**NEW HAMPSHIRE SPEECH-LANGUAGE-HEARING ASSOCIATION CONSTITUTION**

**Article I. NAME**

The name of this organization shall be the New Hampshire Speech-Language-Hearing Association, Inc., hereinafter referred to as the Association or NHSLHA.

**Article II. MISSION**

The mission of the New Hampshire Speech-Language-Hearing Association is to support the professions of speech-language pathology and audiology and individuals with communication and related disorders by

* advocating for and maintaining the highest quality professional standards of practice and accreditation for all levels of professionals in speech-language pathology and audiology
* advocating that all people with speech, language, and hearing disorders receive services to help them communicate effectively
* facilitating the exchange of information among people and organizations committed to the welfare of the speech, language and/or hearing-impaired populations
* increasing public awareness of the field of communication disorders and the benefits of treatment
* advocating for the rights of persons with communication disorders.

**Article III. PURPOSE**

The purposes of this organization shall be:

1. To promote appropriate academic and clinical preparation of individuals entering the discipline of human communication sciences and disorders.
2. To maintain and elevate professional standards of practice among Speech-Language Pathologists and Audiologists in the State of New Hampshire.
3. To advocate for the rights and interests of persons with communication disorders.
4. To secure greater recognition of the field of Communication Disorders, and Speech-Language Pathology and Audiology as distinct, autonomous professions within that field.
5. To stimulate exchange of information among persons and organizations committed to the welfare of the speech, language and/or hearing-impaired populations and to disseminate such information.
6. To encourage basic scientific study and to stimulate a greater interest in, and understanding of, both the normal development of speech, language and hearing processes and their potential deficits among other allied health professionals and the general public.
7. To promote investigation and prevention of disorders of human communication.
8. To foster improvement of clinical services and procedures concerning disorders of human communication.
9. To promote or provide continuing education opportunities for individuals involved in the treatment of human communication disorders.

**Article IV. ETHICS**

Members of the New Hampshire Speech-Language-Hearing Association, Inc. must agree to abide by the American Speech-Language-Hearing Association’s Code of Ethics and comply with the New Hampshire Statutes and Regulations governing the practice of speech-language pathology and audiology.

**Article V. MEMBERSHIP**

**SECTION 1. MEMBERSHIP CLASSIFICATIONS**

**A. FULL MEMBER**

**Qualifications:** Full members shall hold a minimum of a graduate degree with major emphasis in speech-language pathology, audiology, or speech, language or hearing science, or a graduate degree and present evidence of active research, interest and performance in the field of human communication. This may be waived in special instances by recommendation of the Membership Committee and approval by a simple majority of the Executive Board.

**Privileges:** Full membership gives the right to cast ballots in Association elections; to cast ballots for by-law changes; to hold office, to serve on on or chair committees; to receive Association publications; and to participate in Association functions at membership rates.

**B. ASSOCIATE MEMBER**

**Qualifications:** Associate membership is open to persons who do not qualify for full membership, but hold a Bachelor's degree or Associate’s degree in the general area of communication disorders or allied health fields related to speech-language pathology or audiology shall be eligible as associate members.

**Privileges:** Associate membership gives the right to receive Association publications, serve on Association committees and to participate in Association functions at membership rates.

**C. STUDENT MEMBER**

**Qualifications:** 1. Full-time or part-time undergraduate and graduate students in speech-language pathology or audiology shall be eligible for student status. Eligibility shall be determined by validation of student status by their program's Department Chair.

2. Students enrolled in NHSLHA Inc. recognized educational programs for Speech-Language Assistants shall be eligible for student status. Eligibility shall be determined by validation of student status by their program's Department Chair.

**Privileges:** Student membership gives the right to receive Association publications, serve on Association committees and to take advantage of designated Association functions.

**D. LIFE MEMBER**

**Qualifications**: Any member may apply to the Association for life membership and be granted this recognition if all of the following conditions are met:

a. Attainment of age 60

b. Retirement from full time employment

c. Membership in NHSLHA, Inc., for eight consecutive years

d. Provision of a minimum of 10 years professional service in the areas of speech-language pathology or audiology.

