

# **Hiking Club at CU Bylaws**

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## **ARTICLE I: NAME AND PURPOSE**

### **Section A - Name**

The name of this organization shall be The Hiking Club at CU.

### **Section B - Mission Statement**

Since its formation in 1919, the Hiking Club has dedicated itself to one simple goal: to help students and staff at CU Boulder explore the many nature and wilderness areas that Colorado has to offer. The club has evolved and grown over the past hundred years, and is now one of the biggest student groups on campus. Although we are not a guide service, our officers share a love for nature and have a great deal of experience exploring the outdoors. By organizing weekly day hikes and backpacking trips, we help students unwind from classes, make new friends, and go on adventures. We are dedicated to providing an open and accepting community for people of all skill levels; whether someone has soloed the Pacific Crest Trail or has never hiked a day in their life, we offer the right kinds of trips.

### **Section C - Objectives**

1. Provide opportunities for members of the CU community to hike, camp, backpack, and participate in outdoors activities with other members. Activities include weekly hiking and backpacking trips, open social hours in Boulder, and seminars.
2. Create a safe and accepting environment for members of all ability levels and experience.
3. Share outdoor skills and advice with members that wish to learn more about wilderness travel.
4. Facilitate networking of like-minded hikers in the CU community through open group events.
5. Provide free gear rentals, subsidized gas and permits, and other resources to members in order to make outdoor activities accessible for all.

### **Section D - Benefit to the CU Community**

By organizing guided hiking trips, the Hiking Club helps students explore the Colorado wilderness in a safe environment and be a part of a rich community. This is especially valuable to new students who are unfamiliar with the area, are looking to foster new friendships, or have little outdoors experience. For more experienced members, our trips provide a healthy and active diversion from school and/or work with similar-minded people. Through our hiking trips, club members find an appreciation for nature that will stay with them for the rest of their lives and establish a mindset of conservation. The outdoors experience they gain on our trips allows members to confidently organize their own trips after they have graduated.

## **ARTICLE II: MEMBERSHIP AND DUES**

### **Section A - Eligibility**

Membership shall be open to all students, faculty, staff, alumni, and associates of the greater University of Colorado Boulder community regardless of race, color, ethnicity, ability, sex, gender identity, religious views, political views, national origin, immigration status, or sexual orientation. All new members shall sign the membership liability waiver and provide contact information to be entered into the club's member list.

### **Section B - Dues**

Membership dues shall be \$20 (US) per year. For exchange students or those graduating, dues may be paid for one semester at \$15. A five-year membership can be purchased at a discounted cost of \$60. In order to be brought on Hiking Club trips, members must have up-to-date dues payments marked in the club's roster. For those unable to afford membership dues, executive officers may consider individual accommodations - such as volunteer participation in club chores in lieu of dues - on a case-by-case basis.

### **Section C - Termination**

Membership will be terminated for individuals due to noncompliance with the CUHC Code of Conduct.

## **ARTICLE III: OFFICERS AND DUTIES**

### **Section A - Eligibility**

CUHC members must demonstrate the following to be considered for officership:

1. Participation in club trips and events for at least one semester or equivalent involvement as judged by an executive officer.
2. Strong social skills in group interaction and leadership or potential and willingness to develop such skills.
3. Strong technical outdoor decision-making skills and leadership or potential and willingness to develop such skills.
4. Positive interactions with or observed by CUHC officers at club events such that at least one officer will personally vouch for the individual's ability and willingness to uphold the CUHC Code of Conduct (outlined in Article V) and meaningfully contribute to the club if given a leadership role.

Individuals interested in officership who meet these requirements shall be referred to an executive officer for review of the person's eligibility. If the executive officer judges that the individual has met the requirements, the executive officer shall make the individual a Prospective Officer and provide the prospective with information about club structure, officer expectations, and the prospective officer process defined below.

Each Prospective must shadow current officers in at least two of each of the following: social hour, office hours, day hikes, and overnight trips. During each shadow, the prospective is expected to actively demonstrate existing skills and learn new skills from the leading officer. Through check-ins with the prospective and other officers, the executive officers may adjust the number of shadows required before consideration to account for previous experience, problem areas, or other factors.

Before leading a trip, a prospective officer must be able to correctly use all items included in club first aid kits to a satisfactory degree as judged by an officer with current Wilderness First Aid or Wilderness First Responder certification or be able to provide documentation of their own WFA/WFR/First Aid certification.

Once the prospective has completed these tasks, they may then apply for officership.

### **Section B - Election**

A prospective officer may be considered for full officership upon completion of the shadowing process as judged by the executive officer. If an informal survey of the officer group and review of the prospective's performance during the shadowing process are satisfactory and in-keeping with the standards of officership, the prospective will then be made an officer.

If there is significant uncertainty, debate, or concern brought to the executive officers' attention when reviewing the prospective's performance that cannot be remedied by further shadowing, the issue will be voted on anonymously by all officers in which officers shall choose to accept, reject, or veto the prospective's bid for officership. Veto votes are reserved for situations in which

an officer has grave and unresolvable reason to believe that the prospective would compromise club standards of non-discrimination, harassment, or safety as outlined in Article V. A  $\frac{2}{3}$  majority is required for the prospective to be accepted as an officer.

