

LATINO PEACE OFFICERS ASSOCIATION

MARICOPA COUNTY - ARIZONA CHAPTER
STATE OF ARIZONA
BY - LAWS

ARTICLE I - NAME

The name of the Corporation is, Latino Peace Officers Association
- Maricopa County - Arizona Chapter.

ARTICLE II - ADDRESS

SECTION 1: The street address of the Corporation/Association
herein after referred to as Association shall be the Corporate
Attorney.

SECTION 2: The mailing address shall be: P.O. Box 1551
Phoenix, Arizona 85001

ARTICLE III - STATE CHAPTER

SECTION 1: The Maricopa County Chapter shall also act as the
State of Maricopa Chapter and as an Umbrella Association. Such
status shall remain in effect until such time as a second chapter is
incorporated in the State of Arizona or is formed as a non-
incorporated Association.

SECTION 2: The State President, or his/her designated
representative, shall serve on the National Latino Peace Officers
Association Board of Directors.



ARTICLE IV - LOGO

SECTION 1: The National Latino Peace officers Association's official logo is a Seven Point Star with the figure of an Aztec god in the center. At the bottom of the figure are the initials "L.P.O.A." an acronym for Latino Peace Officers Association. The figure is of ancient Mexican Origin. It represents the Indian heritage of all Latinos, **UNITING MEMBERS IN BROTHERHOOD.** The **SEVEN POINT STAR** surrounding the figure stands for **LAW ENFORCEMENT**, reminding members that they are twice tied to work together - **BY BLOOD** and **BY PROFESSION.**

SECTION 2: A) Policy; only State Chapters and Member Chapters of the National Latino Peace Officers Association are entitled to the use of this logo. No changes are permissible. B) The official colors are white and yellow gold.

ARTICLE V - STATUS

The Association is a non-profit Public Benefit Association and is not organized for the private gain of any individual. It is organized pursuant to Section 501 (c) (3) of the Internal Revenue Code, Non-Profit Association. The Association will not discriminate against

any individual because of race, color or religion or tolerate any form of sexual harassment.

ARTICLE VI - PREAMBLE

We, the members of the Latino Peace Officers Association, realizing that we can make a contribution to the law enforcement process in our state hereby fraternally, establish ourselves as an Association to assist, support, and motivate change, for the betterment of all citizens. We are aware that the people served by the criminal justice system are varied ethnically and culturally. Therefore, the process must be responsive to all the people of the community it serves. The Latino Peace Officers Association, working cooperatively with law enforcement and the community, will endeavor to recruit, and retain people of Latino extraction, for employment, into the criminal justice system. The Latino Peace Officers Association will endeavor to keep the community informed of the problems, needs and opportunities in the criminal justice system.

ARTICLE VII - MISSION

The Mission of the Association is to eliminate prejudice and discrimination in the Criminal Justice System (particularly Law Enforcement); to create a fraternal/professional association that provides support, advocacy, personal, and professional development to its members; to prevent and reduce juvenile delinquency; and to lessen neighborhood tension in the Latino Communities through awareness and role modeling.

ARTICLE VIII - OBJECTIVES

Within the framework of the By-Laws, the Association shall work towards its Mission through the Objectives set forth.

SECTION 1: Discrimination - to work with the law enforcement agencies to correct any prejudice and discrimination when present.

SECTION 2: Recruitment - to ensure that law enforcement recruitment programs effectively reach Latino candidates.

SECTION 3: Upward Mobility - to ensure that Latino peace officers are provided equal access to department upward mobility training.

SECTION 4: Professional Development - to ensure that Latino officers are offered career and professional training; and to provide professional training to member and non-members.

SECTION 5: Membership Advocacy - to provide employment related assistance, support and intervention to its members.

SECTION 6: Exit Interviews - to ensure that exit interviews are part of all departmental separations by Latino peace officers.

SECTION 7: Community Relations - to serve as a liaison between law enforcement and the Latino community; to facilitate problem prevention and intervention.

SECTION 8: Juvenile Delinquency Prevention - to combat community deterioration and prevent juvenile delinquency by developing and sponsoring youth programs.

SECTION 9: Developing and sponsoring “Mentoring Programs” for youth and law enforcement.