**Privileges:** A Life Member shall continue to enjoy all rights and privileges of full membership but shall be excused from payment of annual dues.

**E. COURTESY MEMBER**

**Qualifications:** Individuals who hold membership in another state-wide professional association with a similar mission to that of the New Hampshire Speech-Language-Hearing Association, Inc., including, but not limited to, an audiology association, a brain injury association, physical therapy or occupational therapy association may apply for courtesy membership.

**Privileges:** Courtesy membership gives the right to receive Association publications, to participate in Association functions at membership rates and to serve on or chair committees.

**Limitations:** Courtesy Members do not have the right to cast ballots in Association elections; to cast ballots for by-law changes or to hold office.

**SECTION 2. TERMINATION OF MEMBERSHIP**

1. Violation of the NHSLHA Inc. By-Laws shall be cause for suspension of membership.

2. Any member whose dues are not paid prior to May 31shall be terminated from membership.

**SECTION 3. REINSTATEMENT OF MEMBERSHIP**

1. Any member whose membership has been terminated may be reinstated by:

a. Payment of the current year's dues and

b. Demonstration of those membership credentials required under Article V, Section 1.

**ARTICLE VI. EXECUTIVE BOARD OFFICERS**

**Composition**

The Executive Board shall consist of eighteen (18) positions as follows:

1. President, who shall serve as Chair of the Executive Board and coordinate the functions of the Executive Board, and who shall automatically become Immediate Past President at the end of his or her term as President

2. President-Elect, who shall serve as Chair of the Executive Board in the absence of the President and who shall automatically become President at the end of his or her term as President-Elect

3. Immediate Past President

4. Vice President for Governmental Affairs

5. Vice President for Professional Development

6. Vice President for Public Relations, Publications

7. Vice President for Public Relations, Outreach

8. Vice President for Public Relations, Social Media

9. Treasurer

10. Secretary

11. Speech-Language Pathology Advisor, Schools

12. Speech-Language Pathology Advisor, Medical

13. Speech-Language Pathology Advisor, Private Practice

14. Audiology Advisor

15. University Advisor

16. Speech-Language Assistant Advisor

17. Graduate Student Advisor

18. Undergraduate Student Advisor.

The Executive Board may request the assistance of consultants at any time for any purpose following a majority vote of Executive Board members present.

**SECTION 1. DUTIES OF OFFICERS**

A. The President shall:

1. Serve as the chief executive officer of the Association and Chair of the Executive Board

2. Prepare agendas for and preside at all business meetings

3. Appoint the Chairperson of all committees not otherwise named under this Constitution, with the concurrence of the Executive Board

4. Make appointments to fill unexpired terms of other officers

5. Define the duties of other officers and committees when not stated in the Constitution or By-Laws

6. Represent the Association in an official capacity on state and national levels (i.e. testifying on legislative issues, attending state policy workshops)

7. Represent NHSLHA, Inc., or appoint an Executive Board Member to serve on joint committees with representatives from the Department of Education

8. Promote the interests of the Association and its purposes

9. Forward relevant information to the Vice President of Public Relations, Publications, for inclusion in the Newsletter.

10. Automatically become Immediate Past President at the end of his or her term as President.

B. The President-Elect shall:

1. Assist the President in fulfilling the duties of the office

2. Serve as President in the absence of the President

3. Be trained to assume the Presidency for the following term of office

4. Propose nominations of officers to the Executive Board

5. Assist with legislative issues

6. Forward relevant information to the Vice President of Public Relations, Publications, for inclusion in the Newsletter

7. Participate on the Nominating Committee

8. Automatically become President at the end of his or her term as President-Elect.

C. The Immediate Past President shall:

1. Assist the President in fulfilling the duties of the office

2. Serve as President in the absence of the President or President-Elect

3. Assist with legislative issues

4. Participate on the Nominating Committee.

D. The Vice President of Governmental Affairs shall:

1. Serve as President in the absence of the President, President-Elect, or Past President

2. Serve as the Chair of the Legislative Committee

3. Serve as the Legislative Liaison to the New Hampshire Legislature

4. Inform the membership of relevant legislative matters

5. Represent the Association in an official capacity on state and national levels (i.e. testifying on legislative issues, attending state policy workshops)

