



National Bylaws Of The National Association of Blacks in Criminal Justice, Inc.

ARTICLE I NAME AND STATUS:

SECTION 1. NAME:

The name of the Association shall be The National Association of Blacks in Criminal Justice, Inc. (hereinafter referred to in these Bylaws as “NABCJ” or “the Association”).

SECTION 2. STATUS:

The Association is a non-profit corporation pursuant to and in accordance with the laws of the State of Georgia. This Association is a 501(c)(3) organization pursuant to the rules and certification of the United States Internal Revenue Service.

ARTICLE II PURPOSE:

SECTION 1. PURPOSE:

NABCJ is a non-partisan and non-profit service organization whose purpose is to examine and act upon the needs of people of color employed in both the public and private sectors of the criminal, juvenile and social service systems to participate in the eradication of injustice in the American justice process.

SECTION 2. OBJECTIVES:

1. To increase the number of people of color as policymakers in the criminal and social justice systems.
2. To increase the number of people of color as employees in the criminal and social justice system.
3. To contribute to the enactment of legislation and public policy which will have a developmental and fair impact of the criminal and social justice system.
4. To provide annual training for public and private criminal and social justice professionals.

ARTICLE III MEMBERSHIP:

Any person or organization subscribing to the purpose and objectives and meets the financial requirements of NABCJ shall be eligible for membership. Membership shall be available to anyone regardless of age, race, religion, color, national origin, marital status, disabilities, sex, or sexual orientation. Individuals currently under and/or pending criminal/juvenile supervision are not entitled to membership until supervision has been successfully completed. NABCJ members shall be assigned to only one membership category.

1. The categories of membership are:

- a. Life Member – Open to any individual. Life Members have completed the financial requirements and are voting members of the Association. Life members are entitled to one vote on issues of the Association. Life members may, upon their election, join a local chapter and vote on local chapter issues.
- b. Agency Affiliates – Open to public and private organizations and institutions. The Agency Affiliates are entitled to one vote.
- c. Member – Open to any individual. Members are entitled to one vote
- d. Student Member – Open to any full-time college and high school students. The Student Member is entitled to one vote per member.

- e. Associate Members – Members who are only active with local chapters. The Associate Member is not entitled to vote on national issues/elections.

SECTION 2. LOCAL CHAPTER MEMBERSHIP:

NABCJ Local Chapters are affiliates of NABCJ and are chartered under the authority of the NABCJ National Board.

Local Chapters shall be comprised of individual members assembled together as members of the local chapter. Local Chapters may be comprised of all categories of membership.

Local Chapters are separate legal entities from the National Association, each with their individual authority to enter into contracts and conduct their affairs separate and apart from the National Association. Local Chapters, however, shall operate in accordance with the National Bylaws.

SECTION 3. MEMBERSHIP FEES:

The Board of Directors shall establish annually membership fees for each category of membership.

**ARTICLE IV
MEMBERSHIP MEETINGS:**

SECTION 1. ANNUAL MEETING:

NABCJ shall hold an Annual meeting of its membership. Annual meetings may be conducted virtually or in-person, as determined by majority vote of the Board of Directors.

SECTION 2. NOTICE OF ANNUAL MEETING:

Written notice of each Annual Meeting, stating the date and time, shall be communicated to each member no less than 60 calendar days prior to the annual meeting.

SECTION 3. QUORUM:

At the Annual Meeting of the membership, the number equaling the number of active chapters at the time of the Annual Meeting shall constitute a quorum for the transaction of any business. In the absence of a quorum, the meeting may be held, however, the meeting shall be unofficial, and no voting may take place.

SECTION 4. VOTING:

Each voting member present at an Annual Meeting will be entitled to only one (1) vote per election in accordance with Article III, Section 1. Action taken may be approved by a simple majority of the members present.

SECTION 5. AGENDA:

The President, in consultation with the Board, shall prepare the agenda for the Annual Meeting. Members may submit agenda items to the Secretary no less than sixty (60) calendar days prior to the meeting. New business items may be received at the request of the President.