SECTION 10: Hispanic Community Service Awards - to recognize those individuals who have made exceptional contributions to the Hispanic community.

ARTICLE IX - CLASSES OF MEMBERS

SECTION 1: Regular Member - All individuals, who by their orientation and employment in the field of law enforcement, corrections and detention officers active or retired, or any federal law enforcement officers, who demonstrate their dedication to the objectives of L.P.O.A., are eligible. This will include members of reserve forces who are in good standing with the agencies that employ them (voting membership - eligible to hold office).

SECTION 2.A: Associate Member - All individuals interested in the field of law enforcement and corrections, or are working in related fields, who are willing to further the objectives of L.P.O.A. may be admitted (voting membership - not eligible to hold the office of President or Vice President).

SECTION 2.B: The Board of Directors is charged with monitoring this category to assure that this category does not comprise more than twenty percent (20%) of the membership, as directed by Article IX of the National By-Laws.

SECTION 3: Lifetime Member - Any member in good standing who has served as a Local, Regional, State or National President is qualified for this type of membership. Lifetime members shall pay no dues and shall maintain full membership status, including the privilege of holding office and voting.

SECTION 4: Student Member - Available to those individuals enrolled in high school and/or college, and who are supportive of

the goals and objectives of L.P.O.A. (not eligible to vote or hold office).

SECTION 5: Corporate Membership - Available to businesses who have demonstrated an understanding and a willingness to work for the betterment of Latinos (not eligible to vote or hold office).

ARTICLE X - BOARD OF DIRECTORS

SECTION 1: Powers of the Board Directors - The management of the Association shall be vested in the Board of Directors. The general power of the Board of Directors is to manage the Association's administration and business affairs. The Board of Directors are charged with carrying out the Mission, Goals and Objectives of the Association.

SECTION 2: Composition - The number of Directors constituting the Board of Directors shall be eight (8) and shall consist of officers elected to the offices of President, First Vice President, Second Vice President, Secretary, Correspondence Secretary, Treasurer, Parliamentarian (Sergeant of Arms) and Historian.

SECTION 3: The number of Directors of the Association may be increased or decreased from time to time as necessary, but no decrease shall have the effect of shortening the term of any incumbent Director, but the number of Directors shall never be less than three (3).

SECTION 4: Resignation - A member of the Board of Directors, elected or appointed, may resign from office upon submission of a written letter indicating the effective date of resignation.

ARTICLE XI - DUTIES OF THE BOARD OF DIRECTORS

SECTION 1.A: Unless so authorized by the Board of Directors, no officer, agent or other person shall have any power to bind the Association by a contract or render it liable for any purpose or any amount.

SECTION 1.B: The Board of Directors shall maintain the highest of standards and conduct. The Board of Directors shall act in accordance with the requirements and procedures set forth in the By-Laws.

SECTION 1.C: The Board of Directors shall have the sole responsibility of receiving and acting upon applications for membership and for renewal of membership.

SECTION 1.D: The Board of Directors may review the eligibility status of any current member at any time and, as may be appropriate, change the member's status or terminate membership.

SECTION 2.A: The **President** shall be responsible for providing leadership and direction to the Board of Directors and its members. He/she shall set forth the annual goals and objectives that comply with the established By-Laws.

SECTION 2.B: The President shall preside at all general membership and board meetings. He/she shall represent the Association at all public and official functions. He/she shall be responsible for referring all matters requiring committee action to the pertinent committee chair.

SECTION 2.C: The President shall serve as State President until such time as a second chapter is incorporated in the State of Arizona, or is formed as a non-incorporated Association.

SECTION 2.D: The President, with the approval of the Board of Directors, may authorize any office or agent to enter into any contract or execute any instrument in the name of and on behalf of the Association. This authority is confined to specific instances.

SECTION 2.E: The President, with the approval of the Board of Directors, shall appoint the Standing Committees Chairpersons, and may appoint additional board members, as necessary.

SECTION 3: The **First Vice President** shall assist the President in any manner requested by the President. In any absence, of the President, shall act in his/her behalf at board meetings, general membership meetings, public and official gatherings and shall be responsible for overseeing the standing committees chairpersons and will oversee the functions of the Treasurer.