6. Represent NHSLHA, Inc., on joint committees with representatives from the Department of Education

7. Forward relevant information to the Vice President of Public Relations, Publications, for inclusion in the Newsletter.

E. The Vice President of Professional Development shall:

1. Serve as Chair of the Professional Development Committee

2. Recruit members for the Professional Development Committee, who may or may not be NHSLHA Board Members

3. Develop educational programs for NHSLHA, Inc. sponsored conferences

4. Assign various responsibilities pertaining to conference planning to the members of the Professional Development Committee

5. Coordinate all activities pertaining to NHSLHA, Inc.-sponsored conferences

6. Provide necessary documentation to the ASHA CEU Coordinator for ASHA approval of NHSLHA-sponsored educational events.

7. Forward relevant information to the Vice President of Public Relations, Publications for inclusion in the Newsletter.

F. The Vice President of Public Relations, Publications shall:

1. Serve as Webmaster

2. Post meeting minutes, updates, articles and reports on the NHSLHA website

3. Create printed materials as needed

4. Assist in preparing and disseminating materials for Better Speech and Hearing Month

5. Coordinate public relations initiatives with the Vice President of Public Relations, Outreach, and the Vice-President of Public Relations, Social Media

6. Serve as Secretary in the absence of the Secretary

7. Serve as a member of the Public Relations Committee

8. Serve as Chairperson of the Public Relations Committee, alternating with the Vice President of Public Relations, Outreach and the Vice-President of Public Relations, Social Media.

G. The Vice President of Public Relations, Outreach shall:

1. Serve as Secretary in the absence of the Secretary and the Vice President of Public Relations, Publications

2. Assist in preparing and disseminating materials for Better Speech and Hearing Month

3. Forward relevant information to the Vice President of Public Relations, Publications for inclusion in the Newsletter

4. Coordinate public relations initiatives with the Vice President of Public Relations, Publications and the Vice-President of Public Relations, Social Media

5. Serve as a member of the Public Relations Committee

6. Serve as Chairperson of the Public Relations Committee, alternating with the Vice President of Public Relations, Publications and the Vice-President of Public Relations, Social Media.

H. The Vice-President of Public Relations, Social Media shall:

1. Maintain NHSLHA, Inc.’s presence on social media

2. Assist in preparing and disseminating materials for Better Speech and Hearing Month

3. Coordinate public relations initiatives with the Vice President of Public Relations, Outreach and the Vice-President of Public Relations, Publications

4. Serve as a member of the Public Relations Committee

5. Serve as Chairperson of the Public Relations Committee, alternating with the Vice President of Public Relations, Outreach and the Vice-President of Public Relations, Publications.

I. The Treasurer shall:

1. Maintain all financial records of the Association

2. Provide all necessary financial information and documents to the Association's accountant for the preparation of all federal and state tax reports 30 days prior to submission deadlines

3. Collect, receive, manage and disburse funds as mandated by the Executive Board and the Association By-Laws

4. Provide a financial statement at each Executive Board meeting

5. Develop, in conjunction with the Executive Board, a prospective budget for the upcoming fiscal year

6. Present an Annual Report to the members of the Association

7. Forward relevant information to the Vice President of Public Relations, Publications, for inclusion in the Newsletter.

