

## **CONSTITUTION**

### **SAN ANTONIO HUMAN RESOURCE MANAGEMENT ASSOCIATION, INC.**

**Effective:** October 1, 2008

#### **ARTICLE I - Name**

The name of the association shall be known as the "San Antonio Human Resource Management Association, Inc." hereinafter referred to as the Association.

#### **ARTICLE II - Purpose**

The purpose of the Association is to provide a better understanding of the mutual concerns affecting those engaged in human resource management, a means for increasing knowledge of the Human Resource field through learning opportunities, and to encourage compliance and fairness through best practices with the highest ethical standards.

#### **ARTICLE III - Membership**

The membership of the Association is open to anyone who has the responsibility in their organization for, is actively engaged in, or has a bona fide interest in one or more functions of Human Resource Management, who holds the position of faculty member in Human Resource Management or any of its specialized phases in an accredited school of higher learning, or attorneys who represent only management interests in Human Resources.

#### **ARTICLE IV - Governing Body**

The governing body of the Association shall be the Board consisting of a President, President-Elect, Immediate Past-President, Secretary, Treasurer and all elected Directors.

#### **ARTICLE V - Affiliations**

The Association shall be and is hereby affiliated with the Society for Human Resource Management.

#### **ARTICLE VI - Fiscal Year**

The fiscal year of the Association shall be the same as the calendar year.

## **ARTICLE VII - Statement of Ethics**

Each member shall honor and respect the purpose of the Association and pledge himself/herself to its support; so that the exchange of information and issues shall be viewed as privileged and confidential information, and not regarded as the official position of the Association.

The Association shall not be represented by any member as advocating or endorsing any position unless approved by the Board.

## **ARTICLE VIII - Amendments**

The Constitution or Bylaws may be amended or repealed by a two-thirds (2/3) vote of the members voting either electronically or at any regular or special meeting of the Association, provided that a written notice of the proposed repeal and/or changes or amendments to the Constitution or Bylaws have been given to the President provided that no such amendment shall be effective unless and until approved by the SHRM President/CEO or his/her designee as being in furtherance of the purposes of the SHRM and not in conflict with SHRM bylaws. Any motion to amend the constitution or bylaws shall clearly state that it is not effective unless and until approved by the SHRM President/CEO or his/her designee. A copy thereof will be filed with the Secretary, who shall transmit with notice of meeting to each member of the Association at his/her last known address of record, at least ten (10) days prior to the meeting.

## **ARTICLE IX - Adoption**

The Constitution shall be adopted by a two-thirds (2/3) vote of the members voting either electronically or at any regular or special meeting of the Association, provided that a written notice of the proposed repeal and/or changes or amendments to the Constitution have been given to the President and a copy thereof filed with the Secretary, who shall transmit with notice of meeting to each member of the Association at his/her last known address of record, at least ten (10) days prior to the meeting.

The Constitution and any amendments shall be adopted by October 1, 2008.

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\*As amended 4-62, 1-69, 9-74, 9-75, 11-79, 2-84, 3-91, 3-95, 10-08.