SECTION 3.A: The **Second Vice President** shall assist the President in any manner requested by the President. In the absence of the President and the First Vice President he/she shall act in his/her behalf at board meetings, general membership meetings, public and official gatherings. He/she shall be in charge of all activities concerning membership, which is to include recruiting, membership drives and up-dated member rosters.

SECTION 4.A: The **Secretary** will keep a written record of attendance and minutes at all meetings.

SECTION 4.B: The Secretary will be responsible for presenting written minutes of the previous meeting, for approval at the following meeting.

SECTION 4.C: The Secretary will file, with the National Latino Peace Officers Association, by January 15 of each year, the list of newly elected Board of Directors.

SECTION 4.D: The Secretary will serve as the Custodian of Records for the Association and maintain a central file.

SECTION 4.E: The Secretary will be responsible for assisting the President and the Board of Directors with written communications and typing.

SECTION 5.A: The **Correspondence Secretary** will assume the duties of the Secretary in the event the Secretary is absent.

SECTION 5.B: The Correspondence Secretary will also be responsible for all fund raising correspondence, and membership correspondence as directed by the Second Vice President and will keep records of any and all mailings.

SECTION 6.A: The **Treasurer** will be responsible for the financial management of the Association and shall keep all financial records and books accessible and current.

SECTION 6.B: The Treasurer will file a monthly financial statement at each general meeting.

SECTION 6.C: The Treasurer will also maintain a current, complete and accurate record of all members of the Association who are in good standing.

SECTION 7.A: The **Parliamentarian/Sergeant of Arms** will be responsible for rendering an opinion and/or an interpretation of the

Articles of Incorporation, the Association By-Laws and the National Latino Peace Officers Association requirements.

SECTION 7.B: The Parliamentarian/Sergeant of Arms will be responsible for ensuring the orderly conduct of meetings and shall have a thorough knowledge of Roberts Rules of Order.

SECTION 7.C: The Parliamentarian/Sergeant of Arms will lead the Pledge of Allegiance and introduce new members and guests at meetings.

SECTION 8.A: The **Historian** will assume the duties of the Parliamentarian/Sergeant of Arms in the event he/she is absent (which includes Section 7A, 7B, and 7C).

SECTION 8.B: The Historian will be the keeper of flags, banners and all historical information.

ARTICLE XII - ELECTION PROCEDURES

SECTION 1: Elections shall be announced at general meetings and nominations for each office opened at general membership meetings, in advance of the election meeting.

SECTION 2: Nominations can only be made by a member that is eligible to vote. No proxy allowed.

SECTION 3: Nominations to an elected office shall be accepted only by members having “eligibility to hold office” status. All nominees shall indicate their acceptance of the nomination prior to being identified as a candidate.

SECTION 4: Final nominations shall be made from the floor at an election meeting held November or December of each calendar year.

SECTION 5: All nominees should be present in order to be considered qualified candidates.

SECTION 6: Eligibility to Hold Office - Regular and associate members in good standing for at least three (3) months (prior to the elections) shall be eligible to be nominated for a position on the Board of Directors.

SECTION 7: Term - The Term of the Board of Directors shall be for two (2) calendar years, following installation at the general membership meeting held in January.

ARTICLE XIII - BOARD OF DIRECTORS VACANCIES

SECTION 1: The First Vice President - in the event of disability, recall from office, or resignation of the President - shall serve as President.

SECTION 2: All other Board of Directors, First Vice President, Second Vice President, Secretary, Correspondence Secretary, Treasurer, Parliamentarian/Sergeant of Arms and Historian - In the event of disability, recall from office, or resignation - shall be filled by appointment of the President, from members present, with confirmation by the Board of Directors, for the remainder of the unfinished term.

ARTICLE XIV - REMOVAL FROM OFFICE/IMPEACHMENT

SECTION 1: An elected officer and/or a member of the Board of Directors of the Association can be removed from office, impeached, and/or expelled from the Association provided valid cause has been established.

SECTION 2: Valid Cause - This is defined as premeditated conduct and activities that conflict with the Mission, Goals, Objectives and/or other directives or policies of the Association.

