

Four Corners Alliance for Diversity

BYLAWS

BYLAWS

The internal rules and regulations of Four Corners Alliance for Diversity.

ARTICLE 1 **NAME AND OFFICE**

SECTION 1. NAME AND LOCATION

The name of this not-for profit corporation shall be Four Corners Alliance for Diversity, formerly known as 4cGLAD (Four Corners Gay and Lesbian Alliance for Diversity). The principal offices of Four Corners Alliance for Diversity is located at 7778 CR 501, Durango, Colorado, 81301, or such other place as the Board of Directors may from time to time designate.

SECTION 2. CHANGE OF ADDRESS

The designation of the city, county or state of Four Corners Alliance for Diversity's principal office may be changed by the Board of Directors and changes of the principal office by noting the changed address and effective date below, and such changes of address shall not be deemed, nor require, an amendment of these Bylaws:

- | | |
|--|------------------|
| 1. 313 E. 3 rd St., Durango, CO 81301 | Date: 12-11-99 |
| 2. 7778 CR 501, Durango, CO 81301 | Date: 11-01-2013 |
| 3. _____ | Date: |

SECTION 3. OTHER OFFICES

Four Corners Alliance for Diversity may also have offices at such other places, within or without its states of incorporation, where it is qualified to do business, as its business and activities may require, and as the Board of Directors may, from time to time, designate.

ARTICLE 2 **NONPROFIT PURPOSES**

SECTION 1. IRS SECTION 501(c)(3) PURPOSES

Four Corners Alliance for Diversity is organized exclusively for one or more of the purposes as specified in Section 501(c)(3) of the Internal Revenue Code, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under Section 501(c)(3) of the Internal Revenue Code or acting as a fiscal sponsor for organizations whose purpose is in accordance with not-for profit activities or the corresponding sections of any future federal tax code.

SECTION 2. PURPOSE STATEMENT

The purpose of this nonprofit corporation shall be:
The Four Corners Alliance for Diversity works to promote equality and social justice for gay, lesbian, bisexual and transgender (LGBT) people in the Four Corners area. We provide educational information, support, community outreach and special events and activities for the community. We work to create alliances between the LGBT community and the general public. We may also act as an umbrella organization or fiscal agent for other LGBT organizations as requested.

SECTION 3. SPECIFIC OBJECTIVES AND ACTIVITIES

The specific objectives and activities of Four Corners Alliance for Diversity shall be:

- a) To maintain a nonprofit corporation that provides information, support, education, activities and community outreach for the LGBT community and public, specific to the Gay, Lesbian, Bisexual and Transgendered populations pertaining to their issues, perspectives and welfare.
- b) To obtain and maintain facilities, if applicable, materials and equipment to perform specific objectives and purposes.
- c) To maintain Four Corners Alliance for Diversity-line. This includes keeping phone service active and staffed, listing current events, referrals and outreach to general public through this information line.
- d) To provide for community forums; the forums' purposes are to build community support, increase awareness of Four Corners Alliance for Diversity and our mission and promote alliances with the general public, and other activities to further our mission. The forums may serve as the general meetings of the organization's participants and are open to the public, which may include the annual fiscal year meeting.
- e) To provide, create and sponsor special events as necessary.
- f) To maintain adequate financial support for the organization through fundraising, grant writing, membership and other donations. This is the primary responsibility of the Board of Directors of Four Corners Alliance for Diversity.
- g) To organize the community around issues of concern to LGBT persons.

ARTICLE 3 DIRECTORS

SECTION 1. NUMBER

Four Corners Alliance for Diversity shall have a minimum of five directors and collectively they shall be known as the Board of Directors. Every effort will be made to have the composition of the board reflect the diversity of the community.

SECTION 2. QUALIFICATIONS

The qualifications for directors of Four Corners Alliance for Diversity shall be as follows:

- a) Directors shall be of the age of majority in this state.
- b) Directors shall have lawful intentions.
- c) Directors shall have honorable ethics.
- d) Directors must have or possess a fiduciary duty towards Four Corners Alliance for Diversity.
- e) Directors must promote inclusiveness, pluralism and diversity within the organization.
- f) Directors must possess the ability to perform the duties of office.
- g) Directors must be active participants in Four Corners Alliance for Diversity.