### **Section C - Duties**

CUHC officers shall:

1. Hold office hours for at least one hour each week as listed on the calendar at the beginning of each semester during which they may manage gear rentals, complete administrative tasks, and collect dues and waivers from new members.
2. Lead at least (1) day-hike and (1) overnight trip each semester.
  - a. Communicate via email at the beginning of the week (or whenever appropriate) details about the hike and instructions for how to apply.
  - b. Choose a group for the trip such that:
    - i. There is a balanced ability level that is appropriate for the difficulty of the hike.
    - ii. Both new and established members are represented such that all applicants have equal opportunities to participate in club trips.
    - iii. Safety issues are eliminated or manageable.
    - iv. The selection process complies with club non-discrimination policy outlined in Article V Section A.
  - c. Collect appropriate gear from participants and/or club supplies and ensure that all group members are properly equipped for the trip.
  - d. Organize carpools, meals, cooking, group gear, communal splitting of food and gas costs, and communications for the group.
  - e. Ensure the physical and emotional safety of group members during the trip including but not limited to outdoor decision-making, medical needs, risk-management, and social inclusion.
3. Host social hour at least once each semester.
  - a. Communicate via email day-of the time and place of the social hour at a predetermined, centrally-located Boulder location.
  - b. Arrive early to establish the area.
  - c. Facilitate socialization throughout the event and manage any incidents that may occur.
  - d. Ensure that all tabs are settled before leaving.

Officers are expected to actively participate in club events and support club interests to a reasonable extent throughout their tenure. Further, officers attending club trips and events shall consistently uphold club standards of behavior, inclusivity, and safety as a representative of the club regardless of personal leadership role at the event.

### **Section D - Termination**

Officers who do not meet their requirements of officership listed in Section C without demonstrating good faith effort to the executive board or do not comply with the CUHC Code of Conduct shall be terminated by the executive board. If the officer wishes to appeal the termination or if the executive board do not unanimously agree on termination, a meeting may be held where all officers shall consider the issue and anonymously vote to either uphold the termination by simple majority (in the case of an appeal) or enact a termination by  $\frac{2}{3}$  majority.

## **ARTICLE IV: EXECUTIVE BOARD**

### **Section A - Term**

There shall be (3) executive officers on the executive board for a full academic year.

### **Section B - Election**

At the end of each academic year (May), CUHC officers shall be asked to nominate fellow officers for a position on the Executive Board. When the officers convene for the final meeting of the year, each nominee shall speak briefly about their suitability for the role and goals for club leadership. All officers including the incumbent executive board shall submit an anonymous, ranked-choice voting ballot, and votes will be tallied by a retiring officer using a preferential voting system as follows:

1. All ballots are allocated to each candidate based on first place rankings.
2. The candidate with the least votes is eliminated from the running.
3. The eliminated candidate's ballots are then distributed among the remaining candidates according to the next candidate ranked on each ballot.
4. The process is repeated until only three candidates remain.

If vacancies occur in the executive board during the academic year, the two standing executive officers shall choose a replacement for the remainder of the year from the officer group.

### **Section C - Duties**

It shall be the duty of executive officers to oversee long-term and administrative tasks for the Hiking Club as listed below as well as their duties as an officer of the club outlined in Article III.

1. Become a signer for the Hiking Club at CU and act as the club's liaison to the Center for Student Involvement (CSI).
2. Organize meetings including but not limited to semesterly introductory meetings, trip-planning meetings, and electoral meetings.
3. Acquire funding through CSI and outside sponsorships as needed.
4. Manage finances for the club.
5. Evaluate gear needs and purchase new gear both for member rental and club use.
6. Reserve and coordinate the yearly hut trip and Banjo Billy's tour.
7. Manage officers and ensure that club leadership needs are being met.
8. Delegate tasks to officers to foster leadership skills and participation and avoid overwhelming workloads.

9. Meet with and vet those interested in officer positions and oversee prospective officers throughout their shadowing process.
10. Work to ensure that club activities and attitudes reflect the accessibility and inclusivity stated in our mission statement as well as promote a love for and interaction with the outdoors in the CU Community.

## **ARTICLE V: CODE OF CONDUCT**

### **Section A - Discrimination**

The Hiking Club at CU does not and shall not discriminate on the basis of race, color, religion, sex, gender identity, ethnicity, age, immigration status, nation of origin, sexual orientation, marital status, disability, or political views in any of its activities or operations. These activities include but are not limited to, selection of officers and executive officers, group selection on club trips, membership, and gear rental. We are committed to providing an inclusive and welcoming environment for all officers and members.

### **Section B - Harassment**

The Hiking Club at CU does not and shall not condone harassment of any kind including but not limited to sexual harassment and harassment in violation of CUHC discriminatory policies. Harassment is defined in this Code of Conduct as any verbal or physical conduct designed to threaten, intimidate, or demean another individual or group.

### **Section C - Safety and Outdoor Conduct**

The Hiking Club at CU requires that all members, officers, and participants act responsibly and safely both outdoors and at other club events. Safety concerns should include not only individual needs but also actions that impact those around them, the group, and the wilderness.

While officers are not liable for group members as agreed upon in the CUHC Membership Waiver, participants are expected to comply with officer instructions especially with regard to physical safety and decision-making. Participants must also refrain from actions that put themselves or others at risk such as leaving the group, dislodging or throwing rocks, sharing untreated water without informing others, and behaving in an unsafe manner around wildlife. CUHC seeks to respect wild areas by complying with local regulations and Leave No Trace doctrines and requires all participants to likewise adhere to such regulations.

CUHC seeks to create a safe environment in which members can tackle the unique physical and psychological challenges of outdoor travel with confidence. As such, CUHC members and officers must practice and promote respectful, inclusive, and constructive behavior. Participants are expected to seek open communication and trust between themselves and others to ensure a positive experience for themselves and all group members.