SECTION 3: Filing of Complaint - Initiation of impeachment proceedings requires a written complaint, signed by at least four (4) Board of Directors (plaintiffs). The complaint shall be presented to the President. If the President is the accused (defendant), the complaint shall be presented to the Secretary of the Board of Directors. In either event the Secretary shall furnish, the defendant and Board of Directors, a copy of the complaint.

SECTION 4: Presentation of Complaint - Upon presentation of the complaint, the Board of Directors shall meet, without the presence of the defendant, in closed session. The Board of Directors, by a majority vote, will decide: A) to accept the complaint as presented; B) conduct further investigation; C) or reject and dismiss the complaint.

SECTION 5: Investigation - If further investigation is required, the President or acting President shall appoint a member or members to conduct such investigation. They will be directed to present (within a specified time frame) a written report of all findings and recommendations.

SECTION 6: Notification - After considering the investigative report, the Board of Directors (by certified letter) shall: A) inform the defendant of their decision to REJECT the complaint: B) or if the complaint is ACCEPTED, the defendant shall be notified of the hearing date, time and place.

SECTION 7: Hearings - shall be held in closed session. The President will preside over the hearings. In the case where the President is accused, the Vice-President shall perform this function.

SECTION 7.B: Evidence - to substantiate the complaint shall be presented by the plaintiffs. However, only one plaintiff shall be designated spokesperson. All testimony and evidence shall be delivered by the spokesperson. The spokesperson will conduct any direct examination of the defendant and/or others whose testimony directly relates to the impeachment.

SECTION 7.C: Rights - The defendant is presumed innocent until proven guilty. The defendant shall have the right to representation at such hearings, the right to introduce testimony and evidence on behalf of his/her defense. He/she shall have the right to cross examine witnesses.

SECTION 7.D: Burden of Proof - The burden of proof shall be with the plaintiff. The complaint must be proved by the standard of preponderance of the evidence.

SECTION 7.E: Findings and Decision - The Board of Directors shall arrive at a decision by secret ballot. Such decision requires a quorum of the Board of Directors present. In order for a decision to be declared a majority of the total board serving at the time of the decision is required to find in favor of guilt (complaint founded) or not-guilty (complaint unfounded).

SECTION 7.F: Complaint Founded - In the event the complaint is “Founded”, the defendant shall thereupon be subject to disciplinary action. Such disciplinary action is determined by a majority of the Board of Directors serving at the time of the decision.

SECTION 8.A: Appeals of Impeachment - Appeals shall be filed with the State or National Latino Peace Officers Association. The appeal will be in writing, sent by certified mail within fifteen (15) calendar days of receiving formal Written Notification of Findings and Decision.

SECTION 8.B: The appeal shall include the basis upon which the appellant (defendant) believes that the decision rendered was improper. The appeal must be sent to the Secretary of the Board of Directors of the next level of administration.

SECTION 9.A: Appeals of Disciplinary Action - Disciplinary action by the Board of Directors of the Association may be appealed. Appeals shall be directed to the State or National Latino Peace Officers Association.

SECTION 9.B: The appeal shall include the basis upon which the appellant (defendant) believes that the decision rendered was improper. The appeal must be sent to the Secretary of the Board of Directors of the next level of administration.

SECTION 10: If the appeal is SUSTAINED by the State or National Latino Peace Officers Association, the Association will be notified and directed to take specific corrective action. A copy will be mailed to the appellant.

SECTION 11: If the appeal is DENIED by the State or National Latino Peace Officers Association, the appellant will be notified through a certified letter identifying the reasons for their decision.

SECTION 12: Removal from Office - Once valid cause has been established, due process provided, hearings held, and the appeals process exhausted, an Officer of the Association can be removed/impeached from office. Notification of impeachment shall be provided, within fifteen (15) days, through a written certified letter. A copy of the letter shall be forwarded to the State and National Latino Peace Officers Association.

ARTICLE XV - REMOVAL FROM OFFICE/OTHER THAN IMPEACHMENT

SECTION 1: Absent without Due Cause - Any member of the Board of Directors who is absent for two (2) consecutively scheduled meetings without due cause, shall have their office declared vacant by the remaining Board of Directors and shall notify the President. In the event the President is not available, the Secretary shall be notified.

