-Community Service Form** must be completed. This will allow the Sport Club staff to review to make sure it will count towards necessary hours. Once the community service has been performed, a **Community Service Report Form** must be completed to document the community service performed. Verification of the community service must be provided by a representative from the organization that was served.

## Requirements & Expectations | Club Expectations & Discipline

### Expectations and Discipline

Club officers and members are accountable for all policies and procedures outlined in the Sport Club Guidebook and must also abide by the University of Iowa Code of Student Life. It is the students' responsibility to obtain copies and effectively utilize the Sport Club Guidebook. Failure to "know" is not an excuse for those not observing policies and procedures. Clubs or individual members that fail to conduct themselves in an appropriate manner may be sanctioned.

Disciplinary procedures start with the club's assigned Assistant Director of Sport Programs in coordination with the Associate Director of Sport Programs. Disciplinary procedures can also extend to the CSIL or Dean of Students Office. Sanctions may include, but are not limited to, loss of privileges and suspensions. In very serious situations, clubs may be disbanded and/or individuals banned from participation. Students are encouraged to discuss sanctions with their assigned Assistant Director of Sport Programs.

### Club Expectations

- In all club-sponsored activities, club members must assume full responsibility for following local, state, and federal laws as well as university regulations such as the Code of Student Life.
- Each club must maintain goals and objectives that are consistent with the educational mission of the university.
- Clubs must be recognized online each semester with the CSIL.
- Each club must have a club roster on file in the Sport Club Office listing all members, their email addresses, and their classifications. The roster must be updated on a regular basis to include new members and remove old members.
- Each club must review and update its constitution annually.
- Each club is responsible for completing and submitting proper forms.
- Each club is responsible for assuring representation at the monthly SCAC meetings and mandatory workshops.
- Each club is responsible for abiding by the guidelines, policies and procedures set forth in the Sport Club Guidebook.

## Requirements & Expectations | Club Expectations & Discipline

### **Compliance Requirements**

All Sport Clubs must comply with certain paperwork and meeting requirements each semester to remain a Sport Club in good standing. In general, Sport Clubs must maintain at least 80% compliance in the Sport Club Program Point System, though the expectation is that all Sport Clubs will be 100% compliant every semester.

### **Non-Compliance Sanctions**

#### ***Probationary Status***

If a Sport Club does not complete at least 80% of compliance requirements during a semester, the club will be put on probation for the following semester.

During the probationary semester, the Sport Club must complete 90% compliance in the Sport Club Program Point System to be removed from probationary status. The Sport Programs Staff reserves the right to add additional sanctions as necessary.

#### ***Suspended Status***

Failure to complete the requirements to be removed from probationary status will result in the Sport Club being considered suspended. A Sport Club labeled as suspended will not receive any funding, will not travel, and will not have practice space or times. Suspended clubs will not have access to their Engage page or their University accounts. Suspended clubs may not recruit or utilize the University of Iowa name to compete during their suspension. All club activity must cease during suspension.

The Sport Club may request to return to probationary status after one semester of suspended status with approval of the Sport Programs Staff. The Sport Club will be required to complete 100% of requirements for the first semester of return, followed by 90% the second semester. Following the completion of those two semesters with adequate compliance, the club may return to an 80% compliance requirement with approval of the Sport Programs Staff and be considered a club in good standing.

#### ***Requesting a Review of Club Status***

Sport Clubs may request a review of the Sport Programs Staff's decision that the Sport Club to be placed on probationary or suspended status by completing the following:

1. Request a Review of Club Status in writing (email is acceptable) to your assigned Assistant Director within 48 hours of being notified of club change-in-status.
2. The Assistant Director will set-up a meeting with the club officers and the Associate Director of Sport Programs to discuss the review within one-week.
3. The Associate Director of Sport Programs will make a final decision regarding the club's status within three business days following the meeting.

## Role of Sport Club Coaches/Instructors

If desired, it is the responsibility of the sport club to secure the services of a coach/instructor for their club. Clubs can have up to two non-student coaches/instructors. Coaches/instructors should be preferably experienced within the specific area of instruction and possess the necessary certifications and licenses, if they are required. For each coach/instructor that a club has, a Coach/Instructor Agreement must be completed. The Sport Programs Office reserves the right to deny the club's request to hire a specific coach/instructor.

### Coach/Instructor Regulations

1. The maximum number of coaches/instructors per each club is two.
2. If you have an exception and need more than two coaches/instructors, a written appeal must be filed in the Sport Club Office and approved by the Sport Programs staff.
3. The Coach/Instructor must be aware of and follow all university and Sport Club policies and procedures.
4. The Coach/Instructor should restrict their contributions to coaching and/or instruction and should refrain from activities involved in the club's management. A Sport Club is first and foremost a student organization and, as such, the student representatives (not the coach/instructor) should serve as the liaison between the club and the Sport Programs staff, the University, and all non-university agencies. The philosophy and key to the success of the Sport Club Program has been the continued emphasis placed on student leadership and participation.
5. The student members must handle club business matters (hosting tournaments, submitting forms, equipment requests, etc.) with the coach/instructor serving in an advisory capacity. Club activities and events should be a team effort and not left solely to the coach/instructor or the student representative.
6. Coaches/Instructors must help to ensure good sportsmanship at all times. Individuals must always conduct themselves in a manner that does not detract from the reputation of the University of Iowa. This includes behavior in game situations, contact with other teams, and interaction with event staff. When involved in off-campus events or when traveling, coaches must be aware that they are still representing the university and must act in a professional manner.
7. Coaches can be reimbursed using club funds for their time and efforts. However, the amount for payment must be determined prior to the work being done, and must be documented on the Coach/Instructor Agreement each semester.
8. It is recommended that all coaches/instructors purchase medical and liability insurance, as they are not covered by the university.
9. Coaches/Instructors should refrain from making appointments with the Sport Programs staff without a club officer.
10. The Sport Club staff has the right and obligation to protect the club, and if, in the staff's opinion, the coach/instructor is not working in the best interests of the club, the coach/instructor will be relieved of his/her duties.
11. Coaches should not, under any circumstances allow hazing to take place within the club, nor should they allow an environment of hazing to exist.
12. Coaches that are volunteer (not paid) must complete the appropriate volunteer paperwork required by University of Iowa Risk Management.
13. Coaches that are paid must complete paperwork with University of Iowa Division of Student Life Human Resources.

**Example of A Properly Completed Coach/Instructor Agreement**

Your coach/instructor must physically sign and initial the document, you cannot use computer generated signatures.



**SPORT CLUB INSTRUCTOR/COACHING AGREEMENT**

Club Name: Rock Climbing Academic Semester: Fall 2018

Instructor/Coach Name: John Smith

Address: E216 Field House

City: Iowa City State: IA Zip Code: 52242

Phone: 319-467-0044 E-mail: rec-sportclubs@uiowa.edu

Time affiliated with Club: 2 years 6 months

Date Service Begins: August 21, 2018 Date Service Ends: December 15, 2018

**PAYMENT CONDITIONS:**

Payment of \$ 100 per month (i.e. month, semester) will be issued on May 1st (i.e. the first of every month, the end of each semester) for a total of \$ 400 for the Fall 2018 semester. Payments will stop if the coach/instructor is dismissed or resigns from his/her position.

Instructor/Coaching services will be provided at the discretion of the club members and the Sport Program Professional Staff for a period of one semester. All coaches must reapply for their positions at the beginning of each semester regardless of how long they have been affiliated with the club. The agreement does not imply employment with University of Iowa or any of its departments, and shall be in effect as long as both parties (the club and the coach) continue to receive mutual benefits from the terms and conditions as follows.

JS 1. The instructor/coach should restrict his/her involvement to instructing and coaching and should not have an active involvement in club management. A sport club is first and foremost a student organization and as such, the student officers must serve as the liaison between the club and the Sport Clubs staff, not the instructor/coach. The key to the success of Sport Clubs is the emphasis placed on student leadership and participation.

JS 2. The instructor/coach agrees to abide by all rules and policies of the University of Iowa, the club, the Sport Program staff, the Department of Recreational Services, any national governing body of the sport, and any on-campus or off-campus department/agency.

JS 3. The instructor/coach is considered a role model for participants in the Sport Club; therefore, the instructor/coach will conduct him/herself in a professional manner maintaining the highest integrity and ethical standards of the sport. The instructor/coach will not make any demands on a participant that is inconsistent with the Sport Club Program guidelines and/or University of Iowa Policies or that in any way compromises the participant's academic requirements.

JS 4. The instructor/coach will provide organized and safe instruction and training for various skill levels and will monitor performance for purposes of evaluating skill levels for recognition or assignment of competitive entries. The safety and welfare of the participants should always be the utmost priority above winning or prestige associated with competing.

JS 5. The instructor/coach must notify the Sport Program Professional Staff of any club/participant actions, activities, etc. which may potentially cause harm to the participants, the club, the sport club program or to the University of Iowa.

JS 6. The instructor/coach may not solicit money from any source or purchase, rent or commit anything in the name of the University of Iowa. Instructors/coaches shall not handle any club funds for any reason.

JS 7. The instructor/coach may be released from their duties at any time if the club or the Sport Program Professional Staff feels the Sport Club is being neglected or misled, or if the coach/instructor is not working in the club's best interest.



## Requirements & Expectations | SCP Points System

### Point System

The point system has been put into place to determine the next year's practice reservation priority and to be a measure of performance of the clubs for the Allocations Committee to use when deciding budget allocations. Clubs earn points by turning paperwork in on time, attending SCAC meetings and events, and good standing throughout the year. There are also penalty points for not submitting proper paperwork on time, or at all.

	<u>Item</u>	<u>Method</u>	<u>Due Date</u>	<u>Points Possible</u>	<u>Points Earned</u>
<b>SEPTEMBER</b>	SCAC Meeting Attendance	Attend Meeting	9/5/2018	10	
	Club Roster	Upload to Engage	9/5/2018	10	
	Safety Officer CPR/AED/First Aid Certifications (2)	Upload to Engage	9/5/2018	10	
	Concussion Certifications (2+)	Upload to Engage	9/5/2018	10	
	Coach/Instructor Agreement(s)	Upload to Engage	9/5/2018	10	
	Officer Information Form	Upload to Engage	9/5/2018	10	
	Practice Schedule Information Form	Upload to Engage	9/5/2018	10	
	Monthly Events Form (September 5 - October 7)	Upload to Engage	9/5/2018	10	
	Budget Request (No Points - Required to Receive Funding)	Upload to Engage	9/7/2018		
	One-on-One Meeting with Assistant Director	Officers Meeting with Asst. Dir.	9/30/2018	20	
<b>OCTOBER</b>	SCAC Meeting Attendance	Attend Meeting	10/3/2018	10	
	Club Roster	Upload to Engage	10/3/2018	10	
	Monthly Events Form (October 8 - November 4)	Upload to Engage	10/3/2018	10	
	SCAC Meeting Attendance	Attend Meeting	10/31/2018	10	
	Club Roster	Upload to Engage	10/31/2018	10	
	Monthly Events Form (November 5 - December 1)	Upload to Engage	10/31/2018	10	
<b>NOVEMBER</b>	SCAC Meeting Attendance	Attend Meeting	11/28/2018	10	
	Club Roster	Upload to Engage	11/28/2018	10	
	Monthly Events Form (December 1 - January 20)	Upload to Engage	11/28/2018	10	
	One-on-One Meeting with Assistant Director	Officers Meeting with Asst. Dir.	11/30/2018	20	
<b>DEC</b>	End-of-Semester Report	Upload to Engage	12/13/2018	10	
<b>JANUARY</b>	SCAC Meeting Attendance	Attend Meeting	1/16/2019	10	
	Club Roster	Upload to Engage	1/16/2019	10	
	Coach/Instructor Agreement(s)	Upload to Engage	1/16/2019	10	
	Officer Information Form	Upload to Engage	1/16/2019	10	
	Practice Schedule Information Form	Upload to Engage	1/16/2019	10	
	Monthly Events Form (January 21 - February 17)	Upload to Engage	1/16/2019	10	