SECTION 3. POWERS

Subject to the provisions of the laws of Colorado, any limitations in the Articles of Incorporation, and these Bylaws relating to action required or permitted to be taken or approved by Four Corners Alliance for Diversity, the activities and affairs of Four Corners Alliance for Diversity shall be conducted and all corporate powers shall be exercised by or under the direction of the Board of Directors.

SECTION 4. DUTIES

It shall be the duty of the directors to:

- a) Perform any and all duties imposed on them collectively or individually

- by law, by the Articles of Incorporation, or by these Bylaws, or by their board descriptions.
- b) Appoint and remove, employ and discharge, and, except as otherwise provided in these Bylaws, prescribe the duties and the compensation, if any, of officers, agents and employees of Four Corners Alliance for Diversity.
 - c) Supervise all officers, agents and employees of Four Corners Alliance for Diversity to assure that their duties are performed properly. Prepare job descriptions and notices.
 - d) Register their address with the Secretary of Four Corners Alliance for Diversity.
 - e) Attend a minimum number of meetings, including the annual meeting, either in person or via phone or Internet as specified by the by-laws.
 - f) Maintain adequate financial support to sustain the annual budget as approved by the board of directors.
 - g) Represent Four Corners Alliance for Diversity to the general public and other state and national LGBT organizations.
 - h) Provide management for the organization through strategic planning, building strong relationships with other organizations, program development and evaluation to enhance Four Corners Alliance for Diversity.
 - i) Provide leadership through articulation of vision, identifying and setting priorities and empowering members of our community.

SECTION 5. TERM OF OFFICE

Directors shall hold office for two-year terms commencing from his/her date of election to the Board. All Board members serve in a volunteer capacity. The officer's terms may renew on a yearly basis.

SECTION 6. COMPENSATION

Directors shall serve without compensation. The directors shall be allowed reasonable advancement or reimbursement of expenses incurred in the performance of their duties.

SECTION 7. REGULAR BOARD MEETINGS

Regular meetings of the Board of Directors shall be held every month, except in December, for a total of eleven (11) board meetings per year. The Board of Directors shall select the specific date, time and location of such meetings. Email or phone notification is valid. Monthly board meetings shall include an opportunity for community members-at-large to present upon written request; exceptions to these requests may be made at the boards' discretion.

SECTION 8. ANNUAL MEETINGS

The annual meeting of the Board of Directors will be held during Q1 of each fiscal year. At this meeting, the year-end report will be reviewed and approved, the budget for the following year will be submitted and approved and other items will be addressed as required. This meeting will be open to members of Four Corners Alliance for Diversity and other community members as invited.

SECTION 9. SPECIAL MEETINGS

Any two directors may call special meetings of the Board of Directors. Such meetings shall be held at the place designated by the person or persons calling the special meeting. If a special meeting is called, the person, who called the meeting, is responsible for notifying the directors and officers of said meeting place, time and agenda. These meetings may be open or

closed to the public at the discretion of the board.

SECTION 10. NOTICE OF MEETINGS

Unless otherwise provided by the Articles of Incorporation, these Bylaws, or provisions of law, the following provisions shall govern the giving of notice for meetings of the Board of Directors:

- a) Regular Meetings. Notice shall be given for regular meetings of the Board of Directors. The notice shall state the place, date and time of the meeting. Notice may be oral or written, may be given personally, by first class mail, by telephone, by fax or email, or via the website and/or social media outlets.
- b) Special Meetings. The caller of the special meeting shall give at least 48 hours prior notice, to each director of the special meeting of the board. Such notice shall state the place, date, time, of the meeting, including the proposed matters to be acted upon at the meeting. Notice may be oral or written, may be given personally, by first class mail, by telephone, by fax or email, or via the website and/or social media outlets.

SECTION 11. QUORUM

A quorum shall consist of a simple majority of current members of the Board of Directors.

