

**Peace and Justice Studies Association (PJSA)
BY-LAWS (revised version adopted March 2022)**

ARTICLE 1: NAME AND PURPOSE

SECTION 1: NAME

This non-profit membership corporation is named The Peace and Justice Studies Association (PJSA).

SECTION 2: MISSION

(a) Letterhead Banner:

Creating a just and peaceful world through research, education, and action.

(b) Full Mission Statement:

PJSA works to create a just and peaceful world through:

1. The promotion of peace studies within universities, colleges, k-12 schools, and alternative educational contexts.
2. The forging of alliances among educators, activists, and other peace practitioners in order to enhance each other's work on peace, conflict, and nonviolence.
3. The creation and nurturing of alternatives to structures of inequality and injustice, war and violence, through education, research, and action.

SECTION 3: PURPOSE

(a) PJSA educates, equips and empowers its members to inform the public at large about nonviolent alternatives to war and socio-political conflicts, promotes disarmament and demilitarization, and contributes to the transformation of society and its institutions by promoting democratic values and fundamental social change. The Association participates in national, regional and global peace initiatives. PJSA stimulates peace research, scholarship, curricula, activism and training for peace, social and economic justice and related urgent global concerns.

(b) The Association exists to serve its members and aid in the exchange or spread of their projects, books, curricula, activities and ideas. The Association is organized for educational, scientific, and charitable purposes. Lobbying or attempting to influence public policy is permitted only to the extent that it is consistent with Section 501 (c) (3) of the Internal Revenue Code of 1954 as amended.

(c) PJSA is the North American affiliate of the International Peace Research Association, IPRA. As such, it attempts to promote and support the activities of IPRA.

(d) PJSA may only distribute funds and reimburse members, trustees, and officers for reasonable expenses and services rendered for the purpose set forth above.

(e) PJSA may not participate in any political campaign on behalf of any candidate for public office, but may lobby elected officials up to the percentage allowed by the IRS.

(f) This nonprofit corporation shall not engage in any activities or exercise of power that are not in furtherance of the purposes stated above.

ARTICLE 2: MEMBERSHIP

SECTION 1: RESPONSIBILITIES

(a) PJSA members are expected to take an active role in the governance and life of the Association. All members are encouraged to run for office on the Board, submit articles for publication for the journal(s) and newsletter, organize events or teach-ins in their community, help publicize PJSA and the annual conference, and generate new ideas for peace.

(b) PJSA members shall foster community within the Association. PJSA strives to support the dignity of every individual and expresses a firm commitment to the well-being and safety of our members. Members shall treat one another with courtesy

(See “Ground Rules for Community Engagement”). Members shall not discriminate against any other members based on any aspect of embodiment or identity including but not limited to: race, creed, color, caste-status, sex, gender, gender identity or expression, genetic information, religion, disability, sexual orientation, veteran status, family status, age, national origin, political belief and/or affiliation.

SECTION 2: CATEGORIES, DUES, BENEFITS & VOTES

PJSA shall have two categories of membership. The description, qualifications, and rights of

such categories shall be as follows:

(a) Educational Program and Organization Members:

(i) Educational Program and Organization members include university affiliated programs and departments, non-university affiliated organizations, professional associations, and foundations. There will be three categories of Educational Program and Organization Members: small, medium, and large. Each Educational Program and Organization Member shall designate, in writing, a delegate who shall remain the delegate of the institution until another delegate is named.

(ii) Each Educational Program or Organization wishing to be a member of PJSA, shall file with the Executive Director a written application.

(iii) At the time of application, each Educational Program or Organization will specify individuals who will be considered individual members of the organization and accorded all rights and responsibilities according to the following scale: small – 3 members; medium – 5 members; large – 10 members. At any time, this list of individuals may be amended at any point by the delegate for the Educational Program or Organization, by notifying the executive director in writing.

Amended by Membership Vote 20 March 2022

(b) Individual Members

(i) Individuals who wish to be members of PJSA without affiliating with the Educational Program or Organization shall file with the Executive Director a written application.

(ii) Each individual member, including those named under 2.a.iii shall have one vote on matters submitted to the membership.

(c) Membership Dues and Benefits

(i) ‘Members’ shall mean those members who are in ‘Good Standing’ as per 3a.

(ii) Members shall receive PJSA correspondence, all benefits from PJSA’s efforts on their behalf, and may vote at PJSA business meetings and by electronic ballot.

(iii) Members may serve on the Board or any PJSA standing committee or special committee, as well as petition the Board to establish special committees.

(iv) The member categories ‘Student’ and ‘Subsidized’ have specific meaning and qualification. ‘Student’ membership means those registered students working toward the completion of a program, diploma, or degree at the primary, secondary, undergraduate, or graduate level. Not intended for occasional students or workshop participants. ‘Subsidized’ membership means those unable to afford full membership rates such as full-time Activists, Volunteers, and Retirees. Members who ask for subsidized rates should be able to clearly demonstrate need should they be asked to clarify.