	<u>Item</u>	<u>Method</u>	<u>Due Date</u>	<u>Points Possible</u>	<u>Points Earned</u>
<b>FEBRUARY</b>	SCAC Meeting Attendance	Attend Meeting	2/13/2019	10	
	Club Roster	Upload to Engage	2/13/2019	10	
	Monthly Events Form (February 18 - April 1)	Upload to Engage	2/13/2019	10	
	One-on-One Meeting with Assistant Director	Officers Meeting with Asst. Dir.	2/22/2019	20	
<b>MARCH</b>	SCAC Meeting Attendance	Attend Meeting	3/27/2019	10	
	Club Roster	Upload to Engage	3/27/2019	10	
	Monthly Events Form (April 2 - April 28)	Upload to Engage	3/27/2019	10	
<b>APRIL</b>	One-on-One Meeting with Assistant Director	Officers Meeting with Asst. Dir.	4/19/2019	20	
	SCAC Meeting Attendance	Attend Meeting	4/24/2019	10	
	Club Roster	Upload to Engage	4/24/2019	10	
	Monthly Events Form (April 29 - Summer)	Upload to Engage	4/24/2019	10	
<b>MAY</b>	Transition Notebook/Drive	Submitted to Assistant Director	5/8/2019	10	
	End-of-Semester Report	Upload to Engage	5/8/2019	10	
<b>BONUS POINTS FOR COMMUNITY SERVICE</b>					
<b>PENALTY POINTS</b>					

**Failure to Follow Policies and Procedures**

Points can be deducted and additional penalties enforced for violations of University of Iowa, Recreational Services, or Sport Club Program Policies and Procedures. Possible point deductions are listed below while other penalties are included in the Policies and Procedures section of the Sport Club Guidebook.

Minor offense            5 point deduction

Examples of minor offenses

- Failure to turn in paperwork that is not included in point system (i.e. travel paperwork, Request to Use Club Funds forms, etc.)
- Club caught practicing with ineligible player (5 pts each player) - A player is ineligible if not on roster and has not completed participant waiver
- Failure to follow posting rules
- Illegal participation in Intramural Sports
- Any other offense deemed minor



Major offense                      Up to 20 point deduction

Examples of major offenses

- Breaking the law
- Violating major university policy
- Major problems with regard to conduct while representing the University of Iowa both in Iowa City and while traveling (i.e. holding an alcohol sponsored event, misconduct at tournament)
- Misuse or abuse of facility
- Failure to report all drivers
- Travel without informing Sport Club office
- Any other offense deemed major

At any point in time a club accumulates 20 points in deductions, the Sport Programs staff reserves the right to suspend organizations and/or members or take additional disciplinary action including referral to the Dean of Students Office.

## Requirements & Expectations | Risk Management

### Required Certifications and Trainings

#### CPR/AED and First Aid Requirements

All clubs are required to have at least two student Safety Officers certified Adult CPR/First Aid/AED. At least one Safety Officer must be at every club practice and event, including travel. CPR/AED and First Aid Certifications will be uploaded to Engage annually in the fall. It is the club's responsibility to renew certifications before they expire and re-upload the updated certification to Engage. Sport Club Officers can get CPR/First Aid/AED certified for free through Recreational Services. To find out about upcoming classes, contact your club's assigned Assistant Director. Acceptable certifications for CPR/AED and First Aid include: Red Cross, American Heart Association.

#### Concussion Training Requirements

Each Sport Club has been assessed for risk of concussion and injury and placed into a tier system for concussion certification requirements.

- The lowest-level of concussion risk Sport Clubs will need their two safety officers to complete the two required concussion trainings.
- The mid-level concussion risk Sport Clubs will need to complete four concussion certifications, two of which must be completed by the Safety Officers.
- The highest-level concussion risk for Sport Clubs will need to complete six concussion certifications, two of which must be completed by the Safety Officers.

**Lowest-Level Clubs (Two Safety Officers required to have concussion training)** – Table Tennis, Badminton, Bowling, Golf, Disc Golf, Fencing, Quidditch, Kendo/Kum Do, Volleyball, Tennis, Tae Kwon Do, Japan Karate Do, Cycling, Triathlon, Rowing, Track and Field

**Mid-Level Clubs (Two Safety Officers required to have concussion training, plus two more members)** – Water Polo, Sailing, Water Ski and Wakeboard, Baseball, Softball, Women's Lacrosse, Ultimate, Powerlifting, BJJ, Women's Ice Hockey, Figure Skating

**High-Level Clubs (Two Safety Officers required to have concussion training, plus four more members)** – Cheerleading, Soccer, Men's Ice Hockey, Rugby, Men's Lacrosse, Judo, Wrestling, Olympic lifting, Boxing, Gymnastics

#### **How-To Complete Online Concussion Training**

To complete online concussion training the Club member will need to follow these steps:

- Go to <https://nfhslearn.com/courses/61059/concussion-for-students>
- Register for NFHS by clicking the "Register" button on the top right corner
  - Fill out personal information
- Go back to the <https://nfhslearn.com/courses/61059/concussion-for-students> page and click "Order Course"
  - Select "Myself" when asked who you are ordering the course for
  - Put in the "State of Iowa" when prompted
  - Click "Check-Out"
  - Agree to policy by clicking the box
  - Click "Continue"
- On the order receipt page click on "Click Here" in the top text or click on dashboard on the top of the page
- Begin the course
- At the completion of the course a certificate will be available
  - Download and save the certification to your computer
- Upload the certification onto Engage under forms – Concussion Certification Upload

### **Spot Checks**

Spot checks will take place at least twice a semester by the Sport Program Supervisors for all on-campus Sport Clubs, and potentially off-campus clubs. Spot checks should not take more than five minutes of the officer's time during practice. The following will be checked and documented during spot checks:

- Number of people at practice
- Most recent Sport Club roster compared with those at practice
- Safety Officer at practice (with CPR/AED/First Aid and Concussion Certifications on file)
- Officer Contact Information

Sport Clubs without at least ten people at practice will be re-checked to ensure the required minimum number of members is being met, and will receive a "Minor Offense Penalty" in the Sport Club Program Point System. Anyone practicing who is not on the roster and does not have a waiver signed will be required to fulfill these requirements prior to continue practicing or will be required to leave. If there is not a certified Safety Officer at practice, the practice will be immediately ended and practices will not continue until there is a Safety Officer on file. No exceptions.

### **Waivers**

Waivers must be signed by anyone participating in Sport Club activities, including practices. All students, faculty, and staff must complete the waiver on Engage. Engage waivers only need to be signed one time for the entire duration of a person's participation in Sport Clubs. Community members must sign paper waivers annually.

### **Accident Reports**

Accident Reports must be filled out following any injury or incident. Should an Accident Report be filled out, it should be turned in to Sport Programs Staff within 48 hours of the accident.

When the Sport Club is on-campus in a Recreational Services-staffed facility, they should have the Facility Supervisor fill out the form. When the Sport Club is off-campus, including while traveling, the Safety Officer should complete the Accident Report. This report can be downloaded from Engage, found by logging in to Engage and visiting the Sport Club home page. Copies of blank Accident Reports should be brought to all club activities in the event of an emergency.

Example of a Properly Completed Accident Report



# Recreational Services Accident Report

Updated 7.10.2015

<u>9/5/2018</u> Date of Accident	<u>5:00pm</u> Time of Accident	<u>Off-Campus</u> Facility
<u>John Smith</u> Name	<input checked="" type="checkbox"/> Male <input type="checkbox"/> Female Sex	<input checked="" type="checkbox"/> Member <input type="checkbox"/> Non-Member Status
<u>E216 Field House</u> Address	<u>Iowa City</u> City	<u>Iowa</u> State
<u>3194670044</u> Home Phone Number	<u>52242</u> Zip Code	
Work Phone Number		

**Area of Body Injured or Illness**

Head <input type="checkbox"/> Left <input type="checkbox"/> Right	Upper Arm <input type="checkbox"/> Left <input type="checkbox"/> Right	Hip <input type="checkbox"/> Left <input type="checkbox"/> Right	Nausea <input type="checkbox"/>
Neck <input type="checkbox"/> Left <input type="checkbox"/> Right	Lower Arm <input checked="" type="checkbox"/> Left <input type="checkbox"/> Right	Pelvis <input type="checkbox"/> Left <input type="checkbox"/> Right	Dizziness <input type="checkbox"/>
Shoulder <input type="checkbox"/> Left <input type="checkbox"/> Right	Elbow <input checked="" type="checkbox"/> Left <input type="checkbox"/> Right	Upper Leg <input type="checkbox"/> Left <input type="checkbox"/> Right	Difficulty Breathing <input type="checkbox"/>
Chest <input type="checkbox"/> Left <input type="checkbox"/> Right	Wrist <input type="checkbox"/> Left <input type="checkbox"/> Right	Lower Leg <input type="checkbox"/> Left <input type="checkbox"/> Right	Disorientation <input type="checkbox"/>
Upper Back <input type="checkbox"/> Left <input type="checkbox"/> Right	Hand <input type="checkbox"/> Left <input type="checkbox"/> Right	Knee <input type="checkbox"/> Left <input type="checkbox"/> Right	Other <input type="checkbox"/>
Lower Back <input type="checkbox"/> Left <input type="checkbox"/> Right	Abdomen <input type="checkbox"/> Left <input type="checkbox"/> Right	Ankle <input type="checkbox"/> Left <input type="checkbox"/> Right	

**Accident Description**

Provide a detailed description of the accident and action taken.

During a climb in Tennessee with the rock climbing club, John hit his left elbow on the rock wall upon descent. His elbow and lower left arm had a large scrape that began to bleed. After John was back on the ground I (Jane Doe) cleaned the wound and applied antiseptic and a band-aid.

**Action Taken**

First Aid  
 Referred to Hospital  
 Referred to Health Center  
 Other

**Method of Transportation**

Ambulance  
 Private Vehicle  
 Not Applicable  
 Other





## Women's Ice Hockey

✉ CONTACT

We are the women's ice hockey team at the University of Iowa! We currently belong to the Women's Central Hockey League (WCHL), with ambitions of joining the ACHA in the coming years. We offer a Travel Team for experienced players and an In-House team for beginners. Anyone is welcome to join, but they must be willing to dedicate themselves to maintaining a strong work ethic, love for the game, and will to compete.

### Contact Information

E: ladyicehawks2013@gmail.com



### Additional Information

**When does your organization accept new members?**

Fall Semester

**Does the organization have selective membership?**

No

**Student Organization Constitution**

No Response

**Student Organization Bylaws**

No Response

## Officers

[VIEW FULL ROSTER](#)

 <b>VICE PRESIDENT</b> Taylor Lancaster	 <b>TREASUR...</b> Zoey Slettehaugh	 <b>TRAVEL OFFICER</b> Carla Tenorio
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## Documents

-  Ice Hockey, Women' Sport Club 9.4.18\_Community Waiver.pdf

-  Constitution/Bylaws

-  Constitution/Bylaws

-  Constitution/Bylaws




## Constitution of Lady Ice Hawks

**Preamble:** Lady Ice Hawks

**Date of submission:** May 9<sup>th</sup>, 2013

### Article I

**Purpose:** To provide the opportunity to any and all females who would like to play hockey for The University of Iowa. The club will be striving to play at the highest possible level offered for women's hockey in the ACHA. The Lady Ice Hawks will be also offering a recreational team, depending on amount of skaters interested, to allow those less skilled the opportunity to participate and enjoy the game of hockey.