SECTION 6. ANNUAL REPORTS:

The President, Treasurer, Chief of Conference Planning and Operations shall each prepare an Annual Report for delivery to the membership during the Annual Meeting. The reports shall include a summary of the activities and finances of the Association for the previous 12 months.

ARTICLE V BOARD OF DIRECTORS:

SECTION 1. BOARD MEMBERSHIP:

1. Each member of the Board of Directors shall be a member of the Association.
2. The property and affairs of NABCJ shall be managed and controlled by the Board and shall consist of no less than twelve (12) or more than thirty-three (33) members.
3. Each position of the Board of Directors shall be governed by its specific duties, responsibilities and term limits and provided for in these By-Laws.
4. The Board shall consist of three (3) Representatives of each of the following regions of the United States: Northwest, Northeast, South, Southeast, Southwest and Midwest.
5. The Immediate Past President – Shall be an ex-officio member of the Board. The Immediate Past President shall remain in position until replaced by the next Immediate Past President and shall automatically assume the position on the Board of Directors at the conclusion of his/her term as President of the Association. The Immediate Past President shall serve as a voting member of the Board.

6. President of the President's Council – Shall serve as a voting member of the Board of Directors and shall be elected every two years by members of the President's Council. The President of the President's Council shall be a current chapter president or immediate past president of a local chapter and will represent the chapter presidents on the Board.
7. Executive Officers – the President, Vice-President, Secretary, Assistant Secretary, Treasurer and Assistant Treasurer are members of the Board of Directors and shall be the leadership for the Board. The duties, responsibilities and term limits of Executive Officers are delineated in Article VI of these By-Laws.
8. The Board shall also include four specialized positions. These positions must be approved by the Board of Directors and are not eligible to run for Executive Officer positions while serving in their appointed positions:
 - a. Federal Employee Representative – Shall serve as a voting member of the Board of Directors and shall be appointed by the President. The Federal Employee Representative shall be a full-time employee of the Federal Government. The term of office shall run concurrently with the appointing Board President's term of office
 - b. Student Representative – Shall serve as a voting member of the Board of Directors and shall be appointed by the President. The term of the Student Representative will run concurrently with the term of the President they are appointed by.
 - c. International Representative – Shall serve as a voting member of the Board of Directors and shall be appointed by the President. The term of the International Representative will run concurrently with the term of the President they are appointed by.
 - d. An official representative appointed by the President of the National Alliance of Faith and Justice (NAFJ). The term of the NAFJ representative shall be concurrent with the sitting President of the NABCJ Board. The Board of Directors shall approve the appointment and continued membership of the NAFJ representative at the beginning of each Board President's term of office.
 - e. No nonprofit organization or Chapter Affiliate shall hold a voting position on the National Board of Directors.

9. Although not an appointed position to the Board, the Presidents' Council President may not be elected to serve as an Executive Officer directly from their President's Council position. Only such Board members serving on the Board as a Regional Representative may be elected to an Executive Officer position.

SECTION 2. ELECTION OF REGIONAL REPRESENTATIVES AND TERMS OF OFFICE:

1. Regional Representatives shall be elected to a three (3) year term. No Representative shall be elected for more than two (2) consecutive three (3) year terms. The Representative positions shall be identified by region. Each region shall have three representatives. No Representative shall be elected or re-elected during the same election year as another Representative for that region.
2. The election of the Regional Representatives to the Board shall take place annually during the Annual Meeting.
3. Members may cast their vote via electronic means or during their in person attendance at the Annual Meeting. The Nominating Committee shall be charged with establishing procedures for each election for the electronic casting of ballots.

SECTION 3. MEETINGS OF THE BOARD:

The Board shall meet no less than twice per year, including the Annual Meeting. Special meetings of the Board may be called by the President of the Board or by a majority vote of the Representatives. All such meetings, except closed meetings of the Board shall be open to any member in good standing. Any member wishing to address the Board shall make a written request to the Secretary at least fourteen (14) calendar days before the meeting. Minutes of the meeting shall be taken, maintained, and distributed to each member of the Board thirty (30) calendar days before the next meeting.