SECTION 3: MEMBERSHIP STATUS and SUSPENSION or TERMINATION of MEMBERSHIP

(a) PJSA shall have three categories of MEMBERSHIP STATUS: Member in Good Standing, Suspended Member, and Terminated Member.

(i) 'Member in Good Standing' shall mean those members who have paid their dues for the current year and who do not fall under 'Suspended Member' or 'Terminated Member.'

(ii) 'Suspended Member' or 'Terminated Member' shall mean those members whose membership has been suspended or terminated by the Board. The suspension or termination of an Educational Program or Organization or individual membership may be brought before the Board by a motion supported by at least 2/3 of the Board. After an appropriate hearing before the Board, the Board may, by consensus suspend or expel an individual member, Educational Program or Organization member, or Educational Program or Organization delegate for egregious behavior, behavior that violates the professional standards, norms, and values that PJSA stands for, or for the duration of time that they are under investigation by an educational institution, organization, state agency, and/or federal agency for ethical or legal violations, except in the case of First Amendment activities. The Educational Program or Organization member is not to be confused with the personal character of the Educational Program or Organization delegate or individual associated members. Individual members associated with a suspended or expelled Educational Program or Organization must re-apply for membership. Suspended members may re-apply for membership at the conclusion of the investigations by an educational institution, organization, state agency, and/or federal agency for ethical or legal violations for which they were suspended. If the member(s) or delegate(s) is also a Board member, this person shall not participate in the decision on the motion for termination, nor be required to agree with the decision.

SECTION 4: DISAGREEMENTS, ETHICAL VIOLATIONS, PROFESSIONAL VIOLATIONS, DISCRIMINATION, and/or HARRASSMENT AMONG MEMBERS

(a) PJSA prioritizes relationships and privileges restorative practices.

(i) Members who find themselves in disagreement with one another may request assistance from the Board for an intervention. The Board will work to find neutral facilitators to assist the parties.

(ii) Alleged cases of ethical violations, professional violations, discrimination, and/or harassment when brought to the Board by a member will be discerned in a confidential manner by the Executive Committee. If it is confirmed that a member's actions have been inconsistent with our organization's values and policies, we will do what is in our power to bring redress and healing to the victim and prevent future occurrences. In extreme

(a) cases the Board reserves the right to expel the offending member or charges accrued.

ARTICLE 3: HEADQUARTERS

PJSA may establish offices at whatever location the Board may determine.

ARTICLE 4: MEETINGS

SECTION 1: An annual meeting of the Membership shall be held each year as scheduled by the Board. This meeting will occur during the annual conference, unless the board determines that this is impossible in a given year.

Upon request, the Board should make available to the Membership the minutes of any Board or Executive Committee meetings held since the last Annual Meeting. The Membership shall have the opportunity to reverse or redirect any Board action by majority vote during the Annual Meeting, provided, however, that this direction shall not interfere with the obligation and ability of the Board to act for and make decisions on behalf of PJSA between annual meetings.

SECTION 2: NOTICE OF MEETINGS

If the annual meeting is not in conjunction with the annual conference, the Board shall provide each member an electronic and/or printed notice of the time and place of the annual meeting at least 45 days before the meeting.

The place of the annual meeting shall always be within North America.

SECTION 3: SPECIAL MEETINGS

Special meetings or regional workshops may be called by the Board, the Co-Chairs, or by any group of twenty-five members. Notice of such special meetings should be delivered to members 45 days in advance with the purpose or purposes of the meeting stated. In the case of an emergency meeting, those calling the meeting will do their best to provide as much advance notice as possible to the membership and will explain why the meeting is an emergency meeting and why the regular time requirements cannot be met.

SECTION 4: QUORUM

A quorum at an Annual Meeting shall be 10% of the members present at the annual conference, including those present by proxy. A quorum at a special meeting other than the regular Annual Meeting, or any annual meeting held outside the annual conference shall be fifty members, in person or by proxy. Any proxy shall be in writing, and shall be given to one of the co-chairs and to the person appearing on behalf of a member to execute the proxy.

SECTION 5: MANNER OF ACTING

Except when the membership is acting through consensus, or a higher percentage of votes is required by these bylaws, a majority of the votes cast on a motion before the Membership shall be necessary for the adoption of an action, policy position, or resolution.

SECTION 6: VOTING BY MAIL

A ballot for the election of PJSA Board members shall be sent by mail or electronic means at least 60 days in advance of the Annual Meeting.

The Board may, in the case of special or highly controversial issues call for an electronic vote of the membership. Such votes will be announced electronically to the members 35 days in advance of the vote and the issue opened for discussion on the member email list. The results of such a vote will be reported to the full membership as soon as practical.

ARTICLE 5: BOARD of DIRECTORS

SECTION 1: COMPOSITION and RESPONSIBILITY OF THE BOARD

The Board of Directors, the Board, is empowered by the Membership to act on its behalf to manage the programs, personnel, and financial affairs of PJSA.