### Article II

#### Membership

- a) In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.
- b) The limitations of membership will be as follows: there must be a minimum of nine (9) female hockey players as well as one (1) goalie in order to operate the competitive hockey team. Any excess players will be given the opportunity to participate in the club with a recreational hockey team. There are no limitations on the recreational team, however any involved must be willing to participate in the competitive team if needed.
- c) There are three classes of membership: players, captains, and board. Player is the lowest level, as the only duty is to play the game and pay dues. Captains are elected, with duties that include on-ice leadership at practices and games. A board member is also an elected position with the ability to make executive decisions such as delegation of finances, game scheduling, and appointment of duties. There will be six (6) positions on the board. President, Vice-President, Treasurer, Secretary, Public Relations Coordinator, and In-House Team Coordinator.
- d) For players, if there are more than 20, there will be a try out in which certain players will be selected for the competitive team. Depending on availability of ice time and overall interest a recreational team will be formed by those who do not play for the competitive team.

### Article III

#### **Officers and Duties**

*President-* Must be elected by the board by a vote from the previous year's board. The duties of the president are to oversee the operation of the club as well as be the primary person in charge

of running and managing all events. In the event there is a tie in the voting process, the president holds the right to break the tie.

*Vice-President-* Must be elected by the board. The vice-president is in charge of helping the president in any duties as well as helping resolve any problems that may occur in the club. The vice-president assumes the duties of the president in the event the current president is unable to work at any time.

*Treasurer-* Must be elected by the board. The treasurer will work with the president to run the finances of the club, balance the budget, and help approve expenses.

*Secretary-* Must be elected by the board. The secretary's duties will vary depending on the needs of the president, vice president, and the board.

*Public Relations Coordinator-* Must be elected by the board. The public relations coordinator is in charge of the publicity aspect of the club. They will work with the president on sponsorship agreements, advertisements, and organizing public events (ex. fundraisers, team events, coordination with other organizations).

*Travel Officer-* Must be elected by the board. The travel officer will work with the president to book hotels and make travel arrangements.

*In-House Team Coordinator-* Must be elected by the board. The In-House Team Coordinator will work with the president and vice president to help manage the In-House team. Duties will include recruiting new players, setting up carpools/times to buy gear, scheduling games/scrimmages, and any other duties that may arise throughout the season. The In-House Team Coordinator can be a member of the travel team or the in-house team.

*In order for a board member to lose his or her position, he or she must either excuse themselves from their position, or have all four of the other board members vote the board member out of office. The President is the only board member allowed to call a vote for the removal of a board member. An election for any replacement must be done within a week of the position being opened.*

#### **Article IV**

##### **Advisor**

The only requirement for an advisor would be a head coach. As long as the club is operating in the ACHA, a head coach is required at all times. The responsibilities of the coach will be the primary person running practices, and coaching each game. Assistant coaches are recommended but are not required. Each coach can only receive a contract at a maximum of one year. In order to renew the contract for another year, the board must vote for a renewal, with three (3) of the five (5) board member voting in favor of the renewal.

#### **Article V**

##### **Meetings**

- a) Meetings are to be held twice a semester throughout the season (from the time of the tryouts ,or first practice if there are no tryouts, until the last game of the school year).
- b) The membership will be notified of special meetings with a notice at least a week ahead of time. All notifications will be done via email.
- c) A quorum is constituted by four (4) members in attendance.
- d) All board members hold the authority to call a meeting; however any mandatory meetings must be mandated by the President.

#### **Article VI**

##### **Elections**

- a) Elections will be held three (3) weeks after the end of the season (approximately March or April depending on how far the team goes in any playoffs). Elections will be held annually, with all board positions being available to run for by any member. This means that the term for any position on the board is only one year long, unless re-elected. In order to be elected into a position, three (3) of the five (5) board members must vote in favor of the individual.
- b) All members will be notified in a meeting at least one (1) month before elections are being held.

#### **Article VII**

##### **Finances**

- a) Each member at the player level will have to pay dues. This includes any board members who also are players. Dues will be determined by the board based on the costs of ice time, travel, coaches, and all apparel (jerseys, socks, warm-ups).
- b) The Treasurer is the primary individual in charge of financial affairs. The President and the Treasurer will work together, with only a combined agreement being able to authorize any spending as well as the amount of financial dues necessary for each season.
- c) The Lady Ice Hawks is required to deposit all receipts in and make disbursements through the Student Organization Business Office, Fraternity Business Services, or Recreational Services. Upon dissolution, state money and mandatory student fees revert back to the granting organization. Inactive organizations will be considered dissolved after five years of no account activity.

#### **Article VIII**

##### **Amendments**

- a) There will be an email sent to all members in the club regarding any amendments to this Constitution. The amendment must also be presented at a meeting where it will be voted upon.
- b) Any amendment will be voted on by the board members with any ratification requiring four (4) of the five (5) members to vote in favor of the amendment.
- c) All amendments or changes to this Constitution must be submitted to the Student Organization Liaison for approval.

#### **Article IX**

##### **Ratification**

Ratification of this constitution will be done by the board. In the event a new constitution or amendment is presented, it will also be ratified by the board, following the process described in Article VIII, Amendments, part b. Any persons in the club may propose an amendment or new constitution, but only the board may vote on it.



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-  Constitution/Bylaws




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*Treasurer-* Must be elected by the board. The treasurer will work with the president to run the finances of the club, balance the budget, and help approve expenses.

*Secretary-* Must be elected by the board. The secretary's duties will vary depending on the needs of the president, vice president, and the board.

*Public Relations Coordinator-* Must be elected by the board. The public relations coordinator is in charge of the publicity aspect of the club. They will work with the president on sponsorship agreements, advertisements, and organizing public events (ex. fundraisers, team events, coordination with other organizations).

*Travel Officer-* Must be elected by the board. The travel officer will work with the president to book hotels and make travel arrangements.

*In-House Team Coordinator-* Must be elected by the board. The In-House Team Coordinator will work with the president and vice president to help manage the In-House team. Duties will include recruiting new players, setting up carpools/times to buy gear, scheduling games/scrimmages, and any other duties that may arise throughout the season. The In-House Team Coordinator can be a member of the travel team or the in-house team.

*In order for a board member to lose his or her position, he or she must either excuse themselves from their position, or have all four of the other board members vote the board member out of office. The President is the only board member allowed to call a vote for the removal of a board member. An election for any replacement must be done within a week of the position being opened.*

#### **Article IV**

##### **Advisor**

The only requirement for an advisor would be a head coach. As long as the club is operating in the ACHA, a head coach is required at all times. The responsibilities of the coach will be the primary person running practices, and coaching each game. Assistant coaches are recommended but are not required. Each coach can only receive a contract at a maximum of one year. In order to renew the contract for another year, the board must vote for a renewal, with three (3) of the five (5) board member voting in favor of the renewal.

#### **Article V**

##### **Meetings**

- a) Meetings are to be held twice a semester throughout the season (from the time of the tryouts ,or first practice if there are no tryouts, until the last game of the school year).
- b) The membership will be notified of special meetings with a notice at least a week ahead of time. All notifications will be done via email.
- c) A quorum is constituted by four (4) members in attendance.
- d) All board members hold the authority to call a meeting; however any mandatory meetings must be mandated by the President.

#### **Article VI**

##### **Elections**

- a) Elections will be held three (3) weeks after the end of the season (approximately March or April depending on how far the team goes in any playoffs). Elections will be held annually, with all board positions being available to run for by any member. This means that the term for any position on the board is only one year long, unless re-elected. In order to be elected into a position, three (3) of the five (5) board members must vote in favor of the individual.
- b) All members will be notified in a meeting at least one (1) month before elections are being held.

#### **Article VII**

##### **Finances**

- a) Each member at the player level will have to pay dues. This includes any board members who also are players. Dues will be determined by the board based on the costs of ice time, travel, coaches, and all apparel (jerseys, socks, warm-ups).
- b) The Treasurer is the primary individual in charge of financial affairs. The President and the Treasurer will work together, with only a combined agreement being able to authorize any spending as well as the amount of financial dues necessary for each season.
- c) The Lady Ice Hawks is required to deposit all receipts in and make disbursements through the Student Organization Business Office, Fraternity Business Services, or Recreational Services. Upon dissolution, state money and mandatory student fees revert back to the granting organization. Inactive organizations will be considered dissolved after five years of no account activity.

#### **Article VIII**

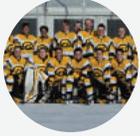
##### **Amendments**

- a) There will be an email sent to all members in the club regarding any amendments to this Constitution. The amendment must also be presented at a meeting where it will be voted upon.
- b) Any amendment will be voted on by the board members with any ratification requiring four (4) of the five (5) members to vote in favor of the amendment.
- c) All amendments or changes to this Constitution must be submitted to the Student Organization Liaison for approval.

#### **Article IX**

##### **Ratification**

Ratification of this constitution will be done by the board. In the event a new constitution or amendment is presented, it will also be ratified by the board, following the process described in Article VIII, Amendments, part b. Any persons in the club may propose an amendment or new constitution, but only the board may vote on it.



## Iowa Men's Hockey

CONTACT

The IceHawks are a sponsored sports club at the University of Iowa. They are a hockey team that competes in the American Collegiate Hockey Association (ACHA) and Mid-American Collegiate Hockey Association (MACHA). We currently have one team that competes at the Division 2 level.



### Additional Information

**When does your organization accept new members?**

Anytime throughout the year

**Does the organization have selective membership?**

No Response

**Student Organization Constitution**

No Response

**Student Organization Bylaws**

No Response

## Events

[VIEW ALL EVENTS](#)

There are currently no upcoming events. [View past events.](#)

## Officers

[VIEW FULL ROSTER](#)

This organization has no officers.

## Documents



Constitution/Bylaws



Ice Hockey, Men's Sport Club 9.4.18\_Community Waiver.pdf



Constitution/Bylaws



Constitution/Bylaws



Constitution/Bylaws



April 25, 2018

## Constitution of the University of Iowa Men's Club Hockey

### Article I – Purpose

As a primary club here at the University of Iowa, we plan to represent Iowa in the utmost way. We plan to be a respectable and successful club, bouncing back from an off-season. We will continue to use our growth as team in order to better the organization for the future. We understand it is our duty to show class and integrity throughout the year.

### Article II – Membership

- A) UI Human Rights Clause - In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.
- B)
  - 1) Executive Board
    - a. President – Devyn Kelly
    - b. Vice President – Devin Decker
    - c. Treasurer – Eric D'Souza
  - 2) General Members
    - a. All of our members are students here, at the University of Iowa.
  - 3) Members in Good Standing
    - a. Last year, all of our members were in Good Standing, besides one.
- C) Our Full Membership is earned with a tryout. Just like any other sports team, we hold tryouts about a month and a half before our season gets underway. You can find out more information at [hawkeyeshockey.net](http://hawkeyeshockey.net).
- D) In order to decide if someone is going to be added or revoked from the team, first the situation will be brought up in a meeting between the Coaches and Executive Board. Next, the EB will address the situation with all the General Members whom are not involved. Finally, after talking with the General Members, Coaches and the player whom is either being added or revoked from our team, the Executive Board will make a decision and form a plan of action.

### Article III – Executives and Duties

The elected officers of this organization shall be:

- A) President – handles most of the duties with the club. Must create game schedule and practice schedule. Works with our treasurer and some of our donors to figure out total cost for every play in our club. Figures out all itineraries before our road trips and coordinates busses to pick us up in all situations needed. The face of our organization and must show up to most if not all events throughout the season.
- B) Vice President – 2<sup>nd</sup> hand man to the President and helps with anything needed. No specific duties besides keep our safe locked at the rink and get the score sheet ready before home and away games.

- C) Treasurer – works hand and hand with the President and some of our many donors in order to find a reasonable price everyone on the team can pay on top of their tuition. After the dollar amount is figured out, they must enforce the payments and collect everyone’s money.