SECTION 4. NOTICE OF MEETINGS:

Notice of meetings shall be made to each Board member specifying the time and location of the meeting. Face to face meetings notifications shall be given at least sixty (60) calendar days prior to the meeting. Notice of non-face to face meetings shall be given at least five (5) calendar day's prior notice.

SECTION 5. QUORUM:

A quorum shall be constituted by a simple majority of the total Board members. Meetings with less than a quorum shall be unofficial and no voting may take place.

SECTION 6. DUTIES OF THE BOARD MEMBERS:

1. The duties of Board members shall be such as are implied in their respective titles and as specified in these By-laws and any official position description developed and formally approved by the Board. Each Board member shall keep accurate records of their work and turn such records over to their successor.
2. Board members shall have a fiduciary duty to the Association and shall always act in the benefit of the Association. Therefore, it shall be the duty of each Board member to further the purpose and objectives of NABCJ in his or her region, as well as nationally. To this end, each Board member shall:
 - a. Work to develop new Chapters.
 - b. Serve as a liaison between the membership of his or her region and the National Officers and Board members.
 - c. Communicate on a regular basis with the President and other Board members;
 - d. Provide activity and other required reports as they become due;
 - e. Promote NABCJ as a professional organization striving to be a change agent in the field of criminal justice; and
 - f. Comply with all governing documents of the Association.
3. Board/Executive Committee members must attend at least 75% of the Association Board meetings/activities including their assigned committee meetings during each year of their assignment. Failure to meet this requirement at the end of each year of assignment may result in their removal or suspension from the board.

SECTION 7. BOARD VACANCIES:

Any vacancy on the Board may be filled by recommendation of the President for confirmation and approval by majority vote of the Board of Directors.

Regional Representatives appointed to the Board may serve in their appointed position only for the remainder of the year of their appointment. A special election shall be held in the following year, at which time the appointed representative must be voted in by the membership of their region.

The newly elected Regional Representative will serve through the scheduled end of the original term. Regional Representatives must work or reside in one of the States or

jurisdictions their position serves. Should there be no available members to serve as Regional Representation for their respective state or jurisdiction, the President may recommend a candidate to fill the vacancy. The candidate shall be duly appointed upon majority vote of the Board of Directors.

Appointed Regional Representatives may not serve as Executive Officers. Should, however, the existing number of elected Regional Representatives be insufficient for the election of Executive Officers, the Board of Directors, by two-thirds majority vote, may elect Executive Officers from Regional Representatives who are currently serving in appointed positions.

In the event a Representative relocates to another region, the Representative shall notify The President of the change in their location. The Representative may, upon approval of the Board, serve until the end of his or her term. The Representative, if eligible, may be nominated as a Representative for the Board position in the new region, but is not eligible to seek election to another term in the former region.

1. Student Council Representative—filled by the Board president
2. NAFJ—Vacant until filled by the Board President
3. President’s Council—President’s Council Vice President shall serve as interim Board member until such time as the President’s Council selects a replacement.

SECTION 8. INSTALLATION OF BOARD MEMBERS AND EXECUTIVE OFFICERS:

New Board members and Executive Officers shall be installed at the Annual Meeting. Unless otherwise specified in these Bylaws, Board member and Executive Officer terms shall commence on August 1 of the year of their installation and will end on July 31st in the last year of their service.

In the event the Annual meeting cannot be conducted in person, the Election and installation of the Board and Executive Committee can be conducted by an electronic or virtual format.

SECTION 9. COMPENSATION:

No Executive Officer or Board Member shall be entitled to receive, nor shall accept any compensation for his or her services to the Association.

SECTION 10. REIMBURSEMENTS:

Executive Officers and Board members may receive reimbursement for approved expenditures.