(a) This Board shall be composed of between 9 and 25 board members, and the number of Board members shall be determined by resolution of the

Board. The Board shall include at least two Co-Chairs (Co-Chairs may not be of the same gender); a Recording Secretary, elections chair, and treasurer.

(b) The elections chair shall endeavor to pursue diversity in each elections cycle to the fullest extent possible.

(c) Board members shall be elected for two-year terms which may be renewable by reelection. Board terms shall be arranged, whenever possible, so that the terms of offices of no more than two-thirds of the Board shall expire in any given year.

(d) The Board of Directors provides oversight and guidance on the finances of the Association. The Board members are not personally liable or financially responsible for any decisions or actions of PJSA or liabilities incurred by PJSA.

(e) Compensation: Board members shall not receive any salaries for their services. By resolution of the Board a fixed sum and expenses of attendance, if any, may be allowed at each regular and special meeting of the Board and Membership.

ARTICLE 6: EXECUTIVE DIRECTOR

(a) Hiring: The Board may hire or fire the executive Director at will, with or without cause, subject to contractual limitations. It shall also decide benefits and salary for the Director in order to fulfill its regular business operations and its mission. In the absence of a Director, the Board may hire or designate others to carry out the operations of PJSA. PJSA is an Equal Opportunity Employer. An appropriate candidate for the office of ED shall have a demonstrated commitment to peace and justice and shall be a member of PJSA.

(b) Duties: The Director shall ensure that the directions of the Board are carried out, shall act as an ex-officio member of all committees; shall be responsible for the operations of PJSA; and shall execute additional duties and responsibilities as determined by the Board. The Director, with the approval of the Board, may hire other staff.

ARTICLE 7: DECISION MAKING

SECTION 1: BY CONSENSUS

(a) All bodies of PJSA shall endeavor, where practical, to make decisions by consensus.

(b) Consensus is understood not as absolute unanimity, but as the point at which no member has sufficiently strong objections so as to wish to prevent an action from going forward.

SECTION 2: BY MAJORITY VOTE

(a) If, after full discussion of an issue by the board, the Co-Chairs determine that consensus is not likely to be achieved, they may declare that a vote shall be

conducted to resolve the matter. Each member of the Board shall have one vote and matters shall be determined by majority vote.

(b) In business matters and elections by the members where consensus is not appropriate and voting is required, a motion shall pass by at least a majority of the members voting unless a higher percentage is required by these by laws.

ARTICLE 8: ELECTION OF BOARD

SECTION 1: NOMINATION AND ELECTIONS COMMITTEE

Each year, prior to the annual meeting, the elections chair will solicit nominees to fill expiring terms of board members, outreach to membership and potential members to fill particular board needs, to expand board diversity, and to make connections to other organizations. The elections chair will then determine that each nominee is a member in good standing in the organization and, in conjunction with the Executive Director, send an electronic ballot to each member of the organization at least 45 days prior to the annual meeting.

No person may be excluded from service on the Board or any Committee on the basis of race, national origins, sex, creed, sexual orientation, or age. Any officer or member of the Board may be removed by the Membership, or the Board acting on its behalf, when, in its judgment, the best interest of the Association would be served. When such decision is made by the Membership a majority vote of those voting is required. When such decision is made by the Board, consensus of all Board members, except the person(s) in question, is required.

In cases of unexpected vacancy or the creation of a new Board position, the Board shall be empowered to appoint a member to the Board until the next election is held.

ARTICLE 9: FINANCIAL MATTERS

(a) The fiscal year shall begin on the first day of January and end of the last day of December each year.

(b) The Board may authorize any officer(s), or agent(s), in addition to the officers previously authorized herein, to enter into any contract or execute or deliver any instrument in the name of or on behalf of PJSA.

(c) Checks, drafts, or orders for payment of money, notes or any evidence of indebtedness issued in the name of the PJSA shall be signed by the Director or any other agents as designated by the Board.

(d) All funds of PJSA shall be deposited from time to time to the credit of the PJSA in such banks, trusts or depositories as the Board or the Director may select.

(e) The Board or Director may accept any payment, contribution, bequest, or device for the purposes of PJSA.

ARTICLE 10: AMENDMENTS TO THE BYLAWS

(a) These by-laws were initially approved and formally adopted by PJSA at its first annual meeting after which time they shall be in effect and control the governance of PJSA.

(b) After adoption, these by-laws may be amended only by a 2/3rd vote of the Membership present at an annual or special membership meeting. Notice of a

motion to amend the by-laws shall be given to the membership in writing or electronically at least 45 days in advance of the meeting.

ARTICLE 11: DISSOLUTION OF PJSA

PJSA may be dissolved by a two-thirds vote of the General Membership conducted in accordance with Board election procedures. Upon dissolution of the Association, the Board of Directors shall, after paying or making provisions for the payment of liabilities, dispose of all assets as the Board shall determine will best further the mission of PJSA, provided that such distribution shall be made exclusively to an organization or organizations operating for charitable, educational, or scientific purposes which qualify as tax-exempt under the Internal Revenue Code (as amended in 1954).