**Article IV – Elections**

- Elections will be held every March, after the season has ended.
- Members running for positions will have to be in good standing.
- The nominating process will consist of speeches by the nominees, followed by an immediate vote. Whomever has majority votes will win the position.
- Positions:
  - Executive Board – President, Vice President and Treasurer
  - Other – Social Media Board (Spencer Lhotka & Ryan Iaciancio)

**Article V – Finances**

- A) Dues will be determined by the Executive Board before the beginning of the season. We always have a rough estimate because of the season prior (\$1500), but this could vary every year.
- B) The Treasurer shall be responsible for all collection of dues, budget application processes, disbursement of funds, and payment authorization. The Treasurer is also responsible for following all University of Iowa cash-handling and accounts payable policies are followed.
- C) *University of Iowa Men’s Club Hockey is required to deposit all receipts in and make disbursements through the Student Organization Business Office, Fraternity Business Services, or Recreational Services. Upon dissolution, state money and mandatory student fees revert back to the granting organization. Inactive organizations will be considered dissolved after five years of no account activity.*

**Article VI – Ratification**

THIS CONSTITUTION IS RATIFIED ON 04/25/2018.



## Lacrosse (U of I - Men's)

CONTACT

Iowa lacrosse is a club sport that plays in the GLLL (Great Lakes Lacrosse League). The team practices 2-3 times per week. Games are always played on the weekends, mainly in the spring semester. Our team is competitive but we like to have a good time. Teams include many of the Big10 teams, as well as other games within the Midwest Region. We have made it to the GRLC conference playoffs in years prior, playing in the Conference Semifinals twice and the Conference Championship in 2012 and 2015 of the MCLA.

### Contact Information

2820 Prairie Meadow Dr  
Iowa City, IA 52246  
United States  
**E:** uiowamenslacrosse@gmail.com  
**P:** 319-333-5912



### Additional Information

**When does your organization accept new members?**

Anytime throughout the year

**Does the organization have selective membership?**

Yes

**Student Organization Constitution**

No Response

**Student Organization Bylaws**

No Response

## Officers

[VIEW FULL ROSTER](#)

This organization has no officers.

## Documents



Constitution/Bylaws



Lacrosse, Men's Sport Club 9.4.18\_Community Waiver.pdf





## Lacrosse (U of I - Women's)

✉ CONTACT

Women's Club Lacrosse is open to those who have played before or anyone who is interested in learning how to play.

### Contact Information

E: iowawlax@gmail.com

## Additional Information

**When does your organization accept new members?**

Anytime throughout the year

**Does the organization have selective membership?**

No

**Student Organization Constitution**

No Response

**Student Organization Bylaws**

No Response

# Officers

[VIEW FULL ROSTER](#)

This organization has no officers.

# Documents



Constitution/Bylaws



Lacrosse, Women's Sport Club 9.4.18\_Community Waiver.pdf



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Constitution of The University of Iowa Women's Club Lacrosse

Date of submission: 4/25/2018

Article 1- Purpose

This organization exists in order to provide athletic women with the opportunity to meet new friends along with an outlet to be active. Our mission is to allow women who have played lacrosse to continue playing and provide a learning experience for those interested in trying the sport.

Article 2- Membership

*In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.*

Executive Board (must be a member in good standing):

-President: Schedule games and practices. Answer any questions and meet with sports club advisor.

-Vice-President: Schedule Fundraising events. Answer any questions and meet with sports club advisor.

-Treasurer: Collect membership fees, handle money.

-Travel Officer: Schedule transportation and help with any miscellaneous officer duties.

General Members:

-UI Students (must comprise 80% of the total organization membership) are eligible to vote and hold office within the Organization.

-Non-UI Students (cannot exceed 20% of total organization membership) are not eligible to vote or hold office within the organization.

Members in Good Standing:

-To be a member in good standing, one must have paid dues (if applicable), met GPA requirements as set forth in By-Laws (if applicable), and met meeting attendance requirements as set forth in the By-Laws (if applicable). Members in Good Standing have the right to vote as well as seek and hold an elected/appointed office or position.

-Membership in this club is open to anyone officially connected to the University of Iowa as students, faculty, or staff as well as those from the community such as alumni and the general public, as long as 80% of the active members of this organization are currently enrolled UI undergraduate or graduate and professional students.

-Membership from the club will be revoked if the participant has not paid their membership dues within the allotted time to do so. The officers are able to suggest the removal of a member.



## Quidditch Club

CONTACT

The purpose of the Iowa Quidditch Club is to promote, organize, and play the sport of Quidditch at the University of Iowa. Quidditch is based off the fictional sport from the popular Harry Potter series, but has been adapted into a co-ed, full contact, competitive sport. There are currently over 200 active teams around the US, including one at almost every Big 10 school. We host events on campus such as the Hawkeye Quidditch Invitational and Hawkeye Kidditch Day and travel to tournaments around the Midwest!

### Contact Information

E: iowaquidditch@gmail.com

### Additional Information

**When does your organization accept new members?**

Anytime throughout the year

**Does the organization have selective membership?**

No

**Student Organization Constitution**

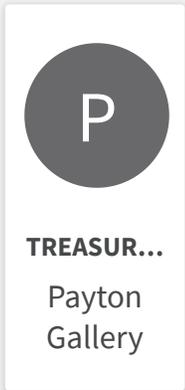
No Response

### Student Organization Bylaws

No Response

## Officers

[VIEW FULL ROSTER](#)



**TREASUR...**  
Payton  
Gallery

## Documents



Quidditch Sport Club 9.4.18\_Community Waiver.pdf



Constitution/Bylaws





## Rugby Club (Men's)

[✉ CONTACT](#)

We are currently a club who play competitive rugby throughout the Midwest. No experience is necessary. We have an experienced coaching staff that provides assistance in learning the game and helps every player improve.

### Additional Information

**When does your organization accept new members?**

No Response

**Does the organization have selective membership?**

No Response

**Student Organization Constitution**

No Response

**Student Organization Bylaws**

No Response

### Events

[VIEW ALL EVENTS](#)

There are currently no upcoming events. [View past events.](#)

## Officers

[VIEW FULL ROSTER](#)

This organization has no officers.

## Documents



Rugby, Men's Sport Club 9.4.18\_Community Waiver.pdf



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## Rugby Club at Iowa (Women's)

CONTACT

The mission of the Iowa Women's Rugby Club is to provide University of Iowa students with the opportunity to learn and play competitive rugby and create relationships with a network of coaches and team members. The club encourages students of all backgrounds and skill levels to participate.

### Contact Information

E: lucinda-williamson@uiowa.edu

### Additional Information

**When does your organization accept new members?**

Anytime throughout the year

**Does the organization have selective membership?**

No

**Student Organization Constitution**

Yes

**Student Organization Bylaws**

Yes

## Officers

[VIEW FULL ROSTER](#)

This organization has no officers.

## Documents



Rugby, Women's Sport Club 9.4.18\_Community Waiver.pdf



Constitution/Bylaws



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## S Soccer (Iowa Women's)

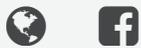
[CONTACT](#)

The University of Iowa Women's Club Soccer team is a competitive soccer team for female students at the University of Iowa. Players are enthusiastic and full of love for the game, committed to the team, and excited to compete at a high level of play. Games and practices are defined by a fun, friendly atmosphere, while simultaneously providing the competition and energy that the players thrive in.



### Contact Information

E: Shannon-mahowald@uiowa.edu



### Additional Information

**When does your organization accept new members?**

Fall Semester

**Does the organization have selective membership?**

Yes

### Student Organization Constitution

No Response

### Student Organization Bylaws

No Response

## Events

[VIEW ALL EVENTS](#)

There are currently no upcoming events. [View past events.](#)

## Officers

[VIEW FULL ROSTER](#)

 <b>VICE PRESIDENT</b> Ryanne Rausch	 <b>TREASUR...</b> Payton Cimler	 <b>TRAVEL OFFICER</b> Ryanne Rausch
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## Documents

-  Soccer, Women's Sport Club 9.4.18\_Community Waiver.pdf

-  Constitution/Bylaws


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**(Preamble)**

We the People of The University of Iowa Women's Club Soccer team, in order to form a more perfect season, establish friendship, insure academic success and promote safe and inclusive social activities with women's club soccer as well as all the other club sports, do ordain and establish this Constitution for the University of Iowa Women's Club Soccer team.

**Article I-Positive Attitude**

**Section 1**

All women should be held responsible her own attitude.

**Section 2**

1. All women are responsible for upholding the University, state and federal laws. Any violations of these laws will result in removal from the team.
2. If a women is found to have a poor attitude or poor sportsmanship, the board members (president, vice president and treasurer) are responsible for determining the proper reprimand.
3. All women must treat all players, coaches, referees and other officials with respect.

**Section 3**

1. Failure to comply with the attitude and respect protocol will result in review from the board. The board members will meet and decide the proper punishment for the offense.
2. Examples of potential punishment include but are not limited to suspension from a game, suspension from traveling or removal from the team. All of which the board members may do without returning player fees.

**Article II-Attendance**

**Section 1**

Practice, game, and tournament times and locations are to be made publically available to all players within 2 days after they are known.

**Section 2**

1. It is the expectation of the coach and the team that all players attend all practices and games.
2. Acceptable excuses include: class, illness, family emergency, weddings/funerals and other reasons deemed worthy by the team coach or board members. Please note, work is not an acceptable excuse because we expect players to plan work schedule around practice and game schedule.

3. If a player is to miss a practice for one of the above reasons, they should give warning to the board members at least a day before practice.

4. If a player is to miss a game for one of the above reasons, they should give warning to the board members AT LEAST 7 days in advance, if not more.

5. Players MUST report to board members if they are attending the games at least 6 business days prior to the game. If a player fails to do so, board members will assume that they are not coming to the game and the player will be removed from the travel roster and therefore unable to attend the game. The board members are not responsible for reaching out to the individual players to inquire about availability.

### **Section 3**

1. Players are responsible for checking IMLeagues, CampusLabs, the team's website (<http://uiowaclubsoccer.weebly.com>), the team's private Facebook page, and the team GroupMe regularly so that they are up to date on all club soccer happenings.

2. A player should scan the above resources BEFORE contacting a board member for details.

## **Article III-Finical Statement**

### **Section 1**

1. All team members must pay dues every semester. The due amount will be determined by the Treasurer based off of the current finical situation.

2. Failure to pay dues will result in removal from the team.

### **Section 2**

Women's Club Soccer is required to deposit all receipts in and make disbursements through the Student Organization Business Office, Fraternity Business Services, or Recreational Services. Upon dissolution, state money and mandatory student fees revert to the granting organization. Inactive organizations will be considered dissolved after five years of no account activity. Before being dissolved, the University is required to meet with all board members and discuss the inactivity. If Women's Club Soccer is found to be inactive after five years, all membership dues will be returned to players.

## **Article IV-Membership**

### **Section 1**

1. All team members will participate in tryouts each semester.

2. Tryouts will be held at the beginning of every semester.

3. In order to be on the team, each woman must tryout and make the team. The only exception for not participating in tryouts and making the team is if the player has a reason that is deemed reasonable by the board members.
4. Participates will receive a decision email to inform them of their position on the team from the president the weekend following tryouts.

**Section 2**

1. In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. Women's Club Soccer will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons.
2. Eighty percent (80%) of this organization's membership must be composed of UI students.

**Article V-Other**

**Section 1**

1. All team members will receive a jersey prior to the first game in which they play.
2. All team members will be added to the appropriate social networking sites so that they feel included and know what the is happening.

**Section 2**

1. All team members will work hard.
2. All team members will play hard.
3. All team members will proudly say #rushclubsoccer at least once during the duration of their team-membership.



## University of Iowa Men's Soccer Club

✉ CONTACT

The University of Iowa Men's Soccer Club consists of two squads: a highly competitive travel squad that competes within the Midwest Alliance Soccer Conference and a competitive squad that competes in a series of friendly matches. For more information about the team, including tryout information, please click on the globe logo below to visit our website. If you have any questions, feel free to contact the following Club Officers: Jaison Marks (jaison-marks@uiowa.edu) and John Bermele (john-bermele@uiowa.edu).