ARTICLE VI OFFICERS OF THE BOARD/EXECUTIVE OFFICERS:

SECTION 1. ELECTION OF EXECUTIVE OFFICERS:

1. The positions of President, Vice-President, Secretary, Assistant Secretary, Treasurer and Assistant Treasurer shall be the elected Executive Officers of the Board. The Executive Officers shall be elected by majority vote of the Board of Directors. Any Board member present at the meeting may make nominations. Any Board member elected to the Board by the membership may serve as an Executive Officer.
2. The election of the Executive Officers of the Board shall take place at the site of and during the Annual meeting. The election of Executive Officers shall take place every two years.
3. Executive Officers shall hold their respective positions for a two-year term.
4. Executive Officers can serve only two consecutive two-year terms in their respective Executive positions. At the end of the incumbent's term as President, the President shall not be eligible to be elected to any other Executive position on the Board but shall assume the position of Immediate Past President.
5. Upon election to the positions of President, Vice-President, Secretary and Treasurer, the Board member shall assume their respective Executive Officer position and shall not be required to hold any other position on the Board. Should a replacement candidate be available for the Executive Officer's prior position, the vacancy shall be filled on an interim basis by recommendation of the President or of any Board member and shall be selected by majority vote of the full Board of Directors. The vacancy shall be filled by nomination and vote of the membership at the next Annual Meeting.
6. Except for the President, an executive officer is eligible to be elected to another executive officer position after completion of their two terms in their current executive position. The officer must terminate from the Board in accordance with the term limits of the position as defined in these Bylaws.

7. The positions of Assistant Secretary and Assistant Treasurer shall serve a dual role as an assistant and in their original Board positions. The term limits of their original Board position shall govern.

SECTION 3. BOARD OFFICERS:

1. The President of the Board shall also be the Chair of the Executive Committee. A quorum of the Executive Committee shall be by a simple majority of its members.
2. The Executive Committee shall regularly report its proceedings to the Board at the next subsequent meeting of the Board of Directors.
3. Powers. The Executive Committee may exercise all the powers of the Board during the intervals between meetings of the Board, except that it shall not have authority to change the By-laws or submit to the Association any action requiring approval of the Board or prohibited under applicable Federal and State laws governing the operation of 501(c)(3) organizations. The Executive Committee shall fix the compensation of any paid staff of NABCJ and evaluate staff performance. The Executive Committee shall recommend to the Board action on policy proposals and make office and conference purchases as allowed under a current and approved budget.
4. Meetings. The Executive Committee shall meet at least quarterly and shall be responsible for the affairs of the Association between meetings of the Board.
5. Other Meetings. The President may convene other meetings, as needed, including by telephone conferencing.

ARTICLE VII DUTIES OF BOARD OFFICERS:

SECTION 1. PRESIDENT:

The President of the Board shall have general charge of the affairs of NABCJ and shall insure the implementation of the Purpose and Objectives of NABCJ. The President shall preside at the meetings of the Membership, Board and the Executive Officers. The President shall have the authority to appoint members to the Board of Directors in accordance with Article V, Section 1 and Committee Chairs for the Association's standing and ad hoc committees. All appointments made by the President shall be confirmed by the Board of Directors. The President may assign other duties as needed.

The President of the Board is the official spokesperson for the Association and shall provide the authority for all published/broadcasted opinions, positions, and/or statements representing the Association. Individual chapters and affiliates may not publish or broadcast through any public media any opinion, position or statement under the name of NABCJ without approval by the President or designee.

SECTION 2. VICE PRESIDENT:

The Vice President shall perform all duties of the President upon request of the President, or in the event of the President's absence or disability. The Vice President shall assume other duties as assigned by the President. The Vice President shall have general oversight of the work of Board Committees and shall serve as ex-officio member of all Board Committees.

SECTION 3. SECRETARY:

The Secretary shall attend and keep the minutes of all meetings of the Board and the minutes of the Annual Meeting. The Secretary shall be responsible for managing Board correspondence and for keeping records of actions taken by the Board and its Executive Officers. The Secretary shall also be responsible for sending timely notices and agenda to Board members of upcoming meetings and for sending out minutes of Board meetings under the direction of the President. The Secretary shall be responsible for sending out notice to the membership of the Annual meeting in accordance with the mandates of these Bylaws. The Secretary shall assume other duties as assigned by the President.