Except as otherwise provided under the Articles of Incorporation, these Bylaws, or provisions of law, no binding business shall be considered by the board at any meeting at which the required quorum is not present, and the only motion which the Chair shall entertain at such meeting is a motion to adjourn. Voting by email or phone on items on the agenda is consider valid. The Board of Directors may make decisions over email. Voting on items over email requires a quorum to pass. All members must be notified of proposed items and given adequate opportunity to vote.

SECTION 12. MAJORITY ACTION AS BOARD ACTION

Every act or decision done or made by a majority of the directors present at a meeting duly held at which a quorum is present is the act of the Board of Directors.

SECTION 13. CONDUCT OF MEETINGS

Meetings of the Board of Directors shall be presided over by the Chairperson. In the event of his or her absence an acting Chair shall be chosen by a majority of the directors present at the meeting. The Secretary shall act as secretary of all meetings of the board, provided that, in his or her absence, the majority of the directors present at the meeting shall appoint another person to act as Secretary of the meeting.

Meetings will be conducted in an orderly and civil manner. The chair shall call the meeting to order and facilitate discussion and decisions based on the agenda. In the event that order cannot be maintained the Board shall rely on Robert's Rules of Order.

SECTION 14. APPOINTMENTS, VACANCIES AND REMOVAL OF DIRECTORS

Vacancies on the Board of Directors shall exist (1) on the inactiveness, death, resignation, removal or end of term of any director, and (2) whenever an increase in the number of authorized directors is deemed necessary as determined by a vote of the board.

Any director may resign effective immediately upon giving written notice to the board, unless the notice specifies a later time for the effectiveness of such resignation. No director may resign if Four Corners Alliance for Diversity would then be left without a quorum or director in charge of Four Corners Alliance for Diversity affairs, except upon notice that a temporary or

interim director will be appointed.

Directors may be removed from office as permitted by and in accordance with the law of this state under these guidelines: Directors may be removed by a three-quarters vote of the board. In the event of a vote for removal, all directors must vote.

- a) Removal of a director may be considered and implemented for non-participation. Non-participation shall be A. Non-attendance at board meeting for three (3) meetings in the period of a year. B. Non-replying: defined as no response to board discussion over email or by phone for two months, C. Not voting on board decisions at meetings for two months in the period of a year.
- b) Failure to act in a fiduciary manner towards organization.
- c) Conviction of major crime or felony during tenure.
- d) Failure to attend the annual meeting of the Board of Directors. If the Board of Directors is notified in advance of non-attendance by the board member, an exception may be granted.
- e) Failure to promote inclusiveness, pluralism and diversity within the organization.
- f) Failure to promote or comply with goals, visions and mission to Four Corners Alliance for Diversity.
- g) Failure to provide all duties as assigned.
- h) Other causes as may be determined by a majority vote of the Board of Directors.

Unless otherwise prohibited by the Articles of Incorporation, these Bylaws or provisions of law, vacancies on the board may be filled by approval or appointment by the Board of Directors. If the number of directors currently in office is less than a quorum, a vacancy on the board may be filled by approval of a majority of the directors then in office or by a sole remaining director. A person elected to fill a vacancy on the board shall hold office until his/her term expires, at which time the that board member may elect to renew his/her term through re-election to the Board of Directors, or until his or her death, resignation or removal from office.

SECTION 15. NON-LIABILITY OF DIRECTORS

The directors shall not be personally liable for the debts, liabilities, or other obligations of Four Corners Alliance for Diversity.

SECTION 16. INDEMNIFICATION BY CORPORATION OF DIRECTORS

The corporation to the fullest extent permissible by law shall indemnify the directors of Four Corners Alliance for Diversity under the laws of the states in which this organization is incorporated.

SECTION 17. INSURANCE FOR CORPORATE AGENTS

Except as may be otherwise provided under provisions of law, the Board of Directors may adopt a resolution authorizing the purchase and maintenance of insurance on behalf of any agent of Four Corners Alliance for Diversity (including directors, officers, development manager, employee or other agent of Four Corners Alliance for Diversity) against liabilities asserted against or incurred by the agent in such capacity, or arising out of the agent's status as such, whether or not Four Corners Alliance for Diversity would have the power to indemnify the agent against such liability under the Articles of Incorporation, these Bylaws or provisions of law.