### Additional Information

**When does your organization accept new members?**

Anytime throughout the year

**Does the organization have selective membership?**

Yes

### Student Organization Constitution

No Response

### Student Organization Bylaws

No Response

## Forms



University of Iowa Men's Soccer Club Waiver and Assumption of Risk

## Officers

[VIEW FULL ROSTER](#)

 <b>VICE PRESIDENT</b> Lars Nordang	 <b>TREASUR...</b> Adam Helf	 <b>TRAVEL OFFICER</b> Samuel Henry	 <b>CO-VICE PRESIDENT</b> Joshua Ventling
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## Documents



Constitution/Bylaws



Soccer, Men's Sport Club 9.4.18\_Community Waiver.pdf



Constitution/Bylaws



[Privacy](#) [Support](#)

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## Ultimate Frisbee Club (Iowa Hawkeye Men's)

CONTACT

The Iowa Hawkeye Ultimate Club (IHUC) is the University of Iowa Men's club ultimate frisbee team.

### Contact Information

E: ihuccaptains@gmail.com



### Additional Information

**When does your organization accept new members?**

No Response

**Does the organization have selective membership?**

No Response

**Student Organization Constitution**

No Response

**Student Organization Bylaws**

No Response

# Officers

[VIEW FULL ROSTER](#)

This organization has no officers.

# Documents



Constitution/Bylaws



Ultimate, Men's Sport Club 9.4.18\_Community Waiver.pdf





## Ultimate Frisbee (Women's)

CONTACT

We are the University of Iowa Women's Ultimate team. We are very competitive, but welcome players of all experience levels to learn and play at tournaments at any time. We travel to 3-4 tournaments per semester. To join, contact captains at saucynancyultimate@gmail.com. They will provide you with practice times and other necessary information!

### Contact Information

2960 Hawkeye Park Road  
Iowa City, IA 52242  
E: saucynancyultimate@gmail.com



### Additional Information

**When does your organization accept new members?**

Anytime throughout the year

**Does the organization have selective membership?**

No

**Student Organization Constitution**

No Response

**Student Organization Bylaws**

No Response

## Officers

VIEW FULL ROSTER

This organization has no officers.

## Documents



Constitution/Bylaws



Ultimate, Women's Sport Club 9.4.18\_Community Waiver.pdf



Constitution/Bylaws



**Title:** "Constitution of Women's Ultimate Frisbee"

**Date Submitted:** 4-24-18 to Center for Student Involvement & Leadership

Article I - Purpose

We are the Women's Ultimate Frisbee club team of the University of Iowa. Our team name is called Saucy Nancy. We exist to provide women of the University of Iowa the opportunity to play ultimate frisbee in a fun and competitive environment but also an environment that welcomes everyone regardless of experience or ability. Saucy Nancy will provide members the opportunity to travel with the team to tournaments to play other teams.

Article II - Membership

**UI Human Rights Clause** (updated 10/15/14):

*In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.*

- Captain (Primary Representative)
- Captain (Secondary Representative)
- Club President
- Treasurer (Authorized Signer 1)
- Travel Coordinator
- Fundraising
- Social Media
- Technology Guru
- Fitness Coordinator
- General Members:
  - UI Students (must comprise 80% of the total organization membership) are eligible to vote and hold office within the Organization.

- Non-UI Students (cannot exceed 20% of total organization membership) are not eligible to vote or hold office within the organization.
- Members in Good Standing:
  - To be a member in good standing, one must have paid dues, met GPA requirements as set forth in By-Laws (if applicable), and met meeting attendance requirements as set forth in the By-Laws (if applicable). Members in Good Standing have the right to vote as well as seek and hold an elected/appointed office or position.
- Membership in this chapter is open to anyone officially connected to the University of Iowa as students, faculty, or staff as well as those from the community such as alumni, as long as 80% of the active members of this organization are currently enrolled UI undergraduate or graduate and professional students.
- Members who will be unable to participate in the club for an extended time, such as study abroad, student teaching, etc. will still be granted membership.
- The organization shall admit as a member any person who expresses interest, contacts the organization officers, and provides their name and contact information. Membership may be revoked for reasons including but not limited to: inappropriate behavior, being delinquent in paying dues without explanation, and 2 months of inactive membership (not attending or being involved in communication with the officers or the organization). Revocation of membership may occur due to situations that arise both outside of club functions and those that arise during club functions.
- All situations of revoking membership will be evaluated on a case by case basis by the officers of the club, who oversee the revocation process.
- Revocation of membership occurs after two verbal warnings in one semester. Voting process may be allowed depending on the case.
- Individuals may appeal the revocation of their membership by contacting an officer and will appeal to a committee of members supervised by either an advisor, an officer, or a combination of officers, members, and the advisor.
- A person may not regain membership after having it revoked until a period of no less than six months after the last verbal notice or appeal has passed. The officers of the organization will evaluate the situation before a person may regain membership, and situations of regaining membership will be handled on a case by case basis.

Article III - Officers/Executives and Duties

**Captains (2)**

- Collaborate with coaches to plan practices. Offer input about specific concepts that members of the team need to work on. Assist other officers in executing their duties.
- **Important:** Commitment, willingness to give/receive feedback, time management and organization is critical. Captains have to be ready to put the team first, above their personal life at times. Expect on average AT MINIMUM 4-5 hours of work per week (outside of practices/tournaments/pod workouts).
- Frisbee-related Responsibilities/Expectations:
- Lead warmups at beginning of practice and stretching at end of practice
- If necessary, can initiate and lead any drill and be able to explain how to run said drill
- Give 100% effort in practice and games; lead by example
- Attend weekly meetings with coaches to offer input about practice plans, goals for the season, etc.
- Distribute information to the team about tournaments (warm-up time, field site, etc.)
- Off-field Responsibilities:
- Submit bids to tournaments
- Facilitate learning opportunities for the team (throwing sessions, film sessions, post articles about Ultimate, etc.)
- Design and order jerseys (with help of treasurer and club president)

**Club President (1)**

- Organization and time management are necessary to succeed at this position.
- Reserves indoor/outdoor practice space
- Plan annual Iowa Indoor Tournament
- Work with captains and treasurer to order jerseys for the team and any interested alumni
- Attend university-mandated meetings
- Submit player roster to OrgSync and stay up-to-date with relevant paperwork

**Treasurer (1)**

- Organization and money-managing skills are critical for this position. In charge of all money-related matters. Works with the captains, the university, and other officers to:
- Collect team dues
- Pay for tournament fees (with help of captains)
- Pay for hotels (with help of travel coordinator)
- Collect gas money and distribute to drivers (with help of travel coordinator)
- Collect money for jerseys
- Manages electronic money accounts (PayPal and Venmo)
- Deposit money into team account affiliated with university

#### **Travel Coordinator (1)**

- Works with the captains, the university, and the treasurer to manage all team traveling including:
- Book hotels
- Organize cars
- Calculate gas costs
- **Additional Information:** This person will also be designated through the university as our traveling coordinator and will occasionally meet with the sports club organizer (club president or captains will go with to help if needed).

#### **Fundraising (1)**

- Works with the captains and other officers to:
- Organize team fundraising events such as car washes, bake sales, merchandise sales, etc.
- Approach businesses for external sponsorship
- Send out “Thank You” notes to those donate.

#### **Recruitment/Social Chair (1-2)**

- Lead fall recruitment to get new girls to join the team
- Make poster/flyers
- Encourage new people to attend practices and make them feel welcome.
- In charge of registering Saucy Nancy for org fairs and getting people to work shifts of the org fair
- Throughout the year will plan bonding activities - dinners, ihuc/saucy things, etc.

#### **Technology guru (1)**

- Manage the Saucy Nancy website (including sponsor a saucy)

- Keep social media accounts up-to-date (Twitter, Facebook, Instagram) and promote Saucy Nancy by regularly generating new content.

### **Fitness Coordinator (1)**

- In charge of weekly fitness plans
  - Organizes upper and lower body exercises
  - Sets up outside agility, footwork, and speed activities in addition to workouts.
  - **Additional Information:** Must stay on top of exercise plans to send out each week. Exercise plans should be varied and target different muscles. Knowledge/experience of how to plan workouts based on where the team is at in the season is very valuable (summer/pre-season, winter, spring). Anyone who is passionate about fitness can apply for this position.
- All leadership members are expected to attend all meetings each semester unless a previous arrangement has been made or an pre-existing engagement prevents them from attending.
  - Should a leadership member need to be removed from office, a meeting of the Executive Board shall be held and a vote taken, with removal occurring as the results of a majority vote. A reason for removal includes, but is not limited to, failure to comply with officer duties.

#### Article IV – Advisors

**Our club does not have any advisors.**

#### Article V - Meetings

During the fall semester we will have a welcome back meeting for everyone to attend to go over the upcoming semester, what is expected, possible tournaments, and plans for the year. There will be at least two other meetings per semester and other times if needed. Meetings will be announced at least a week in advanced via group me and email. Meetings will be called to order by leadership (captains and coaches) when needed. All members are required to attend unless prior communication to leadership of reasoning for missing is done.

#### Article VI - Elections

- Membership will be notified of upcoming elections at least two weeks in advance by announcement at a previous general meeting and by email communication.
- Elections will occur at the end of the season in May.

- Must be a member in good standing to participate (see Member in Good Standing Clause above).
- Must attend the election meeting unless prior communication with leadership was approved.
- Officer election process
  - Officer elections will be anonymous.
  - Each member has the opportunity to run for a position.
  - Officer descriptions will go out 2 weeks in advance from our final meeting of the year in May.
  - Members of the team can nominate someone for a position they think they would be best at.
  - At the final meeting of the spring semester, members will vote for candidates that completed the nominations/elections processes.
- Elections will be conducted in person by secret ballot with the winner receiving 51% of the vote at a general meeting.

Article VII - Finances

- Membership dues shall be \$50.00 per year, that go towards hotel costs, bid fees, etc. Dues are payable before the second tournament you participate in. We do this to give everyone an opportunity to play in a tournament and test out if they like the sport, have the time commitment to make practices/meetings, and want to stay and participate.
- Each member will be responsible for paying for gas money after each trip to a tournament is finished and gas money is collected and divided out.
- Each member will be responsible for paying for jerseys if the team orders them.
- Each member will be responsible for paying for a USAU membership in order to play in the series in the spring semester. If this is not bought, they will not be able to participate with the team or attend tournaments.
- The Treasurer shall be responsible for all collection of dues, budget application processes, disbursement of funds, and payment authorization. The Treasurer is also responsible for following all University of Iowa cash-handling and accounts payable polices are followed.

*Required Financial Clause:*

*Women's Ultimate Frisbee, Saucy Nancy, is required to deposit all receipts in and make disbursements through the Student Organization Business Office, Fraternity*

*Business Services, or Recreational Services. Upon dissolution, state money and mandatory student fees revert back to the granting organization. Inactive organizations will be considered dissolved after five years of no account activity.*

Article VIII - Amendments

- Proposed amendments to this constitution must be submitted in writing by membership to the Executive Board. Amendments shall not be acted upon during a general meeting of the organization membership. Amendments should be read again at a specified number of subsequent general meetings and then the general meeting in which votes will be taken.
- There will be three readings of a proposed amendment before a vote will be taken to adopt changes to the organization's constitution.
- Members will be notified of a proposed amendment by a posted notification, email communication, or mail.
- A 51% vote is required by members in good-standing to ratify an amendment.

Article IX - Ratification

- This constitution is ratified on April 25<sup>th</sup>, 2018.



## University of Iowa Men's Club Volleyball

✉ CONTACT

The University of Iowa Men's Volleyball Club was founded in 1985 and completely reorganized in the Spring of 1998. The purpose of the club is threefold: to promote the sport of volleyball on campus, to increase the skills of the club members through a higher level of competition than is generally available recreationally, and to field competitive teams at the intercollegiate and regional levels.



