



Learn Love and Lead

**GAYS & LESBIANS OF
UNIVERSITY OF SOUTH
AFRICA**

The constitution

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PREAMBLE

GLOUSA is the Lesbian, Gay, bisexual, transgender and intersex (LGBTI) Student Association at the University of South Africa. We strive to provide a social and safe space for LGBTI students and address their needs, interests and concerns, to counter and oppose manifestations of homophobia, prejudice and discrimination on all campuses as we promote knowledge about LGBTI issues, foster mainstream acceptance of LGBTI students and facilitate greater understanding and tolerance of sexual and gender diversity and difference among the UNISA community.

We view the work of GLOUSA as being part of the South African democratic project to establish and entrench a human rights culture in our society as laid out in the constitution and especially in the Bill of Rights. We believe that the post-apartheid transformation process of our society must also involve the removal of patriarchal, homophobic and heterosexist attitudes and ideas that inhibit the full realization of sexual minority liberation.

Definitions

- “University” refers to the University of South Africa
- “GLOUSA” refers to Gays and Lesbian of University of South Africa
- “SRC” refers to the Student Representative Council
- “Committee” refers to the Executive Committee (EC) of GLOUSA
- “Students” refers to a registered student of the University as defined by its rules and regulations.
- “By-laws” refers to all SRC rules and regulations concerning clubs and societies under its jurisdiction
- “Academic year” refers to the period from the first day of the First Semester until the last day of the Second Semester excluding examination periods.

Section one: Name

- The name of the structure shall be called Gays and Lesbian of University of South Africa

Section two: Vision

Our ultimate vision as an LGBTI organization is to see UNISA become a place where LGBTI students experience no prejudice or discrimination, are free to express themselves without fear of hostility and where the wider community is well-informed about LGBTI issues and accepting of sexual minorities.

Section Three: Mission

Section Four: Aims and Objectives

- To build a sense of community, friendship and solidarity among LGBTI students through social activities and events
- To counter and oppose manifestations of homophobia, prejudice and discrimination on campus
- To foster acceptance, understanding and education of LGBTI issues in the wider Unisa community

Section Fife: Principles & Values

- FREEDOM
- EQUALITY
- HUMAN DIGNITY
- NON-DISCRIMINATION
- NON-RACIALISM
- NON-SEXISM

Section six: Membership

- Membership of GLOUSA shall be open to all individuals, regardless of sexual orientation.
- Full membership shall be open only to students and academic staff of the University of South Africa.
- Individuals not falling under the categories stipulated in Article 3.2. May join GLOUSA as ‘associate members’.

Section seven: Composition of the Executive Committee (EC)

The committee shall consist of the following compulsory office bearers:

1. Chairperson
2. Deputy Chairperson
3. Secretary
4. Deputy Secretary
5. Treasurer
6. Gender Transformation Officer
7. Project and Campaign Officer
8. Communication and Marketing Officer
9. Legal Officer
10. Counselling and Mental Health Officer

Section eight: Duties, Tasks and Responsibilities of Committee Office-Bearers:

a. Chairperson:

- To chair all GLOUSA meetings and events, he/she is free to delegate this function on an ad hoc basis
- To ensure that the GLOUSA achieves its aims and objectives

- To ensure overall food functioning, management and internal organization of the society
- To take primary responsibility for the protection and enhancement of GLOUSA as a brand
- To monitor the strategic direction and focus of the society and make sure it stays on track

b. Deputy Chairperson:

- To assume the role of the chairperson in the absence of that individual and substitute for him/her if he/she is unable to perform certain tasks and duties or attend certain tasks and duties or attend certain events.
- To oversee non-portfolio societies e.g. clubroom management, alternately the vice-chairperson may create and take on a dedicated portfolio, e.g. Advocacy and Outreach

c. Secretary

- To record minutes at Committee and general Meetings and distribute these as necessary
- To manage the Organization and filing of all documentation
- Communications and Marketing Officer
- To create, oversee and manage the Society email and SMS lists to ensure easy and on-going internal communications with all club members
- To take primary responsibility for all external communications and be the direct interface between GLOUSA and other individuals and organizations, both on and off Campuses

d. Deputy Secretary

- Deputies the secretary in his or her absentia.
- Performs duties delegated by Secretary and or Chairperson.