ARTICLE 4 OFFICERS**SECTION 1. DESIGNATION OF OFFICERS**

The officers of Four Corners Alliance for Diversity shall be a Chair, a Vice Chair, a Secretary, and a Treasurer. Four Corners Alliance for Diversity may appoint the Board of Directors may determine officers with such titles as from time to time. These officers shall have the authority and perform the duties prescribed. One person may hold two offices, with the exception of Chair and Secretary. The minimum of 3 (three) positions is required to perform the duties of Four Corners Alliance for Diversity. These shall be the offices of Chair, Secretary and Treasurer.

SECTION 2. QUALIFICATIONS

Any board member may serve as an officer of Four Corners Alliance for Diversity. This individual must possess the ability to perform the required duties and functions of the office for which s/he was nominated and elected. Officers shall allow their identities to be of public record for the purposes of Four Corners Alliance for Diversity. The board of directors shall be comprised of a diverse and representative population of our community.

SECTION 3. ELECTION AND TERM OF OFFICE

The Board of Directors, at the annual meeting or as needed~ shall elect officers. Officers must be reelected on a yearly basis. Each officer shall hold office until he or she resigns or is removed or is otherwise disqualified to serve, or until his or her successor shall be elected and qualified, whichever occurs first. Officers shall be limited in terms served to a total of six (6) years continuously.

SECTION 4. REMOVAL AND RESIGNATION

The Board of Directors may remove any officer, either with or without cause, at any time, by a three quarters vote. In case of a vote for removal, all remaining members must vote. Any officer may resign at any time by giving written notice to the Board of Directors, the Chair or Secretary of Four Corners Alliance for Diversity. Any such resignation shall take effect at the date of receipt of such notice or at any later date specified therein.

SECTION 5. VACANCIES

Any vacancy caused by the death, resignation, removal, disqualification, or otherwise, of any officer shall be filled by the Board of Directors. In the event of a vacancy in any office other than that of Chair, such vacancy may be filled temporarily by appointment by the Chair until such time as the Board shall fill the vacancy. Vacancies occurring in offices of officers appointed at the discretion of the board mayor may not be filled, as the board shall determine.

SECTION 6. DUTIES OF CHAIR OR VICE CHAIR

The Chair or Vice Chair shall, subject to the control of the Board of Directors, supervise and control the affairs of Four Corners Alliance for Diversity and the activities of the officers. He or she shall perform all duties incident to his or her office and such other duties as may be required by law, by the Articles of Incorporation, or by these Bylaws, or which may be prescribed or changed from time to time by the Board of Directors. Unless another person is specifically appointed as acting Chair, the elected Chairperson shall preside at all meetings of the Board of Directors.

Except as otherwise expressly provided by law, by the Articles of Incorporation or by these Bylaws, he or she shall, in the name of Four Corners Alliance for Diversity, execute such deeds, mortgages, bonds, contracts, checks, or other instruments which may from time to time

be authorized by the Board of Directors (both chair and treasurer can perform this duty)

SECTION 7. DUTIES OF SECRETARY

The Secretary shall:

- a) Maintain books as directed under Article 7, Section 1. (a).
- b) Certify and keep the original, or a copy, of these Bylaws as amended or otherwise altered to date.
- c) Keep a book of minutes of all meetings of the directors. And, if applicable, meetings of committees of directors, recording therein the time and place of holding, whether regular or special, how called, how notice was given, the names of those present or represented at the meeting, and the proceedings thereof.
- d) See that all notices are duly given in accordance with the provisions of these Bylaws.
- e) Be custodian of the corporate records (State Incorporation, 501(c)3, business license, etc.).
- f) Keep and maintain a register book containing the name, address and telephone numbers of all directors and officers and committee members, and, in the case where any active individual has been terminated, he or she shall record such fact in the membership book together with the date on which such membership ceased. Exhibit at all reasonable times to any director of Four Corners Alliance for Diversity, or to his or her agent or attorney, upon request the Bylaws, and the minutes of the proceedings of the directors of Four Corners Alliance for Diversity or other documents as needed.