### Additional Information

**When does your organization accept new members?**

Fall Semester

**Does the organization have selective membership?**

Yes

**Student Organization Constitution**

No Response

### Student Organization Bylaws

No Response

## Events

[VIEW ALL EVENTS](#)

There are currently no upcoming events. [View past events.](#)

## Officers

[VIEW FULL ROSTER](#)

 <b>VICE PRESIDENT</b> Alexander Carr	 <b>TREASUR...</b> Brandon Gorzela	 <b>TRAVEL OFFICER</b> Michael Saleh
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## Documents

-  Constitution/Bylaws

-  Volleyball, Men's Sport Club 9.4.18\_Community Waiver.pdf

-  Constitution/Bylaws

-  Constitution/Bylaws


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**Constitution**  
Of the  
**Iowa Men's Volleyball Club**

*Preamble* – The Iowa Men's Volleyball Club (IMVBC) and its team, the University of Iowa Hawkeyes.

*Date:* 4/25/2018

*Financial Clause* – Iowa Men's Club Volleyball is required to deposit all receipts in and make disbursements through the Student Organization Business Office, Fraternity Business Services, or Recreational Services. Upon dissolution, state money and mandatory student fees revert back to the granting organization. Inactive organizations will be considered dissolved after five years of no account activity.

*Human Rights Clause* – In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.

*Article I* – The IMVBC's purpose is to promote awareness in general of the sport of volleyball and to give members an opportunity to compete intercollegiately and on a more competitive level than otherwise available. The organization also strives to promote the sport of men's volleyball throughout the University of Iowa campus and the state of Iowa as a whole.

*Article II* –

The IMVBC In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, national origin, color, creed, religion, sex, age, disability, veteran status, sexual orientation, gender identity, or associational preference, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons.

- A. Membership to the IMVBC shall be open to all interested University of Iowa students or faculty, with the Executive Council putting a maximum limit on the number of members.
- B. There shall be a single membership class, with members added following an official tryout. All members are entitled to rights received as a member of the club. Rights include the following – right to access IMVBC facilities and equipment, and the right of review before dismissal from the club.
- C. Review for membership revocation shall take place before the Executive Council. Any member is subject to removal from the club. The Executive Council is the final authority on removal and all appeals should be directed towards them. All appeals will be considered before any action is taken. An Executive Council vote of 2/3 majority is required for dismissal of any member.

*Article III –*

- A. The Executive Council, ruling body of the IMVBC, shall be comprised of: a president, vice-president, and secretary. The President shall handle all organizational matters concerning the beauracratc functioning of the IMVBC. The vice-president will handle the financial aspects of the IMVBC. The secretary will be responsible for minutes, and for all official correspondences.
- B. Any IMVBC member age 18 or above is qualified to hold office.
- C. Executive Council members are elected by the entire membership of the IMVBC. Election will be held by secret ballot. If any Executive Council member leaves office for any reason prior to a regularly scheduled election, a special election will be held at an appropriate date.

- D. Any Executive Council member may be removed from office. A 3/4 majority vote of the general membership and 50% vote from the Executive Council members is required for removal. The motion for removal of a member must be presented at a club meeting at least one week prior to voting.

*Article IV* – The Executive Council determines the need for an advisor on a year-to-year basis. The Executive Council chooses, by majority vote, the advisor.

*Article V* –

- A. IMVBC meetings will be held once per week, prior to scheduled practice.  
B. Any special meetings will be announced at least one week in advance.  
C. A majority of Executive Council members being present shall constitute a quorum. Executive Council members may send a proxy.  
D. In the event of an emergency; however, the president may call an Executive Council meeting at any time.

*Article VI* –

- A. Elections will be held upon completion of the MIVA Championship tournament or the first Tuesday of April – whichever is later. Elections will be held once a year.  
B. Members will be informed of election two weeks in advance by announcement during practice and notification by email.

*Article VII* –

- A. Annual dues will be charged to all members. The amount to be charged to the members will be decided by the Executive Council, using the dues amount and the total expenditures from the previous year as the determining factors.  
B. All IMVBC funds will be handled by an Executive Council member and deposited/withdrawn through the University of Iowa Recreational Services.

*Article VIII –*

- A. All proposed amendments to this constitution will be read in two consecutive meetings of the club, as well as notification by electronic mail, prior to voting.
- B. A majority of members must be present for a quorum. A 3/4 majority vote of those present and voting will be required to ratify an amendment.
- C. All amendments or changes to this Constitution must be submitted to the Student Activities Board for approval.



## Volleyball (Women's LadyHawk)

✉ CONTACT

The University of Iowa Women's Club volleyball team is a competitive club. We practice twice a week and travel to 3-4 tournaments per semester. The season is completed with the NCVF Club Nationals which takes place in April. In 2010 the girls participated in their 1st nationals and took 9th place. This Spring we are headed to compete for nationals in Denver! The Iowa Women's club team offers girls a good opportunity to continue their volleyball careers while having time to enjoy college.

### Contact Information

**E:** [claire-elliott@uiowa.edu](mailto:claire-elliott@uiowa.edu)

**P:** (414) 630-9698



### Additional Information

**When does your organization accept new members?**

Fall Semester

**Does the organization have selective membership?**

Yes

**Student Organization Constitution**

No Response

**Student Organization Bylaws**

No Response

## Events

[VIEW ALL EVENTS](#)

There are currently no upcoming events. [View past events.](#)

## Officers

[VIEW FULL ROSTER](#)

This organization has no officers.

## Documents



Volleyball, Women's Sport Club 9.4.18\_Community Waiver.pdf



Constitution/Bylaws



## **UIowa Women's Club Volleyball Constitution**

### **ARTICLE I: Name**

The name of the club/organization shall be University of Iowa Women's Club Volleyball.

### **ARTICLE II: Purpose**

To play competitive volleyball while also having the time to pursue other academic and collegiate activities

### **ARTICLE III: Separation of Powers**

The club shall consist of the general membership, the executive board, and the coaching staff if applicable. (See articles IV, VI, VII, and VIII)

### **ARTICLE IV: General Membership (See Article VI for executive board titles and roles)**

#### **UI Human Rights Clause**

*In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.*

#### **Eligibility:**

The club/organization shall consist of any and all female members of the University of Iowa who are interested in playing volleyball at a competitive level. In order to be a member of the team, each individual must tryout at a 2 or 3 day selection process. In order to participate in tournaments, they must have their dues paid in full to the treasurer.

#### **Voting and Elections:**

- Voting shall be open to all members who have met and maintained membership requirements.
- Voting will take place after nationals in May during the end of the year team dinner.
- During the voting session, all active members will select their executive board for the following year.
- All active members have an equal opportunity to run for an executive position.

#### **Active Participation:**

Participation at practices and in tournaments is mandatory. Members with poor attendance will be subject to removal from the team. The process for removal is as follows:

1. Written warning from executive board and/or coaches
2. Verbal warning from executive board and/or coaches
3. Formal meeting with coaches
4. Formal meeting with executive board
5. Written statement issued announcing removal from team

Members may have two unexcused absences per year. Excused absences include: university excused absences (class trips, etc.), exams, class, sickness, death in the family, other circumstances approved by the executive board.

ARTICLE V: Practices

Practices shall occur twice per week on dates and times selected and approved by the executive board. Additional meetings and fundraisers will be mandatory throughout the year. The team shall travel to roughly four tournaments per semester, as determined by the active executive board. Both teams will travel to the NCVF Tournament, ending the season in April.

Meetings must be announced by a member of the executive board three days prior to the event for it to be considered mandatory.

ARTICLE VI: Executive Board

**Membership:**

The executive board shall consist of a President, Vice President, Treasurer, and social chair.

**Duties and Responsibilities:**

The executive board shall be responsible for the general management of the organization including, but not limited to, creating the semester schedules, submitting forms on time, maintaining an accurate budget and balance sheet, collecting member forms and dues, organizing fundraising opportunities, running practices (when necessary), and paying coaches (if applicable).

**Selecting the Executive Board:**

See article IV in the 'Voting' section

**President Duties:**

- Is the chief officer of the organization.
- Manages and delegates duties to other officers.
- Serves as the official representative of the club/organization.
- Presides over all meetings and attends monthly SCAC meetings.
- Acts as the liaison between NCVF and the University of Iowa
- Acts as the liaison between other universities and the University of Iowa
- Creates fall and spring tournament schedules
- Submits all required forms for NCVF eligibility
- Organizes and contacts teams to attend fall/spring home tournaments

**Vice President/Travel Officer Duties:**

- Performs the duties of President/Chairperson in his/her absence.
- Books all hotels and submits all required travel forms
- Organizes cars for tournaments
- Hires referees for home ranking tournament (if applicable)
- Assumes all other duties assigned by the President/Chairperson.

**Treasurer Duties:**

- Collects and deposits all checks, U-bill forms, and cash into club account
- Preserves letters, statements, receipts, and documents of the club/organization
- Oversees the receipts and disbursements of the club/organization's funds and keeps an accurate itemized account thereof.
- In charge of reimbursing all gas receipts and other applicable expenses
- Prepares the annual budget for the organization and presents it to the general membership.

**Social Chair Duties:**

- Actively works to raise money for the club by seeking out and interacting with possible sponsors.
- Organizes ball rolling fundraising and other activities
- Organizes all team bonding activities including, but not limited to, team dinners, movie nights, study sessions, etc.
- Creates the team Facebook page and group me chat
- Posts weekly on the Facebook page and makes sure that the account is active.
- Announces any changes in the practice schedule
- Handles any other duties that are delegated to them by the president.

#### ARTICLE VII: Advisors and Coaches

##### **Advisors**

The University of Iowa Women's Club Volleyball team will not have an advisor. If the team does choose to have an advisor in the future, the individual in question must be unanimously approved by the executive board.

##### **Coaches**

The University of Iowa Women's Club Volleyball team may choose to have a coaching staff. If this is the case, coaches must be approved by a unanimous vote from the entire executive board. Coaches' salary amounts must be determined during the initial executive board meeting at the beginning of the year. Coaches are in charge of running tryouts, selecting teams, and coaching teams at tournaments. If there are no coaches, the executive board assumes these duties.

#### ARTICLE VIII: Meetings

##### **Executives**

The executive board will meet on an as-need basis. Meetings may be called by any member of the executive board. Two executive meetings are required per year. The first required meeting will take place before tryouts. At this meeting, the executive board will finalize the fall schedule and discuss tryout format. The second required meeting must occur in May. The purpose of this meeting is for executive transitions. Old executive members will go over their role with new executive members and answer any questions they may have.

##### **General Meeting**

General meetings will be held on an as-need basis. Meetings may be requested by any member of the team, but must be called by the president. Only one general meeting (excluding practices, tournaments, and other team events) is required per year. This meeting shall occur within one week of team selection at the beginning of the year. This meeting will serve as an introduction to the team, and an overview of the expectations of the club program.

#### ARTICLE IX: Finances

##### **Dues**

Dues will be determined and voted on by the Executive Board prior to the beginning of the year. Dues must be paid prior to the first tournament for a player to be eligible to compete. Players cannot compete in tournaments until the treasurer has received their dues. Dues may be paid in cash, via check, or via UBill.

##### **Need Based Allocation**

Players who cannot afford the dues amount set forth by the Executive Board are able to request funding from the executive board. The executive board may supply up to half of a player's fees if need be.

**Financial Affairs**

The treasurer shall be responsible for drafting the budget at the beginning of the year. The treasurer shall also be responsible for all collection of dues, disbursement of funds, and payment authorization. The treasurer must maintain a statement of cash flow throughout the year.

**University of Iowa Financial Clause**

***University of Iowa Women's Club Volleyball*** is required to deposit all receipts in and make disbursements through the Student Organization Business Office, Fraternity Business Services, or Recreational Services. Upon dissolution, state money and mandatory student fees revert back to the granting organization. Inactive organizations will be considered dissolved after five years of no account activity.