SECTION 2: Challenges - This decision may be challenged at the next level of authority, through a letter sent to the Secretary of the Board of Directors. The letter must contain a detailed explanation of the reason(s) for the two (2) consecutive absences. If the challenge is upheld, reinstatement will be effective immediately.

ARTICLE XVI - MEMBERSHIP STANDARDS

SECTION 1: Recruitment of members is accomplished through:
A) personal contact with law enforcement officers; B) “word of mouth”; C) contact with all local law enforcement agencies; D) contact with local related agencies; E) community participation; F)

contact with the public schools and colleges; G) contact with civic organization; H) and media releases.

SECTION 2: All members shall support the Mission and Goals of the Association. Members shall also adhere to the policies and procedures set forth in the By-Laws.

SECTION 3: Participation in the Association's functions is recommended and encouraged.

SECTION 4: Meeting Attendance - is mandatory for Board of Directors. Any officer that anticipates being absent from a scheduled meeting, shall notify the President or Secretary of the reason(s) for the anticipated absence.

SECTION 5: Meeting attendance at scheduled meetings for Non-Officers/Appointees is not a requirement. However, sufficient participation, by Appointees and Committee Chairpersons, is expected in order to conduct business in an orderly manner.

ARTICLE XVII - MEMBERSHIP TERMINATION

SECTION 1: Members in good standing may transfer their membership to another Chapter, provided that they have the approval of the Board of Directors of the Chapter to which they request transfer.

SECTION 2: Resignations - A member may resign from the Association by submitting a written letter to the Secretary stating such.

SECTION 3.A: Disciplinary Action - A member or members who, after due process as specified in Article XIV, is/are proven to have

been involved in inappropriate premeditated conduct and/or activities that conflict with the Mission, Goals, Objectives, directives, policies and/or the general welfare of the Association, shall be subject to Disciplinary Action.

SECTION 3.B: Types of Disciplinary Action - Removal from office; Temporary membership suspension; Permanent membership suspension; Impeachment; Civil/Criminal action through the Judicial System.

SECTION 3.C: Appeals - The same appeal process as described in Article XIV applies in the case of disciplinary action against a member or members. Appeals move up one jurisdictional level until a resolution is reached.

SECTION 4: A member may forfeit his/her membership through non-payment of dues during the calendar year. Reinstatement is available in the same calendar year by payment of current and past dues owed.

ARTICLE XVIII - COMMITTEES

SECTION 1: Standing Committees - may be established to assist with the Operations, Goals and Objectives of the Association.

SECTION 2: The following Standing Committees may be established following each Annual Election: Membership; Publicity and Communications; Employment Advocacy; Scholarships; Grant Administration; Program Development and Administration; and Fund Raising Committee.

SECTION 3: The President, with the approval of the Board of Directors, shall appoint the Standing Committees Chairpersons.

SECTION 4: At each general membership meeting, each Committee Chairperson shall submit an oral or written report. At the end of each calendar year, each Chairperson shall submit a formal report to the Board of Directors and consider itself dissolved.

SECTION 5: Ad-Hoc Committees - Such Committees may be established as necessary, charged with the performance of a specific function. Such committees shall dissolve upon completion of their specified assignment and the submission of a formal report to the Board of Directors.

SECTION 6: Scope of Authority - All Committees established and Chairpersons appointed by the President, serve at the pleasure of the appointing authority. Such Committees, through their Chairperson, shall submit findings and recommendations. However, they SERVE only in an ADVISORY CAPACITY and not as policy makers.

SECTION 7: Committee Membership - Individuals from within any existing membership category can serve on Committees or as Chairpersons. However, they are required to be in good standing, regardless of type of membership they may hold.

ARTICLE XIX - MEETINGS

SECTION 1: The Board of Directors shall meet at least once a month or as often as is determined to be necessary by the President and/or a simple majority of the Board of Directors.

SECTION 2: The General membership meetings shall be held three (3) times a year one (1) every four (4) months.

SECTION 3: Any Executive Board Member may call a special meeting, at the discretion of a quorum of Board of Directors, when justified by necessity and in the interest of the Association, and subject to proper notice.