SECTION 4. ASSISTANT SECRETARY:

The Assistant Secretary shall perform all duties of the Secretary at the request of the Secretary, or in their absence or disability. The Assistant Secretary shall assume other duties as assigned by the President.

SECTION 5. TREASURER:

The Treasurer shall ensure that records of the Association's investments, finances, properties, etc., are maintained and appropriately reported. The Treasurer shall submit budgets and financial reports to the Board, as the Board shall require. The Treasurer will also make recommendations regarding the Association's fiscal policies, spending trends and practices. The Treasurer is the chair of the Budget and Finance Committee of the Board. The Treasurer shall assume other duties as assigned by the President.

SECTION 6. ASSISTANT TREASURER:

The Assistant Treasurer shall assume all duties of the Treasurer at the request of the Treasurer, or in the Treasurer's absence or disability. The Assistant Treasurer shall assume other duties as assigned by the President.

SECTION 7. PARLIAMENTARIAN:

The Parliamentarian is appointed by the President and acts as a consultant to the President. The duty of the Parliamentarian shall be to advise the President and the Board by ruling on the validity of the conduct of business at each meeting in accordance with Robert's Rules of Order. The Parliamentarian is not a Board member, nor does this position have voting privileges.

SECTION 8. IMMEDIATE PAST PRESIDENT:

The Immediate Past President shall have general administrative duties. The President may request the assistance of the Immediate Past President in the administration of the Association or may assign other duties as needed.

ARTICLE VIII STANDING AND AD-HOC COMMITTEES:

SECTION 1. STANDING COMMITTEES:

The following shall be standing committees of the Association:

1. Budget and Finance
2. Membership
3. Nominating
4. Communications and Public Relations
5. By-Laws
6. History and Research
7. Conference Planning

SECTION 2. COMMITTEE CHAIRS:

All standing committee chairs shall be members of the Board of Directors. Committee Chairs shall be responsible for reporting activities and issues of their respective committees to the Vice-President, to maintain records of all decisions of their committees and to make any recommendations concerning activities, responsibilities or actions of their respective committees to the Board of Directors, as appropriate.

For committees with only one (1) chairperson, the chair must be a current member of the Board of Directors. For committees with co-chairs, one of the co-chairs must be a current member of the Board of Directors.

SECTION 3. BUDGET AND FINANCE COMMITTEE:

The Budget and Finance Committee shall consist of not less than three (3) persons, including the Treasurer, Chief of Conference Planning and Operations and Assistant Treasurer. The Treasurer shall serve as Chair of the Budget and Finance Committee and shall be responsible for preparing the Association's annual Financial Report. The Committee shall be responsible for the following activities:

1. Providing technical assistance to members and Chapters with financial questions or issues;
2. Developing the annual operating budget;
3. Ensuring the conduct of an audit of the Association's finances by a qualified, independent source at the end of each two-year term of office of the President or as otherwise required;
4. Ensuring that activities approved by the Board which require funding conform to the current budget approved by the Board.
5. Developing an annual budget for the Association for approval by the Board. The budget shall include individual budgets for the Officers of the Association and Standing Committees.

SECTION 4. MEMBERSHIP COMMITTEE:

The Membership Committee shall consist of not less than four (4) members, two (2) of whom shall be Regional Representatives. Any employee of the Association responsible for supervising the daily administrative matters of the Association may serve as a member of this Committee, via appointment by the President, but shall have no official vote on the Committee. The President shall appoint the Chair of the Membership Committee with confirmation by the Board.

The Membership Committee shall be responsible for recruiting new members, making recommendations to the Board regarding membership categories and corresponding fee structures, member retention and requirements for new chapters or affiliates.

The Membership Committee shall submit annually a proposed line item budget to the Board and Finance Committee for their approval.

SECTION 5. NOMINATING COMMITTEE:

The President shall appoint the Nominating Committee Chair with confirmation by the Board and shall appoint one Representative from each of the six regions as member of the Committee. The Committee Chair shall select three additional non-Board members.