ARTICLE X: Amendments

Proposed amendments to this constitution must be submitted in writing by active members to the executive board. A unanimous vote by the executive board must occur for the motion to be brought before the entire body of active membership. Passing an amendment, or revising a previous amendment, requires a positive vote from 50% +1 members in good standing.

ARTICLE XI: Ratification

This constitution was ratified on 4/20/2018



## University of Iowa Men's Water Polo Club Team

✉ CONTACT

The University of Iowa Men's Water Polo Club aims to advance the sport of water polo in the University of Iowa Community. Our team participates in the Big Ten Division of the Collegiate Water Polo Association. In the spring off-season we operate as a club team with numerous competitions throughout the Midwest and across the nation.

If you're interested in joining, please stop by a practice Mon-Thurs 8pm-10pm. In the diving well of the CRWC. (In the spring the men don't practice on Tuesdays.)

### Contact Information

E: [pablo-suarezbeltran@uiowa.edu](mailto:pablo-suarezbeltran@uiowa.edu)



### Additional Information

**When does your organization accept new members?**

Anytime throughout the year

**Does the organization have selective membership?**

No

**Student Organization Constitution**

No Response

**Student Organization Bylaws**

No Response

## Events

VIEW ALL EVENTS

There are currently no upcoming events. [View past events.](#)

## Officers

VIEW FULL ROSTER

This organization has no officers.

## Documents



Water Polo, Men's Sport Club 9.4.18\_Community Waiver.pdf



Constitution/Bylaws





## **CONSTITUTION OF THE UNIVERSITY OF IOWA MEN'S WATER POLO TEAM**

March 29, 2018

### **Article I – Purpose**

The University of Iowa Men's Water Polo Team is a club within the University of Iowa Recreational Services that dedicates itself to the progression and propagation of the sport of water polo – not only in the university but also within the state of Iowa. This competitive sports team represent and portrays the ideals upon which the University of Iowa is founded, and outwardly displays such ideals in competitions set up by organized league and/or independent teams.

### **Article II – Membership**

#### **A. UI Human Rights Clause**

In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.

#### **B. Membership**

The goal of this team is to spread the sport of water polo, and new members who are not familiar with the sport will be taught and instructed in its playing just as equally included as those who might have previous experience. Any person allowed into the club as defined by the rules and regulation of the University of Iowa Sports Club Program may obtain membership as described below by following classes and the respective criteria:

##### **i. Basic Membership Class and Selection**

Selection for this club is only limited by a basic knowledge of swimming – a potential member should be able to swim 200 yards without stopping within 10 minutes. Requirements for this club include signing a University of Iowa Sports Club Waiver and paying dues. An exception to this criteria is delineated in section B.iv – *Dues*. No member or non-member may practice without signing a waiver. The members in this class have a right to all practice times and any remaining space on official club trips by chronological membership order. Voting

rights throughout the club are reserved only for full-time University of Iowa Students.

ii. Active Membership Class

Requires having everything completed under the Basic Membership Class. To attain this title, for two consecutive weeks these members must attend more than half the practices. These members retain the active member title as long as the requirements above do not fault for more than three consecutive weeks. These members have first rights to all official club trips regardless of seniority, only superseded by a team leadership title.

iii. Tentative Persons

New persons or previous members not in compliance with the above basic membership class criteria are not considered club members and are not entitled to any practice times or club trips. Any person within these criteria may practice with the team freely for a period of three weeks so long as they have filled out a Sports Club Waiver.

iv. Dues

Dues must be paid by all members of the University of Iowa Men's Water Polo Team regardless of membership title or leadership status. Dues are decided every new school year by the president depending on the financial status of the team from the previous semester, and the anticipated yearly costs with input from the club officers. Dues are payable at the beginning of the school year or each semester, and are non-refundable. Dues may only be prorated after the final tournament and only for the remainder of the semester, any subsequent semester must be paid in full. In the spirit of spreading water polo and including all possible persons arrangements can be made at the discretion of the President or Treasure to set up an irregular payment schedule for the full amount. Furthermore, at the discretion and vote of all the club officers a person without the financial capabilities to fulfill all or part of the dues criteria may still become a member, being that this person shows dedication to the team, can stay under the Active Membership Class for the Majority of the semester and attends all of the remaining tournaments.

v. Members and Intoxication

The club will not be affiliated with nor responsible of any member in any circumstance or place where said member, regardless of age, is currently in the possession of alcohol or controlled substances, in consumption of alcoholic beverages or controlled substances, or is intoxicated in any way. In the circumstance where club members are intoxicated in any way it is agreed that

they are not at full membership status for the duration of said intoxication, and do not represent nor ascribe to be part of the club. Under principle and without full membership status, no club member will have the right to attend club sanctioned events under the influence of controlled substances.

vi. Removal of a member

In the rare and unfortunate instance that a University of Iowa Men's Water Polo member of either class, or non-officer leader need be removed, a public vote where two-thirds of the voting team members vote for removal of said member, instigates a private meeting for the club officers to agree for the removal, suspension, or penalty for said member at their discretion. A removed member may not rejoin the University of Iowa Men's Water Polo Team.

In the rare and unfortunate instance that a University of Iowa Men's Water Polo officer need be removed from their position, a confidential unanimous ballot must be performed by the highest leader not being removed to include all official voting members of the team. If the ballot vote is found to be unanimous the officer must relinquish their position; however they are not removed from the team. If said person is to be removed from the team altogether the club must follow the member removal procedure above.

C. Leadership and Elections

Naturally any member returning to the club upon the beginning of the fall semester is a veteran member and will show leadership to those new to the team. However, the term leadership in this document delineates one of the titles and their descriptions below; furthermore, the term Officer will denote those positions which officially represent the University of Iowa Men's Water Polo Team to the University and other entities. Leadership must be maintained by University of Iowa Students – this is intended to build leadership experience, provide a venue in which to take on responsibilities, and be an example among peers so that college students may grow their abilities at the University of Iowa.

i. Elections

Elections are held at the end of each calendar year. A president's term is conducted over a calendar year. There is no set number of terms. New presidents are elected over confidential ballot by all voting club members on the advertised election night, set by the leaving president at the end of the fall semester. Running contenders may make a statement regarding their views, goals, and plans for the upcoming year. The election allots the president the right to amend the constitution to achieve the running goals and plans once each semester of presidency. Contenders may vote in the election. With the current

size of the team the other leadership positions are appointed. If the ratio of members to official officer positions ever exceeds 1:12, the team will hold elections for each officer position just as for a president. The president is free to combine and restructure the officer positions as needed – often combining the travel officer and treasurer with the president or vice president.

ii. President – Official Officer Position #1

The President's role as a leader is to delegate and segregate duties, set goals and follow through, communicate with the university sports program directors, ensure adherence to university and team policies, and setting up the club for long-term success. The president is to be accountable of himself and to hold others accountable for their responsibilities and actions. The president is to show stewardship by planning ahead for the future of the team, keeping detailed records of the clubs business, and training new officers for club continuance. The president is to be involved in budget planning, spending, and reducing expenditures. The president and officers are each responsible for submitting their delegated paperwork on time and attending their respective meetings and training.

iii. Vice-President – Official Officer Position #2

The Vice-President's role is to take on workload from the president. The vice-president and officers are each responsible for submitting their delegated paperwork on time and attending their respective meetings and training.

iv. Travel Officer - Official Officer Position #3

The travel officer is responsible for reserving and booking hotels, making sure drivers are certified, requesting Fleet Services Vehicles, Completing and Submitting Travel Requests and Travel Rosters, Submit Hotel and Mileage Reimbursements. The travel officer is each responsible for submitting their delegated paperwork on time and attending their respective meetings and training

v. Treasurer – Official Officer Position #4

The treasurer will be in charge of the budget, expected expenditures, fundraising, money, dues collection, supplemental funding, purchases, equipment inventory forms, and personnel payment

vi. Head Safety and Personnel Officer – Official Officer Position #5

The Head Safety and Personnel Officer will be in charge of selecting and ensuring the training of the safety and concussion officer. This officer will also be

charge of waiver compliance, team roster forms, attendance and membership class, and cap numbers.

vii. Captains

Captainship is an appointed position held by a knowledgeable and driven individuals. There is no limit to the number of captain positions; however 1 or 3 is advised. Captains are team leaders not officers. Captains are given liberties running practices, but all final decision come upon the president.

viii. Safety Officers

Safety Officers are not official officer positions, but do require training through the university. These are chosen by the Head Safety and Personnel Officer. The number of individuals in this capacity is set by the sports program directors.

ix. Concussion Officer

Safety Officers are not official officer positions, but do require training through the university. These are chosen by the Head Safety and Personnel Officer. The number of individuals in this capacity is set by the sports program directors.

x. Drivers

Drivers are chosen by the travel officer and require training through the university. Two drivers must be present per rented university vehicle. Drivers are responsible for everything that happens in their vehicle while driving.

xi. Coach

Should the officers choose, the team may be operated under the direction of a coach. This coach may volunteer, set an arrangement, or be paid by the team if funds are allocated, available and non-strenuous for the club.

### **Article III – Advisor**

By rules and regulations of club sports at the University of Iowa, this team requires at least one faculty advisor. This advisor does not have any obligation to the team beyond their signature and self-recognition as advisor. However, a greater level of team involvement is highly encouraged. It is the responsibility of the team officers and members to uphold the reputation of the team and keep it in good standing with the University of Iowa as well as any league partaken in.

### **Article IV – Meetings**

The club will meet weekly at practice times and locations set and allotted by the Sports Club Directors.

### **Article V – Finances**

Dues will be established as described above for the requirements of membership. All authoritative and administrative responsibilities of team finances will be handled by the official team officers.

The University of Iowa Men's Water Polo Team is required to deposit all receipts in and make disbursements through the Student Organization Business Office, Fraternity Business Services, or Recreational Services. Upon dissolution, state money and mandatory student fees revert back to the granting organization. Inactive organizations will be considered dissolved after five years of no account activity.

### **Article VI – Continuity and Communication**

The president within record keeping duties will keep and pass down a google account containing records of all documents generated through the presidency and a slack account used by the club for communication. At the end of the presidency, all accounts and information must be passed down. The account address is uiowawaterpolo@gmail.com . The team will also use Slack as its official form of communication defined in an online workspace with url: <https://iowamwaterpolo.slack.com> .

Since the officer positions changes with the calendar year, it is the duty of any ex-officer to help the new corresponding officer learn the process of their role over the spring semester following the candidacy.

### **Article VII – Amendments and Ratification**

Amendments are formal alterations this constitution. It can include the addition of material and the removal of invalid, or outdated text. Constitutions should not be amended easily or frequently. Eligible voting members will have access to the constitution via document link. It is member responsibility to read and keep up with any changes made to the constitutional document. Non-officer members have one option to unanimously move to make changes, or select a person to draft a new constitution; changes cannot take place between the first of September and the 15<sup>th</sup> of November on any given year. All amendments or changes to this constitution must be reflected in an updated constitution that must be submitted to the Sports Club Directors.

After the processes described above, and with every new president the ratification of this document will conclude with the signature (or typed name) of the President and the date.

