

Proposed Bylaw Amendments

The Indianola Beach Improvement Club Board of Trustees proposes the following two amendments to the Club Bylaws for members' approval. Because both amendments relate to Trustee elections, the Board is submitting these amendments at this time so they will be in effect for the next general membership meeting in August.

Proposed Amendment #1

Since 2013, it has been the policy of the IBIC Board that to vote on any matter, an individual's membership must have been effective two weeks prior to the meeting at which the vote takes place. The Board believes it is appropriate that this requirement be codified in the Bylaws. Therefore, it proposes for members' approval the following amendment to Article 2.3.1 of the Bylaws (proposed new language in boldface, underlined):

2.3 Voting Rights

2.3.1 Each adult possessing an Individual, Special, or Honorary membership, and each adult possessing a Household, Family, or Sponsoring membership (maximum of two adults per membership class as outlined in Article 2.1.1) **that is effective fourteen (14) days before the scheduled date of any meeting**, shall be entitled to one vote on matters of corporate business, except as provided below.

Proposed Amendment #2

Article 3.2 of the IBIC bylaws adopted in 2020 states, "Not less than one-fourth (1/4) and not more than three-fourths (3/4) of the Board shall be of the same biological sex."

Though it was not intended, the Trustees have determined that use of the term "biological sex," could have the effect of excluding transgender individuals from participating as candidates for trustee.

The Washington Law Against Discrimination (WLAD) prohibits discrimination in employment, public accommodation, etc. based, among other things, on "gender expression or identity".

As defined under the WLAD, "gender expression or identity" means "having or being perceived as having a gender identity, self-image, appearance, behavior, or expression, **whether or not that gender identity, self-image, appearance, behavior, or expression is different from that traditionally associated with the sex assigned to that person at birth.**" Under this definition, transgender individuals are protected by the WLAD from discrimination based on their transgender status.

The Board has not established whether the WLAD applies to elective office in a non-profit organization, but believes that, in any case, the IBIC should conform to the spirit of the law. It is our intention that the candidates will determine their own gender, and not the IBIC. Therefore the Trustees propose for members' approval the following amendment to Article 3.2 of the Bylaws (deleted material is boldface, struck through):

3.2 Number of Trustees

There shall be a Board of twelve (12) Trustees, their tenure of office to be so arranged that four (4) Trustees shall be elected annually for a three-year term. All Trustees must be members in good standing who paid their dues within the first ninety (90) days of the fiscal year. Not less than one-fourth (1/4) and not more than three-fourths (3/4) of the Board shall be of the same **biological** sex. The number of Trustees may be changed from time to time by amendment to these Bylaws, provided that no decrease in the number shall have the effect of shortening the term of any incumbent Trustee.

Article 7 of the bylaws, also posted on the IBIC website, explains the requirements for making bylaw amendments. The Trustees urge your approval of both these amendments.

Thank you,

IBIC Board of Trustees