SECTION 4: The President and the Board of Directors shall conduct meetings in a manner that encourages participation/regular attendance. This includes; A) review and approval of fiscal matters; B) to fill Board and Committee vacancies; C) to ratify committee appointments; D) to conduct disciplinary proceedings; E) to accept and reject applications for membership; F) to consider member requests for employment related advocacy and assistance; G) to consider fund raising requests; H) and to consider program development and grant administration requests.

SECTION 5: Order of Business - All business meetings conducted in the name of the Association shall comply with the latest edition of Roberts Rules of Order and the By-Laws.

SECTION 6: Meeting Structure - The meeting structure will consist of the Call to Order, Roll Call, Introduction of New Members and Guests, Approval of Agenda, Approval of previous Minutes, Approval of the Monthly Financial Report, Committee Reports, Old Business, New Business, Announcements, and Adjournment.

ARTICLE XX - QUORUM

SECTION 1: Board of Directors Meetings - Simple majority - fifty percent (50%) plus one.

SECTION 2: General Membership Meetings - Simple majority of the members present and voting.

ARTICLE XXI - VOTING

SECTION 1: Only Board Members shall vote at Board Meetings.

SECTION 2: Elections shall be determined by votes: one (1) per member by regular and associate members.

SECTION 3: Only members in good standing will be accounted for and be eligible to vote.

SECTION 4: Verification of membership shall be made by the Treasurer.

SECTION 5: Ballots - The First Vice President and Parliamentarian/Sergeant of Arms shall receive and tabulate the written, secretly cast ballots, and report the results to the general membership.

SECTION 6: The Secretary and Treasurer shall certify the election results and shall make a permanent record of the newly elected officials.

ARTICLE XXII - FINANCES

SECTION 1: All monies of the Association shall be placed in an appropriately established federally insured bank account.

SECTION 2: Disbursement of funds shall be made by check signed by the President and Treasurer. In the absence of the President or the Treasurer, checks will be signed by another duly authorized member of the Board of Directors, for duly authorized expenditures.

SECTION 3: An employer identification number shall be obtained from the Internal Revenue Service; and shall be maintained during the existence of the Association.

SECTION 4: The Board of Directors shall develop an annual budget at the beginning of the calendar year. The budget shall include necessary expenses and proposed projects with projected expenses. It should also include collectable income (dues) and projected fund raising income.

SECTION 5: Any expenses incurred by an officer or member, who has been duly authorized to incur said expenses, shall be reimbursed upon submission of all receipts, documenting the date, purpose, and amount of expenses. No expenses shall be reimbursed without written documentation and receipts.

SECTION 6: The Treasurer shall prepare a monthly financial report for review and approval (by the members) at the following monthly meeting.

SECTION 7: The Treasurer shall submit a yearly Financial Statement for an accounting calendar year, ending December 31.

SECTION 8: The Treasurer (if not re-elected) shall surrender all financial statements, check/savings accounts, keys, deposits and

any financial records of the Association by January 15, of each calendar year.

SECTION 9: The Treasurer (if newly elected) shall ensure that all accounts, checking, savings, deposits, bank cards, signature cards, financial statements, membership rosters, etc., of the Association, are transferred into the correct signers' names by January 20, of each calendar year.

SECTION 10: A) The Treasurer shall ensure that yearly fees are paid to the National Latino Peace Officers Association for member fees and liability insurance, etc.; B) The Treasurer, on behalf of the Association, shall comply with the Internal Revenue Service requirements.

ARTICLE XXIII - DUES

SECTION 1: The amount that is assessed is "membership dues." That amount varies, depending on the anticipated expenses to operate the Association annually.

SECTION 2: Currently, Regular and Associate Members pay \$25.00 per year. New members shall submit a membership application.

SECTION 3: All of the other categories; Lifetime, Honorary and Student do not pay dues.

SECTION 4: Corporate members become such when they sponsor an event. Dues will be determined by the Board of Directors.

SECTION 5: The Association shall pay Annual Dues to the National Latino Peace Officers Association. The amount is

determined by the National Latino Peace Officers Association Board of Directors. A membership roster shall be submitted (by Treasurer) with the annual dues.