Pablo A Suarez Beltran	March 30, 2018



## Water Polo Club (U of I - Women's)

✉ CONTACT

Welcome to water polo! The University of Iowa Women's Water Polo Team is a collection of women that love the sport and exercise it provides, while also forming a unique bond revolving around respect, kindness, and fun! Who can join? Members must know how to swim but they do not need any prior experience with water polo to join! Are there tryouts? Yes, there will be tryouts after two full weeks of the start of the school year, however, these tryouts will be ongoing throughout the fall semester! An informational email will be sent to all students at the beginning of the year, but if there are any questions or concerns about the sport/tryouts/balancing school/etc feel free to email the club officers for any information. Tryouts & Practice Location: Water polo practices will be held in the Natatorium of the Campus Recreation and Wellness Center (CRWC) located on campus. We meet on the west side of the pool by the diving well. Practice: The team practices three days a week in the fall (Monday, Wednesday, Thursday), and four days during our competitive spring season (Monday-Thursday). Practices are from 8-10pm at

night to accommodate school schedules.  
 Tournaments: The team competes during the spring season (2nd semester) and travels to Big Ten tournaments to play against other teams in the Midwest. Club dues: Dues include pool fees, travel, and equipment expenses. Member dues are \$350 for full-time students, part-time student dues are dependent on travel. Do not let the dues deter you if you want to try out, arrangements can be made! Equipment: Members are required to have an athletic swimsuit and a swim cap, goggles are highly recommended. Balls, water polo caps, and goals will be provided. Best way to join? Email one of the captains! President: Jessie Wittenberg, jessica-wittenberg@uiowa.edu Vice President: Mara O'Connor, mara-oconnor@uiowa.edu Treasurer: Sarah Meyer, sarah-meyer@uiowa.edu We hope to see you at practice!

## Additional Information

**When does your organization accept new members?**

Fall Semester

**Does the organization have selective membership?**

Yes

**Student Organization Constitution**

No Response

**Student Organization Bylaws**

No Response

## Events

VIEW ALL EVENTS

There are currently no upcoming events. [View past events.](#)

# Officers

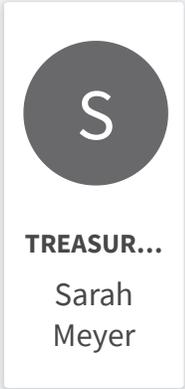
[VIEW FULL ROSTER](#)



**M**

**VICE  
PRESIDENT**

Mara  
O'Connor



**S**

**TREASUR...**

Sarah  
Meyer

# Documents

-  Constitution/Bylaws 
-  Water Polo, Women's Sport Club 9.4.18\_Community Waiver.pdf 
-  Constitution/Bylaws 

[Privacy](#) [Support](#)

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## **CONSTITUTION OF THE UNIVERSITY OF IOWA WOMEN'S WATER POLO TEAM**

April 25, 2018

### **Article I – Purpose**

The University of Iowa Women's Water Polo Team is a club within the University of Iowa Recreational Services that dedicates itself to the progression and propagation of the sport of water polo – not only in the university but also within the state of Iowa. This competitive sports team represents and portrays the ideals upon which the University of Iowa is founded, and outwardly displays such ideals in competitions set up by organized league and/or independent teams.

### **Article II – Membership**

#### **A. UI Human Rights Clause**

In no aspect of its programs shall there be any difference in the treatment of persons on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification which would deprive the person of consideration as an individual. The organization will guarantee that equal opportunity and equal access to membership, programming, facilities, and benefits shall be open to all persons. Eighty percent (80%) of this organization's membership must be composed of UI students.

#### **B. Membership**

The goal of this team is to spread the sport of water polo. New members who are not familiar with the sport will be taught and instructed in its playing just as equally included as those who might have previous experience. Any person allowed into the club as defined by the rules and regulation of the University of Iowa Sports Club Program may obtain membership as described below by following classes and the respective criteria:

##### **i. Basic Membership Class and Selection**

Selection for this club is only limited by a basic knowledge of swimming – a potential member should be able to swim 200 yards without stopping within 10 minutes. Requirements for this club include signing a University of Iowa Sports Club Waiver and paying dues. An exception to this criteria is delineated in section B.iv – *Dues*. No member or non-member may practice without signing a waiver. The members in this class have a right to all practice times and any remaining space on official club trips by chronological membership order. Voting

rights throughout the club are reserved only for full-time University of Iowa Students.

ii. Active Membership Class

Requires having everything completed under the Basic Membership Class. To attain this title, for two consecutive weeks these members must attend more than half the practices. These members retain the active member title as long as the requirements above do not fault for more than three consecutive weeks. These members have first rights to all official club trips regardless of seniority, only superseded by a team leadership title.

iii. Tentative Persons

New persons or previous members not in compliance with the above basic membership class criteria are not considered club members and are not entitled to any practice times or club trips. Any person within these criteria may practice with the team freely for a period of three weeks so long as they have filled out a Sports Club Waiver.

iv. Dues

Dues must be paid by all members of the University of Iowa Women's Water Polo Team regardless of membership title or leadership status. Dues are decided every new school year by the president depending on the financial status of the team from the previous semester, and the anticipated yearly costs with input from the club officers. Dues are payable at the beginning of the school year or each semester, and are non-refundable. Dues may only be prorated after the final tournament and only for the remainder of the semester, any subsequent semester must be paid in full. In the spirit of spreading water polo and including all possible persons arrangements can be made at the discretion of the President or Treasure to set up an irregular payment schedule for the full amount.

v. Members and Intoxication

The club will not be affiliated with nor responsible of any member in any circumstance or place where said member, regardless of age, is currently in the possession of alcohol or controlled substances, in consumption of alcoholic beverages or controlled substances, or is intoxicated in any way. In the circumstance where club members are intoxicated in any way it is agreed that they are not at full membership status for the duration of said intoxication, and do not represent nor ascribe to be part of the club. Under principle and without full

membership status, no club member will have the right to attend club sanctioned events under the influence of controlled substances.

vi. Removal of a member

In the rare and unfortunate instance that a University of Iowa Women's Water Polo member of either class, or non-officer leader need be removed, a public vote where two-thirds of the voting team members vote for removal of said member, instigates a private meeting for the club officers to agree for the removal, suspension, or penalty for said member at their discretion. A removed member may not rejoin the University of Iowa Women's Water Polo Team.

In the rare and unfortunate instance that a University of Iowa Women's Water Polo officer need be removed from their position, a confidential unanimous ballot must be performed by the highest leader not being removed to include all official voting members of the team. If the ballot vote is found to be unanimous the officer must relinquish their position; however they are not removed from the team. If said person is to be removed from the team altogether the club must follow the member removal procedure above.

C. Leadership and Elections

Naturally any member returning to the club upon the beginning of the fall semester is a veteran member and will show leadership to those new to the team. However, the term leadership in this document delineates one of the titles and their descriptions below; furthermore, the term Officer will denote those positions which officially represent the University of Iowa Women's Water Polo Team to the University and other entities. Leadership must be maintained by University of Iowa Students – this is intended to build leadership experience, provide a venue in which to take on responsibilities, and be an example among peers so that college students may grow their abilities at the University of Iowa.

i. Elections

Elections are held at the end of the Spring season. A president's term is conducted over the fall and spring semesters. There is no set number of terms. Potential new captains must first talk with the current captains about their interest in becoming a captain. We ask people to initially express interest to ensure the new captains are willing to commit to all commitments that come with being a captain. The current captains then announce to the team who is interested in becoming captains the following year. The team then votes on the captains in an anonymous and confidential vote. The positions voted on are President, Vice President, and Treasurer. The captains will often hold several responsibilities such as the Treasurer additionally being the Travel officer. Contendents may

vote in the election. The members with the most votes become captains the following year.

### **Article III-Officers/Executives and Duties**

#### ii. President – Official Officer Position #1

The President's role as a leader is to delegate and segregate duties, set goals and follow through, communicate with the university sports program directors, ensure adherence to university and team policies, and setting up the club for long-term success. The president is to be accountable of himself and to hold others accountable for their responsibilities and actions. The president is to show stewardship by planning ahead for the future of the team, keeping detailed records of the clubs business, and training new officers for club continuance. The president is to be involved in budget planning, spending, and reducing expenditures. The president and officers are each responsible for submitting their delegated paperwork on time and attending their respective meetings and training.

#### iii. Vice-President – Official Officer Position #2

The Vice-President's role is to take on workload from the president. The vice-president and officers are each responsible for submitting their delegated paperwork on time and attending their respective meetings and training.

#### iv. Travel Officer - Official Officer Position #3

The travel officer is responsible for reserving and booking hotels, making sure drivers are certified, requesting Fleet Services Vehicles, Completing and Submitting Travel Requests and Travel Rosters, Submit Hotel and Mileage Reimbursements. The travel officer is each responsible for submitting their delegated paperwork on time and attending their respective meetings and training

#### v. Treasurer – Official Officer Position #4

The treasurer will be in charge of the budget, expected expenditures, fundraising, money, dues collection, supplemental funding, purchases, equipment inventory forms, and personnel payment

#### vi. Head Safety and Personnel Officer – Official Officer Position #5

The Head Safety and Personnel Officer will be in charge of selecting and ensuring the training of the safety and concussion officer. This officer will also be charge of waiver compliance, team roster forms, attendance and membership class, and cap numbers.

vii. Captains

Captainship is an appointed position held by a knowledgeable and driven individuals. There is no limit to the number of captain positions; however 1 or 3 is advised. Captains are team leaders not officers. Captains are given liberties running practices, but all final decision come upon the president.

viii. Safety Officers

Safety Officers are not official officer positions, but do require training through the university. These are chosen by the Head Safety and Personnel Officer. The number of individuals in this capacity is set by the sports program directors.

ix. Concussion Officer

Safety Officers are not official officer positions, but do require training through the university. These are chosen by the Head Safety and Personnel Officer. The number of individuals in this capacity is set by the sports program directors.

x. Drivers

Drivers are chosen by the travel officer and require training through the university. Two drivers must be present per rented university vehicle. Drivers are responsible for everything that happens in their vehicle while driving.

xi. Coach

Should the officers choose, the team may be operated under the direction of a coach. This coach may volunteer, set an arrangement, or be paid by the team if funds are allocated, available and non-strenuous for the club.

### **Article IV – Advisors**

By rules and regulations of club sports at the University of Iowa, this team requires at least one faculty advisor. This advisor does not have any obligation to the team beyond their signature and self-recognition as advisor. However, a greater level of team involvement is highly encouraged. It is the responsibility of the team officers and members to uphold the reputation of the team and keep it in good standing with the University of Iowa as well as any league partaken in.

### **Article V – Meetings**

The club will meet weekly at practice times and locations set and allotted by the Sports Club Directors.

## **Article VI-Elections**

Elections are held at the end of the Spring season. A president's term is conducted over the fall and spring semesters. There is no set number of terms. Potential new captains must first talk with the current captains about their interest in becoming a captain. We ask people to initially express interest to ensure the new captains are willing to commit to all commitments that come with being a captain. The current captains then announce to the team who is interested in becoming captains the following year. The team then votes on the captains in an anonymous and confidential vote. The positions voted on are President, Vice President, and Treasurer. The captains will often hold several responsibilities such as the Treasurer additionally being the Travel officer. Contentents may vote in the election. The members with the most votes become captains the following year.

## **Article VII– Finances**

Dues will be established as described above for the requirements of membership. All authoritative and administrative responsibilities of team finances will be handled by the official team officers.

The Treasurer shall be responsible for all collection of dues, budget application processes, disbursement of funds, and payment authorization. The Treasurer is also responsible for following all University of Iowa cash-handling and accounts payable policies are followed.

The University of Iowa Women's Water Polo Team is required to deposit all receipts in and make disbursements through the Student Organization Business Office, Fraternity Business Services, or Recreational Services. Upon dissolution, state money and mandatory student fees revert back to the granting organization. Inactive organizations will be considered dissolved after five years of no account activity.

## **Article VIII – Amendments**

Amendments are formal alterations this constitution. It can include the addition of material and the removal of invalid, or outdated text. Constitutions should not be amended easily or frequently. Eligible voting members will have access to the constitution via document link. It is member responsibility to read and keep up with any changes made to the constitutional document. Non-officer members have one option to unanimously move to make changes, or select a person to draft a new constitution. All amendments or changes to this constitution must be reflected in an updated constitution that must be submitted to the Sports Club Directors.

## **ARTICLE IX- Ratification**

This constitution is ratified on April 25, 2018.