e. Treasurer

- To oversee and manage the society's financial affairs and transactions in accordance with the financial by-laws of the SRC. This will include (among other duties):
- Keeping proper records of all major financial transactions involving the Society
- Overseeing the financial aspects of all GLOUSA events, projects and campaigns
- To create and implement fundraising initiatives
- To give monthly reports (or quarterly, at least) on the Society's account balance to the Committee
- The Treasurer will be expected to familiarize himself/herself with the SRC financial by-laws and to ensure appropriate compliance and transparency

f. Gender Transformation Officer

- Attend to all gender related queries within the organization jurisdiction
- Together with the legal officer, recommend policies to the AGM that focus on gender issues
- Become the ambassador of organization on matter of gender
- Lead by example and unbiased approach to all issues related to gender
- Be a gender non-conforming

g. Project and Campaign Officer

- Be responsible for the coordination of all regional project of the organization.
- Make available information and resources to the organization when required
- Organize and coordinate all activities of the organization within its jurisdiction
- Together with the media officer, arrange a checklist for the necessity of the event so as to publicize it on media
- Responsible for making sure that everything needed for the event is found in a convenient manner

h. Communication and Marketing Officer

- Provides a central point for the organization to lead and promote its activities, ideally to either increase membership and improve the organization's image.
- In consultation with the chair, includes taking responsibility for the marketing plan within the organization, liaison with local media, and raising the profile of the organization.
- Develop a marketing and promotions plan for the organization.
- Promote and publicize all aspects of the organization, in a positive and equitable way through the production of informative, unbiased newsletters and Facebook updates.
- Together with the secretary, Create and nurture relationships with media local to the organization.

i. Legal Officer

- To assist LGBTI students with lodging complaints and with opening harassment, assault and other similar cases with University disciplinary structures.
- To investigate and follow up all known and reported cases of homophobia, homoprejudiced discrimination and hate crimes. Take necessary action and help students with opening cases and initiating disciplinary procedures.
- Committee office-bearers may form portfolio sub-committees comprising other Society members to help in carrying out their work.

j. Counselling and Mental Health Officer

- Provide support to victims of homophobic attack
- Refer them to the nearest counselling and provide necessary support.
- Offer the pre-counselling which will lead to professional one.
- Listen to and pay attention to the individual story.

Section nine: Election of Committee

- The committee shall be elected at an Annual General Meeting (AGM).
- Only full members of GLOUSA shall be allowed to vote in or stand for elections.

Section ten: Procedure for a general election:

- Nominations will be called for from the society membership at least a week before the AGM.
- A quorum, consisting of at least one third of the society membership, must be present in order for the elections to proceed and for the results to be valid.
- If a quorum is not present at the AGM, the meeting must be postponed by one week and the new date made known to all members. If a quorum is not present at this postponed AGM, the election may proceed with the use of ballot sheets or by show of hands.
- The outgoing committee may devise specific rules relating to the elections.
- The committee may call special general meetings to conduct elections before the next scheduled AGM, should the need arise.

Section eleven: Term of Office

- The term of office of each Committee shall be from the conclusion of one AGM election until the next general election has been concluded.
- During its term of office, a Committee may co-opt Society members onto it as deemed necessary and with a two-thirds majority agreement of the Committee.
- A Committee may not link GLOUSA and its name to any external commitments (i.e. outside of the University) that will extend beyond that Committee's term of office.

Section twelve: Amendments to the Constitution

- No amendments to this constitution shall be made except by a two-thirds majority vote of Committee office-bearers.
- Society members may call for amendments to be made to the Society constitution with the submission of a petition signed by at least two-thirds of the society membership to the Committee. The call for amendment is to be discussed at the next Committee meeting and decided upon as per Article 7.1

Section Thirteen: Meeting Procedures of the Committee

- The Committee shall meet at least once a month at a date, time and venue agreed upon at the previous Committee meeting.
- Other Committee meetings may be convened on an ad hoc basis at the request of any single Committee member.
- All meetings shall be presided over by the Chairperson (or any other Committee member delegated to do so) and will run in accordance with the agenda, as compiled by the Secretary.