In general, he/she shall perform all duties incident to the office of Secretary and such other duties as may be required by law, by the Articles of Incorporation, or by these Bylaws, or which may be assigned to him or her from time to time by the Board of Directors.

SECTION 8. DUTIES OF TREASURER

The Treasurer shall:

- a) Have charge and custody of, and be responsible for, all funds and securities of Four Corners Alliance for Diversity, and deposit all such funds in the name of Four Corners Alliance for Diversity in such banks, trust companies, or other depositories as shall be selected by the Board of Directors.
- b) Receive, and give receipt for moneys due and payable to Four Corners Alliance for Diversity from any source whatsoever.
- c) Disburse, or cause to be disbursed the funds of Four Corners Alliance for Diversity as may be directed by the Board of Directors, taking proper vouchers for such disbursements. Maintain books as directed under Article 7, Section 1. (b).
- d) Exhibit at all reasonable times the book of account and financial records to any director of Four Corners Alliance for Diversity, or to his or her agent or attorney, upon request. Render to the Chair and directors, whenever requested, an account of any or all of this or her transactions as Treasurer and of the financial condition of Four Corners Alliance for Diversity. Prepare, or cause to be prepared, and certify, or cause to be certified, the financial statements to be included in any required reports (annual nonprofit reporting, annual budget).

In general, he or she shall perform all duties incident to the office of Treasurer and

such other duties as may be required by law, by the Articles of Incorporation of Four Corners Alliance for Diversity, or by these Bylaws, or which may be assigned to him or her from time to time by the Board of Directors.

Except as otherwise expressly provided by law, by the Articles of Incorporation, or by these Bylaws, he or she shall, in the name of Four Corners Alliance for Diversity, execute such deeds, mortgages, bonds, contracts, checks, or other instruments which may from time to time be authorized by the Board of Directors (both Chair and Treasurer can perform this duty).

ARTICLE 5 **COMMITTEES**

SECTION 1. EXECUTIVE COMMITTEE

The Board of Directors may, by a majority vote of its members, designate an Executive Committee consisting of three (3) or more board members and may delegate to the Executive Committee the powers and authority of the board in the management of the business and affairs of Four Corners Alliance for Diversity, to the extent permitted, and except as may otherwise be provided, by provisions of law. The Executive Committee shall be authorized to make decisions by a vote of two (2) or three (3) depending on need, and shall be an empowered decision making committee during emergency situations, transactions or affairs that require immediate action.

A majority vote of the Board of Directors may at any time revoke or modify any or all of the Executive Committee authority so delegated, increase or decrease the committee members, but not fall below the three (3) required members to form the Executive Committee. The Executive Committee shall keep regular minutes of its proceedings, and these minutes shall be filed with the corporate records or Secretary. The Executive Committee shall report in a timely manner to the board after a decision or action had been taken.

Executive committee meetings shall be closed meetings, unless designated otherwise by the executive committee.

SECTION 2. OTHER COMMITTEES

Four Corners Alliance for Diversity shall have such other committees as may from time to time be designated by resolution of the Board of Directors. These committees may consist of persons who are not members of the board and shall act in an advisory capacity to the board.

SECTION 3. MEETINGS AND ACTION OF COMMITTEES

The provisions of these Bylaws shall govern meetings and action of committees.

The Board of Directors may also adopt rules and regulations pertaining to the conduct of meetings of committees to the extent that such rules and regulations are not inconsistent with the provisions of these Bylaws. The Board of Directors may suggest the type and purpose of committees.

ARTICLE 6 **EXECUTION OF INSTRUMENTS, DEPOSITS AND FUNDS**

SECTION 1. EXECUTION OF INSTRUMENTS

The Board of Directors, except as otherwise provided in these Bylaws, may by

resolution authorize any officer or agent of Four Corners Alliance for Diversity to enter into any contract or execute and deliver any instrument in the name of and on behalf of Four Corners Alliance for Diversity and such authority may be general or confined to specific instances. Unless so authorized, no officer, agent, or employee shall have any power or authority to bind Four Corners Alliance for Diversity by any contract or engagement or to pledge its credit or to render it liable monetarily for any purpose or in any account.