J. The Secretary shall:

1. Handle Association correspondence at the direction of the President

2. Distribute and tabulate the ballots for all elections, resolutions, Constitutional amendments and By-Law revisions

3. Notify Executive Board members of all meetings

4. Record accurate minutes of all Executive Board and Association business meetings

5. Copy and distribute Executive Board Meeting minutes to each Executive Board member

6. Submit Executive Board Meeting minutes to the Vice President of Public Relations, Publications for posting on the Association’s website

7. Forward relevant information to the Vice President of Public Relations, Publications, for inclusion in the Newsletter.

K. Advisors

1. The Speech-Language Pathology Advisors shall consist of three representatives from the profession of Speech-Language Pathology, one advisor representing each of the following areas of the profession: educational settings, medical settings and private practice settings. They shall:

a. Serve on the Executive Board in an advisory role providing continuity to the Executive Board

b. Assist in the development and implementation of the long-range plan

c. Forward newsworthy articles to the Vice President of Public Relations, Publications, for inclusion in the Newsletter.

d. Assist in the development and coordination of Better Hearing and Speech Month activities

e. Assist with legislative affairs

f. Provide input on continuing education needs of the membership.

2. The Audiology Advisor shall serve as liaison for audiology affairs and shall:

a. Serve on the Executive Board in an advisory role providing continuity to the Executive Board

b. Assist in the development and implementation of the long-range plan

c. Forward newsworthy articles to the VP of Public Relations, Publications for inclusion in the Newsletter.

e. Assist in the development and coordination of Better Hearing and Speech Month activities

f. Assist with governmental affairs

g. Provide input on continuing education needs of the membership.

3. The University Advisor shall serve as liaison between NHSLHA, Inc., and academic institutions in matters pertaining to professional education and student membership concerns and shall:

a. Serve on the Executive Board in an advisory role providing continuity to the Executive Board

b. Assist in the development and implementation of the long-range plan

c. Forward newsworthy articles to the VP of Public Relations, Publications for inclusion in the Newsletter

d. Assist in the development and coordination of Better Hearing and Speech Month activities

e. Assist with legislative affairs

f. Provide input on continuing education needs of the membership

g. Recruit students to serve as Undergraduate Student Advisor and Graduate Student Advisor

h. Recruit student membership in NHSLHA, Inc.

4. The Speech-Language Assistant Advisor shall represent the interests of speech-language assistants and:

a. Serve on the Executive Board in an advisory role providing continuity to the Executive Board

b. Assist in the development and implementation of the long-range plan

c. Forward newsworthy articles to the VP of Public Relations, Publications, for inclusion in the Newsletter

e. Assist in the development and coordination of Better Hearing and Speech Month activities

f. Assist with legislative affairs.

5. The Student Advisors shall serve as liaisons between NHSLHA, Inc., and their academic institutions in matters pertaining to professional education and student membership concerns and shall:

a. Serve on the Executive Board in an advisory role providing continuity to the Executive Board

b. Assist in the development and implementation of the long-range plan

c. Forward newsworthy articles to the VP of Public Relations, Publications for inclusion in the Newsletter

d. Assist in the development and coordination of Better Hearing and Speech Month activities

e. Assist with governmental affairs.

**SECTION 2. ELIGIBILITY OF OFFICERS**

All persons nominated for office must be NHSLHA, Inc., members in good standing at the time of nomination.

**ARTICLE VII. AMENDING THE CONSTITUTION**

The Constitution of the Association may be amended by a two-thirds vote of the responding Membership provided that previous notice has been given of the proposed amendment(s).

**NEW HAMPSHIRE SPEECH-LANGUAGE-HEARING ASSOCIATION**

**BY-LAWS**

**ARTICLE I. GOVERNANCE OF THE ASSOCIATION**

**SECTION 1.** The control and management of the affairs of the Association shall be vested in the members of this Association acting as officers. These members may hold a meeting immediately prior to the regular annual meeting of the Association or at such other time as may be required.

**SECTION 2.** Any decision of the Executive Board may be repealed by a majority vote of the eligible voting members in attendance at any duly called meeting of the Association.