The Committee shall be responsible for confirming that all nominees for Board positions meet the requirements for that position as defined by these By-Laws and any applicable guidelines and criteria. The Committee shall review nomination and election strategies and procedures and shall make recommendations for improvements. The Committee shall be responsible for designing and distributing ballots for elections and designating a method for receiving and counting ballots. The Nominating Committee shall submit annually a proposed line item budget to the Budget and Finance Committee for approval.

SECTION 6. COMMUNICATIONS AND PUBLIC RELATIONS COMMITTEE:

The Communications and Public Relations Committee shall consist of not less than three (3) members, with two (2) being Regional Representatives. The President shall appoint the Chair of the Committee with confirmation of the Board.

The Committee shall be responsible for:

- a. Promoting the Association's annual meeting/conference
- b. Working with the Conference Planning Committee to promote NABCJ events
- c. Publishing all notices, newsletters or other publications/broadcast material during the Association's annual conference
- d. Developing multi-media promotional materials, including news releases; and
- e. Maintaining the Association's presence on social media and the web.

The Communications and Public Relations Committee shall submit annually a proposed line item budget for approval by the Board and Finance Committee.

SECTION 7. BYLAWS COMMITTEE:

The Bylaws Committee shall consist of at least three (3) Regional Representatives and three (3) non-Board members. The President shall appoint the Chair of this Committee with confirmation by the Board.

The Bylaws Committee shall be responsible for reviewing and preparing amendments to the Bylaws and for soliciting feedback from the membership for Bylaws changes. The Bylaws Committee shall also assist the Board regarding interpretation of the Bylaws and shall review the Bylaws annually and update as needed.

The Bylaws Committee shall submit in writing to the Board any proposed amendments. The Board shall approve or disapprove the amendments to be introduced to the membership for vote.

Members of the Association can submit proposed amendments to the Bylaws through their designated Regional Representative or directly to the National Office during the time frames designated by the Association.

The Regional Representatives will submit all proposed amendments to the Chairperson of the Bylaws Committee, who will share and discuss the submissions with the Bylaws Committee. The Committee will submit all proposed Amendments, along with Committee recommendations, to the Board of Directors.

SECTION 8. HISTORY AND RESEARCH COMMITTEE:

The History and Research Committee shall consist of not less than three (3) members and at least one (1) shall be a Regional Representative. The President shall appoint the Chair of the Committee with confirmation by the Board.

The Chair of the Committee shall be responsible for selecting other members as appropriate, to accomplish and attain the goals and objectives of the Committee.

The Committee shall act as a council on research and history. It shall be the purpose of the Committee to preserve the history of the Association through archiving records, publication and dissemination of such records. The purpose of this Committee also is to manage the research and survey information of the Association that may or may not be initiated by the Committee.

The History and Research Committee shall submit annually a line item budget for approval to the Budget and Finance Committee.

SECTION 9. CONFERENCE PLANNING:

The President shall appoint the Chief of Conference Planning and Operations with confirmation by the Board. The Committee shall be responsible for planning, organizing, and implementing the Association's Conference and Training Institute.

The Committee shall adhere to the approved conference budget. The Budget and Finance Committee must approve any variance to the approved budget and any requests for line item changes.

SECTION 10. AD-HOC COMMITTEES:

The President may create ad-hoc committees, with the Committee Chair appointed by the President of the Board. The work of all ad-hoc committees shall be for a specific and finite purpose.

**ARTICLE IX
FINANCIAL OPERATIONS:**

SECTION 1. FINANCIAL OPERATIONS FISCAL YEAR:

The fiscal year of the Association shall be from January 1 through December 31.

SECTION 2. AUDIT:

An audit of the Association's financial accounts and transactions shall be performed by a Certified Public Accountant approved by the Board at the end of each two-year term of the President or as otherwise required.

SECTION 3. CHECKS/EXPENDITURES:

The Treasurer, Assistant Treasurer, President of the Board and a designated employee of the Association as approved by the Board, shall be authorized signees on all checks, drafts and orders for payment for the Association. All expenditures of \$500 or more shall require written authorization of the Board Treasurer and the President.