SECTION 2. CHECKS AND NOTES

Except as otherwise determined by the Board of Directors, or required by law, all checks, drafts, promissory notes, orders for the payment of money, and other evidence of indebtedness of Four Corners Alliance for Diversity shall be signed by the Treasurer and/or anyone of the persons whose name and title appear on the "Signature Capture" section of the financial institution's: "Certificate of Authority (Deposits and Related Services)" form.

A checking account shall be opened and maintained by the Treasurer. As the banking needs of Four Corners Alliance for Diversity change or become more complex, an accountant or accounting firm shall be retained. The Treasurer shall make recommendations as to how to proceed with the growing banking needs of the organization. The Board of Directors shall discuss and review its options as to how to proceed in addressing the organization's fiduciary responsibilities.

SECTION 3. DEPOSITS

All funds of Four Corners Alliance for Diversity shall be deposited in the accounts of Four Corners Alliance for Diversity.

As the financial needs of Four Corners Alliance for Diversity change, trust companies, banks, or other depositories may be used as the Board of Directors elect.

SECTION 4. GIFTS

The Board of Directors may accept, on behalf of Four Corners Alliance for Diversity, any contribution, gifts, bequests, or device for the nonprofit purposes of Four Corners Alliance for Diversity.

ARTICLE 7 **CORPORATE RECORDS AND REPORTS**

SECTION 1. MAINTENANCE OF CORPORATE RECORDS

Four Corners Alliance for Diversity shall keep:

- a) Minutes of all meetings of directors indicating the time and place of meetings, whether regular or special; and the names of those present and the proceedings thereof.
- b) Adequate and correct books and records of account: including accounts of its properties, business transactions and accounts of its assets, liabilities, receipts\ disbursements, gains and losses.
- c) A record of Board of Directors and officers indicating their names and addresses and, if applicable their renewal or termination date of term.
- d) A copy of Four Corners Alliance for Diversity's Articles of Incorporation and Bylaws as amended to date, shall be open to inspection by all at reasonable times during day time hours. Four Corners Alliance for Diversity shall keep such records as are necessary to comply with Section 501 (c) (3) and 501 (h) of the Internal Revenue Code and the corresponding sections of any future federal tax code.

SECTION 2. DIRECTOR'S AND OFFICERS INSPECTION RIGHTS

Every director and officer shall have the right to inspect all books, records, documents and physical properties at reasonable times during normal office hours.

SECTION 3. ANNUAL AND PERIODIC REPORT

The board shall prepare themselves or have prepared by outside agent or committee, an annual report that reflects the current status of Four Corners Alliance for Diversity. This annual or periodic report is required under law, and is to be prepared and delivered to an office of the state. This report shall be prepared and delivered within the time limits set forth by the State of Colorado.

ARTICLE 8 **SECTION 501 (c) (3) ORGANIZATIONS: TAX EXEMPTION PROVISIONS****SECTION 1. LIMITATIONS ON ACTIVITIES**

No substantial part of the activities of Four Corners Alliance for Diversity shall be the carrying on of propaganda, or otherwise attempting to influence legislation [except as otherwise provided by Section 501 (h) of the Internal Revenue Code], and Four Corners Alliance for Diversity shall not participate in, or intervene in (including the publishing or distribution of statements), any political campaign on behalf of, or in opposition to, any candidate for public office.

Notwithstanding any other provisions of these Bylaws, Four Corners Alliance for Diversity shall not carry on any activities not permitted by law (a) by a corporation exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code, or (b) by a corporation, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code.

SECTION 2. PROHIBITION AGAINST PRIVATE INUREMENT

No part of the net earnings of Four Corners Alliance for Diversity shall inure to the benefit of, or be distributable to its directors or trustees, officers, or other private persons, except that Four Corners Alliance for Diversity shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes of Four Corners Alliance for Diversity.