**ARTICLE II. PARLIAMENTARY AUTHORITY**

**SECTION 1. RULES OF ORDER**

The latest edition of Robert's Rules of Order shall be the Association's final authority on all questions or procedures of parliamentary law not covered by the Constitution or By-Laws.

**SECTION 2. QUORUM**

1. At the Association’s annual meeting, a quorum shall consist of one-fourth of the voting Members of the Association, including at least two elected officers.

2. At Executive Board meetings, a quorum shall consist of one-fourth of the currently serving Board members.

**ARTICLE III. MEETINGS**

**SECTION 1. SCHEDULE**

1. There shall be a minimum of one annual business meeting of the entire membership.

2. The annual business meeting shall be conducted during a NHSLHA Inc. sponsored educational conference.

3. Committee Chairs will present an updated account of their committee's activities during these meetings.

4. A special meeting may be called at any time by the President, with approval of the Executive Board.

5. There shall be a minimum of six Executive Board meetings annually at locations chosen by the President of the Association.

**SECTION 2. ORDER OF BUSINESS**

1. The order of business at meetings shall be:

Reading of the Minutes

Reports of Officers

Reports of Standing Committees

Reports of Ad Hoc Committees

Old Business

New Business

Announcements

Adjournment

2. This order of business may be suspended or changed at any meeting by a majority vote, a quorum being present.

**ARTICLE IV. VOTING PROCEDURES**

**SECTION 1. GENERAL ELECTIONS**

1. All elections for resolutions, Constitutional amendments and By-Law revisions will be conducted by electronic mail to guarantee that all full members of the Association have the opportunity to participate.

2. All ballots and supporting information required for Members to vote will be sent a minimum of 2 weeks prior to the return deadline.

3. Completed ballots returned to the Secretary by the specified deadline will be included in the tabulation.

4. Election results will be formally posted on the NHSLHA website.

5. Elections for officers shall take place at Executive Board meetings immediately following the nomination of the candidates.

**SECTION 2. SPECIAL ELECTIONS**

1. Members will be notified by phone or electronic mail of special meetings at which a vote will be taken committing the Association to any proposal or action.

2. A quorum must be present to conduct a special election.

3. Following discussion, a vote will be taken and tabulated by the Secretary. Results will be announced immediately and then reported on the Association website*.*

**ARTICLE V. ANNUAL YEAR**

1. The annual fiscal year for the Association shall commence on July 1st.

2. The terms of elected officials shall commence on July 1st.

3. The membership year shall commence on March 1st.

**ARTICLE VI. FEES**

**SECTION 1. DUES**

1. Annual dues shall be voted by the Executive Board by December 1st to become effective for the following year.

2. Annual dues must be received by the Treasurer no later than May 30th to maintain current membership status.

**SECTION 2. SPECIAL ASSESSMENTS**

Special assessments may be levied only following recommendation by the Executive Board and by a two-thirds vote of the Association's voting Members.

**ARTICLE VII. TERMS OF OFFICE**

**SECTION 1. LENGTH OF OFFICE**

1. The offices of President, President Elect, Past President, Vice President of Governmental Affairs, Vice President of Pubic Relations, Social Media, Vice President of Professional Development, and Speech Language Pathology Advisors shall serve two years, commencing in odd-numbered years.

2. The offices of Vice President of Public Relations, Outreach, Secretary, Treasurer, Audiology Advisor, Vice President of Public Relations, Publications, University, Speech-Language Assistant and Student Advisors shall serve two years, commencing in even-numbered years.

3. Ideally, no more than half of the currently filled offices on the Executive Board will change in any given year.

**SECTION 2. ELECTION OF OFFICERS**

1. Officers will be nominated by the President Elect, the Immediate Past President, or other currently serving officer at a meeting of the Executive Board and elected to office by a majority of officers present at that Executive Board meeting.

2. The election results shall be posted on the NHSLHA website.

**SECTION 3. RECALL OF OFFICERS**

1. In the event that an officer is not performing the duties of that office, the President, under the advisement of the Executive Board, will conduct a performance review with that officer in an attempt to rectify the situation.