SECTION 5. BOND:

The Board shall require the Treasurer, Assistant Treasurer, President and the designated employee of the Association approved to sign checks, to be bonded, at the expense of the Association, for the faithful discharge of his or her duties in such amount and with such surety as it shall determine.

ARTICLE X MISCELLANEOUS:

SECTION 1. BYLAWS:

These Bylaws shall supersede all other Bylaws, resolutions, memoranda, policies or other writings heretofore promulgated by the Association.

SECTION 2. ASSOCIATION POLICIES AND PROCEDURES:

The Board shall maintain a Policies and Procedures Manual to effectuate the rights, responsibilities, requirements and mandates as defined in these Bylaws.

The President shall appoint a Chair with confirmation by the Board, to annually review and update as needed the Association's Policies and Procedures Manual. The Committee will submit for Board approval any recommended updates, changes, revisions or amendments to the Association's Operations and Procedures Manual.

ARTICLE XI EXPULSION, SUSPENSION OR REMOVAL OF MEMBERS, BOARD MEMBERS AND EXECUTIVE OFFICERS:

The NABCJ Board, upon satisfactory evidence and after a full hearing in accordance with these Bylaws, find that during his/her term as an Executive Officer, Member of the National Board of Directors or member of the Association is guilty of conduct not in accord with the principles, aims and purposes of NABCJ, may expel, suspend, or remove from Executive Office or Board position, revoke their membership, or take other actions deemed necessary against them.

Any person whose actions have caused financial harm to the Association or has been involved in financial irregularities involving NABCJ funds/resources or whose conduct has been determined to conflict with the Association's Code of Ethics shall be prohibited from serving on the National Board of Directors, or from holding office at any local NABCJ Chapter, Affiliate or any position involving Association finances or business affairs.

Should there be a finding of guilt, the member, Officer or Board member is prohibited from serving as an Executive Officer of the Board or holding any Board position, whether elected or appointed. The individual shall also be prohibited from serving in any leadership capacity at the local level. The NABCJ member, Executive Officer or Board Member

shall be given written notification of the charges against him/her, may request a hearing before the Board and upon its completion, shall be provided in writing the findings of any such hearing or investigation.

Upon receipt of notice of the charges against him/her, the member, current or former Executive Officer or current or former member of the Board of Directors, shall respond to the Board within thirty (30) days of receipt of such notice and shall include in his/her response whether a hearing before the Board is requested.

The Board shall communicate its decision in writing to the member, the former or current Executive officer or former or current Board member within 30 days after the hearing, or 30 days after the member's designated response date.

Upon a finding that the member, officer or Board member acted in violation of these Bylaws or in violation of the principles, aims and purposes of NABCJ, the Board shall serve notice to the member, officer or Board member of its decision and shall include in its findings its decision regarding removal, expulsion, suspension or revocation. The Board may impose its decision to remain in effect permanently or for a specified period.

ARTICLE XII REVOCATION AND SUSPENSION OF CHAPTERS; OTHER DISCIPLINARY ACTION:

SECTION 1. GROUNDS FOR REVOCATION, SUSPENSION OR DISCIPLINARY ACTION:

The following shall be grounds for revocation of a chapter's charter, placement of a chapter in suspension status or the employment of other disciplinary action, as determined by the Board and in accordance with these Bylaws and established policies and procedures.

1. Failure to Meet Financial Obligations to the Association – Failure by a local chapter or affiliate to pay the annual dues for two (2) consecutive fiscal years may result in temporary suspension, revocation of the chapter, or dis-affiliation and annulment of an affiliate's relationship with NABCJ.
2. Failure to Report – Failure by a local chapter or an affiliate to report to the National Office its status for a period of two consecutive years may result in a chapter's suspension or revocation of Charter and the annulment of an affiliate's relationship with NABCJ, should such failure to report continue for more than two consecutive fiscal years.