SECTION 3. DISTRIBUTION OF ASSETS

Provisions regarding the distribution of assets on dissolution are:

- a) Notwithstanding any other provision of these articles, Four Corners Alliance for Diversity shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the purposes of Four Corners Alliance for Diversity.
- b) Upon the dissolution of the organization, assets shall be distributed for one of more exempt purposes within the meaning of section 501(e) (3) of the Internal Revenue Code, or corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose. Any such assets not so disposed of shall be disposed of by the Court of Competent Jurisdiction of the county in which the principal office of the organization is then located, exclusively for such

purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

ARTICLE 9 **AMENDMENT OF BYLAWS**

SECTION 1. AMENDMENT

Except as otherwise specified under provisions of law, these bylaws may be altered, amended or repealed, and new bylaws may be adopted by approval of the majority of the Board of Directors.

SECTION 2. VERSION NUMBER AND DATE

This bylaws document shall be known as Version 3.1, Date 04-2015. The following amended bylaws and versions of this document shall be labeled consecutively, as such: Version: 2, Date: Month-Year, followed by Version: 3, Date: Month Year, etc.

- a) Version: 1, Date: December 1999
- b) Version: 2, Date: November 2000
- c) Version: 3, Date: January 2014
- d) Version: 3.1, Date: April 2015

ARTICLE 10 **GENERAL POLICIES**

SECTION 1. NON-DISCRIMINATION POLICY

This policy defines Four Corners Alliance for Diversity's position on discrimination. The policy applies to all Four Corners Alliance for Diversity's directors, officers, staff, volunteers, employees, contractors and committee members.

Four Corners Alliance for Diversity follows an equal opportunity policy. It deals with personnel without regard to race, ethnicity, creed, color, religion, national origin, gender, gender identity, sexual orientation, age, physical or mental handicap, veteran status, or marital status. This policy applies to internal promotions, training, opportunities for advancement, terminations, relationship with outside vendors and customs, use of contractors and consultants, and in dealing with the general public.

SECTION 2. NON-PIRACY OF SOFTWARE POLICY

It is the policy of Four Corners Alliance for Diversity to utilize all commercially purchased software in accordance with its individual licensing agreement. Unless otherwise provided in the license, any duplication of copyrighted software except for backup and archival purposes is a violation contrary to the organization's standard of conduct. The purpose of Four Corners Alliance for Diversity's non-piracy of software policy is to comply with title 17 of the U.S. Code in the protection of "original works of authorship" that are fixed in a tangible form of expression. These categories should be viewed quite broadly and include literary, dramatic, musical, artistic, audio-visual and computer programs as well as other intellectual works.

ARTICLE 11 CONSTRUCTION AND TERMS

If there is any conflict between the provisions of these bylaws and the Articles of Incorporation of Four Corners Alliance for Diversity, the provisions of the Articles of Incorporation shall govern. Should any of the provisions or portions of these bylaws be held unenforceable or invalid for any reason, the remaining provisions and portions of these bylaws shall be unaffected by such holding.

All references in the Bylaws to the Articles of Incorporation shall be to the Articles of Incorporation for the Four Corners Alliance for Diversity (formerly known as 4cGLAD or Four Corners Gay and Lesbian Alliance for Diversity), as filed with the Secretary State of Colorado dated December 1999. This document establishes the legal existence of said corporation.

All references in these Bylaws to a section or sections of the Internal revenue Code shall be to such sections of the Internal Revenue Code of 1999, or to corresponding sections of any future tax code.

ADOPTION OF BYLAWS

We, the undersigned, are the directors of Four Corners Alliance for Diversity, and we consent to, and hereby adopt the foregoing Bylaws, consisting of thirteen (13) pages, as the Bylaws of Four Corners Alliance for Diversity.

Dated: April 6, 2015

Signed by:

Chair Signature Printed Name

Vice Chair Signature Printed Name

Treasurer Signature Printed Name

Secretary Signature Printed Name

Member Signature Printed Name