2. If the officer is unable to fulfill the duties of his/her office and a resignation is not offered, a recall of the officer may be issued by a unanimous vote of the remaining members of the Executive Board.

**SECTION 4. RESIGNATION OF OFFICERS**

1. Any Board member who is unable to fulfill the duties of his/her office may resign by presenting a letter of resignation to the Executive Board.

**ARTICLE VIII. EXECUTIVE BOARD**

**SECTION 1. COMPOSITION**

1. The Executive Board shall be composed of all elected officers.

2. All attempts will be made to secure representation from each county of New Hampshire.

3. All attempts will be made to secure representation from public school, medical, and private practice employment settings as well as from both professions.

**SECTION 2. DUTIES**

The Executive Board shall:

1. Formulate and submit policies for the approval of the Association.

2. Authorize expenditure of funds in excess of one hundred dollars ($100.00).

3. Be empowered to act for the welfare of the Association when a special meeting is impractical, with the understanding that a special meeting will be conducted within 30 days; whereby, such acts and commitments shall be presented and discussed with the Members present. At that time, the Full Members may vote to retroactively revoke these actions by a two-thirds majority.

4. Review the By-Laws of NHSLHA, Inc., yearly, make any necessary corrections and/or additions and distribute to the full members for a vote.

5. Develop and implement a long range plan for the Association.

6. Present for review accomplishments toward the long-range plan, new goals and activities the Association may wish to explore.

**ARTICLE IX. STANDING COMMITTEES**

The Chairperson of each Committee shall make selection of Members for these Committees. Chairpersons shall be responsible for establishing annual goals and budgets, documenting actual expenditures and providing an annual report of their activities. In the event that a Standing Committee is not called upon to act, no goals, budgets or reports will be required.

**SECTION 1. PROFESSIONAL DEVELOPMENT COMMITTEE**

1. Ideally, this Committee shall be composed of a minimum of two (2) members, with the Vice-President of Professional Development as Chairperson.

2. The duties of this Committee shall be to arrange for the dates, location, speakers, program contents, and marketing for all educational conferences, meetings, and special events.

3. The ASHA CEU Coordinator shall serve as the coordinator and contact person for ASHA CEU's, and act in compliance with ASHA requirements as an approved sponsor.

**SECTION 2. PUBLIC RELATIONS COMMITTEE**

1. Ideally, this Committee shall be composed of a minimum of two (2) members, with the Vice President of Public Relations, Outreach, the Vice President of Public Relations, Publications and the Vice President of Public Relations, Social Media rotating the Chair.

2. The duties shall include the promotion, publication, and distribution of information regarding the Association and the professions of Speech-Language Pathology and Audiology, including the coordination of Association activities for Better Hearing and Speech Month.

3. The Committee shall also support the Association’s website.

**SECTION 3. NOMINATING COMMITTEE**

1. The Nominating Committee shall consist of a minimum of two (2) members with the Chairperson being the Immediate Past President, President-Elect, or one of the Advisors.

2. The duties of the Nominating Committee shall be

a. Identify and nominate candidates for Executive Board offices.

b. Obtain biographical information in support of the candidates for Board positions or awards and distribute to the Executive Board prior to elections.

c. Recommend individuals for Member of the Month

d. Recommend individuals who have made distinguished or outstanding contributions for Honors and Awards of the Association

e. Nominate individuals for consideration for the ASHF DiCarlo and Kleffner awards for clinical/lifetime achievements.

**SECTION 4. LEGISLATIVE COMMITTEE**

1. Ideally, the Legislative Committee shall consist of a minimum of two (2) members. The Vice-President of Governmental Affairs shall serve as legislative liaison for the Association to keep members informed of bills and legislative activities that may affect the professions of Speech/Language Pathology and Audiology.

2. The Association lobbyist, President, President-Elect, or Immediate Past President shall serve as active members of this committee.

3. This committee is responsible for collecting and disseminating information pertaining to legislative activities and representing the Association in lobbying efforts for healthcare and educational reform.