In the event of a chapter's failure to report, the Board may declare a portion or the entire chapter vacant and may order a new election of local chapter officers. Immediately upon notice any action of suspension or expulsion, such chapter shall perform no official act and shall hold all records and monies of the Chapter, subject to disposition by the National Board.

3. Failure to adhere to the Affiliate Agreement and/or National Bylaws –The breach by any NABCJ local chapter or affiliate of their affiliate agreement, Bylaws or applicable policies and procedures of the Association may result in suspension, revocation or other disciplinary action as determined appropriate by the Board.

SECTION 2. ACTIONS OF THE BOARD; NOTICE OF FINDINGS; EFFECT ON INDIVIDUAL MEMBERSHIP:

The Association shall provide timely notice of the charges against any chapter or affiliate, shall provide a hearing, should such be requested by the Chapter or affiliate, and shall report any findings or actions taken to suspend, revoke, disassociate or otherwise discipline a local chapter or NABCJ affiliate.

The suspension or revocation of a chapter or disassociation of an affiliate shall not invalidate the membership of the individual members of that chapter or affiliate.

ARTICLE XIII TERMS OF AFFILIATION/DISAFFILIATION:

The terms of affiliation and disaffiliation shall be governed by rules contained in the Association's TERMS OF AFFILIATION/DISAFFILIATION BETWEEN THE NATIONAL ASSOCIATION OF BLACKS IN CRIMINAL JUSTICE AND AFFILIATE/CHAPTERS

ARTICLE XIV CHAPTER DISSOLUTION:

Revocation of the charter of a NABCJ chapter by the Association or the voluntary surrender by a local chapter or affiliate of its charter shall effectuate the dissolution of that chapter. The chapter shall cease to operate under the NABCJ name and shall forfeit all right to function under the chapter's charter. Following chapter dissolution, the further use of the NABCJ name or resemblance to NABCJ, Inc. is strictly prohibited.

The officers of the dissolved chapter shall be responsible for paying or for making provisions to pay all financial liabilities of the chapter and shall turn over to NABCJ all chapter records, documents, and undesignated funds for disposition.

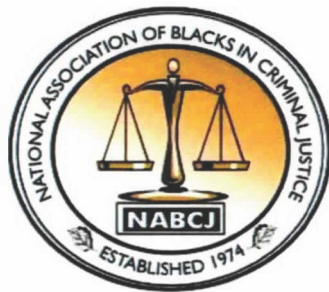
ARTICLE XV DISSOLUTION OF THE ASSOCIATION:

Upon dissolution of NABCJ, the Board of Directors shall appoint a committee of three (3), of which one (1) shall be the Treasurer. Such committee shall be charged with the liquidation and disposition of Association assets. Such disposition and liquidation shall be made in accordance with the laws and requirements for dissolution of corporations in the State of Georgia and applicable federal laws governing non-profit organizations.

It is the intention of the Association that such assets shall be transferred to a nonprofit professional organization in the justice field with similar purposes or goals as that of NABCJ.

END OF DOCUMENT

Revised 7-20-23




**BY-LAWS OF
THE NATIONAL ASSOCIATION OF BLACKS IN CRIMINAL JUSTICE**

THESE BY-LAWS of the National Association of Blacks in Criminal Justice (hereinafter "NABCJ") under the authority of the National President were revised and approved by vote of the NABCJ National Board of Directors in April of 2023 and endorsed by vote of the National Membership in July of 2023.

THESE BY-LAWS serve as the organization's binding governance while directing the conduct of all Association affairs, activities and as the foundation for all the organization's policies, procedures, and practices.

As current NABCJ National President, I hereby declare that these By-Laws shall **CONTINUE IN FULL FORCE AND EFFECT** until such time they are revised or replaced by superseding vote of its National Board of Directors and endorsed by the National Membership.

SIGNED BY:



Sherman P. Lea Jr., National President
National Association of Blacks in Criminal Justice

11/29/2023
Date

annette beard

Annette Beard, National Bylaws Committee Chair
National Association of Blacks in Criminal Justice

11/29/23

Date