ARTICLE XXIV - MEMBER BENEFITS

SECTION 1: Benefits received by members include: A) Membership Advocacy; B) Professional development through training, workshops, and seminars; C) Participation in upward mobility seminars/workshops to enhance communication and leadership skills; D) Participation in Community Relations by serving as a liaison between law enforcement and the Latino community.

ARTICLE XXV - MEMBERSHIP ADVOCACY

SECTION 1: Advocacy - Members can request assistance with employer or employment related problems. This includes, but is not limited to, discrimination, upward mobility, hiring practices, training and any other areas deemed appropriate by the Board of Directors.

SECTION 2: Procedures - Members will initiate this process by submitting a written request for advise and assistance.

SECTION 3: Response - The Board of Directors shall consider and/or respond in one of the following ways: A) Decide to support the member and specify the type of support and assistance the Association will provide; B) Refer the member to an attorney, another association, a government entity, or a private agency with the resources to address the problem; C) or reject the request

through a written response that includes an explanation of such decision.

SECTION 4: Appeals - The member should submit a written appeal to the Latino Peace Officers Association. The letter should include the specific nature of the problem and a copy of the Association's decision. A copy of the appeal should be sent to the Association.

SECTION 5: The Latino Peace Officers Association Board of Directors can reverse the decision and/or request that further investigation be conducted by the Association.

ARTICLE XXVI - POLITICAL ACTIVITY

SECTION 1: Political Activity - The Latino Peace Officers Association, Maricopa County - Arizona Chapter, shall not engage in any political activity. The Association shall not participate in nor intervene (including the publication or distribution of statements) in any political campaign on behalf of or in opposition to any candidate for public office. To do so is in violation of the Non-Profit Corporation Laws.

ARTICLE XXVII - COPYRIGHT

SECTION 1: All materials developed or acquired by Board Members, Officers, and other identified classes of members and contractors - under the umbrella, direction, approval or auspices of the Latino Peace Officers Association, shall become property of the Association. Such property shall be delivered to the Association no later than twenty (20) days from termination or separation of Association.

SECTION 2: Nothing produced in whole or in part - by Board Members, Officers, other identified classes of members, and contractors - shall be subject of an application for copyright by or on behalf of - Board Members, Officers, other identified classes of members, and contractors.

ARTICLE XXVIII - AMENDMENTS

SECTION 1: The power to alter, amend or repeal the Association's By-Laws, or to adopt new By-Laws, shall be vested in the Board of Directors.

SECTION 2: The By-Laws may be amended, altered, or repealed, or new By-Laws adopted, by a majority vote of the Board of Directors; provided that advance notice for the meeting includes the proposed amendments.

SECTION 3: Any proposed amendments, alterations, or repeal of an amendment, shall be submitted to the Board of Directors (in writing), at least thirty (30) days prior to the meeting at which they are to be acted upon.

ARTICLE XXIX - APPLICABLE LAW

SECTION 1: The By-Laws shall follow the National Latino Peace Officers Association's By-Laws.

SECTION 2: These By-Laws shall be governed by the laws of the United States of America, The State of Arizona, Maricopa County.

ARTICLE XXX - RECORDS AND AUDIT

SECTION 1: Records - The Treasurer shall maintain detailed records which indicate the date and nature of product or services rendered or purchased. Those records shall be made available to any member of the Association when requested.

SECTION 2: Audit - The Association shall have the right to audit billings, both before and after payment. Payments previously made shall not foreclose the right of the Association to recover excessive illegal payments.

SECTION 3: Financial Audit - The Association shall secure the services of an outside accounting agency if necessary, to conduct a Financial Audit of the Association's ledgers, books, savings, checking, and or any other financial accounts in existence. Those services will be paid for by the Association if funds are available or, shall seek those services on a Pro Bono basis.

SECTION 4: Designation and frequency of an audit, shall be made by the Board of Directors and/or at the request of the State or National Latino Peace Officers Association.

ARTICLE XXXI - DISSOLUTION

SECTION 1: Upon dissolution of the Association or the winding up of its affairs, the assets of Association shall be distributed to religious, charitable, scientific, literary or education organizations which are described in Section 501(c) (3) of the Internal Revenue code, to which contributions are deductible under Section 170(a) of the Internal Revenue Code.