**SECTION 5. AD HOC COMMITTEES**

**1. Definition:**

An Ad Hoc Committee is a temporary committee appointed by the President for a special purpose or to fulfill a specific duty not provided for by a standing committee.

**2. Duties:**

The specific charges of each Ad Hoc Committee shall be those assigned by the President.

**3. Membership:**

Each Ad Hoc Committee shall consist of a sufficient number of members to complete the assigned task. The members shall be appointed by the Chairperson or the President.

**4. Termination:**

An Ad Hoc Committee shall be dissolved upon completion of the assigned task, at the request of the President, or at the end of the Association year during which it was established.

**5. Accountability:**

All Ad Hoc Committees shall be directly responsible to the President. They will comply with the documentation procedures outlined in Article IX. The Chairperson shall give a written or oral report to the Executive Board and/or to the general membership when necessary.

**ARTICLE X. AWARDS AND HONORS**

**SECTION 1. PROCEDURES**

1. Honors may be awarded to individuals who have made distinguished or outstanding contributions to the professions of Speech-Language Pathology and/or Audiology or to NHSLHA, Inc. These awards shall be made upon recommendation of the Nominating Committee and with the final approval from a majority of the Executive Board.

2. All recipients of honors shall be informed of the honor and the reasons for it by presentation of an appropriate award at a general business meeting of the Association.

**SECTION 2. AWARDS AND HONORS**

**1. Member of the Month:** The Association may choose to honor a member who is a speech-language pathologist, speech-language assistant or an audiologist as Member of the Month to be highlighted in the NHLSHA Newsletter.

**2. Honors of the Association:** The highest honor the Association can bestow recognizes the distinguished contribution to the professions and Speech- Language Pathology and/or Audiology. It shall not be limited to members of the Association nor shall it confer membership privileges upon its recipient.

**3. Lifetime Achievement Award:** This may be awarded to an individual who has made outstanding contributions to the fields of speech-language pathology or audiology throughout his or her lifetime.

**4. Honorary Membership:** This may be awarded to an individual who is not a member of the Association, but who has made an outstanding contribution. It shall not confer membership privileges upon the recipient other than receiving the publication of the Association.

**5. Special Awards and Commendations:** These may be presented by action of the Nominating Committee and Executive Board to an individual who has made outstanding contributions to the professions of Speech-Language Pathology and/or Audiology. These shall not be limited to members of the Association nor shall they confer membership privileges upon the recipient.

**ARTICLE XI. AMENDING THE BY-LAWS**

The By-Laws of this Association may be amended by a two-thirds vote of the Association's responding membership provided that previous notice has been given of the proposed amendment(s).

**Article XIII. DISSOLUTION**

In the event that The New Hampshire Speech-Language-Hearing Association should disband or cease to exist for any reason, any cash or other assets that may be held by said Association shall be donated, or contributed, in the name of the Association as the Executive Board shall so designate, to a single, or several, academic institutions of higher learning having a speech-language-hearing program. The recipient institution(s) must be located in NH and be qualified under Section 501(c)(3) of the Internal Revenue Code.

1969: Second Draft

1970: Revised

1977: Amended

1979: Amended

1984: Revised and Amended

1986: Revised

1988: Amended

1989: Amended

1991: Third Draft

1993: Revised

1994: Revised

1997: Revised

2000: Revised

2007: Amended

2009: Revised

2014: Revised and Amended

2015: Revised

2017: Revised

**NON-DISCRIMINATION POLICY**

NHSLHA, Inc., does not and shall not discriminate on the basis of race, color, religion, creed, gender, gender expression, gender identity, age, national origin (ancestry), disability, marital status, sex, sexual orientation, or handicapping condition. All programs and activities of the Association shall be conducted in furtherance of this policy.

NHSLHA, Inc., is an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, color, gender, national origin, age, religion, creed, disability, military or veteran’s status, sex, sexual orientation, gender identity or gender expression.