

IALEIA Bylaws

Bylaws of the International Association of Law Enforcement Intelligence Analysts, Inc.

Article I - Name

The name of the Association is the International Association of Law Enforcement Intelligence Analysts, Inc., hereinafter referred to as IALEIA or the Association. IALEIA is organized as an education non-profit and was granted 501(c)(3) status by the Internal Revenue Service effective December 1982.

Article II - Purpose and Functions

- Section 1. Purpose. The purpose of IALEIA is to advance the intelligence analysis profession locally, nationally, regionally, and internationally.
- Section 2. Functions. The functions of IALEIA are to:
- A. Enhance public and official understanding of the role of intelligence analysis;
 - B. Encourage general recognition of the practice of intelligence analysis as a professional field;
 - C. Develop standards of competency for the profession;
 - D. Recognize and reinforce the concepts of professionalism, integrity, dedication to service, and outstanding contributions among practitioners of intelligence analysis;
 - E. Devise and support professional standards of career development for analysts, including pre-employment education, standards of recruiting and selection, training, and programs for continuing professional development;
 - F. Facilitate improved performance quality in intelligence analysis by furnishing advisory and related services;
 - G. Advance the state of the art of intelligence analysis by providing mechanisms for the dissemination of information regarding analytic techniques and methods; and
 - H. Conduct research studies related to intelligence analysis and the analytic process, and secure funding for such research.

Article III - Membership

- Section 1. Eligibility. Application for membership shall be made in accordance with IALEIA policy, either in writing or electronically on the proper IALEIA form. Applications or nominees for Individual or Special membership must be sponsored by a Regular member in good standing or by the Membership Director.
- Section 2. Individual member
- A. Regular member shall be an individual actively or formerly employed in an analytical, intelligence, or investigative capacity with a law enforcement intelligence agency, the armed forces, the private sector, or academia as an instructor in an analytical, intelligence, or criminal justice program.
 - B. Associate member shall be an individual not eligible for Regular membership who demonstrates support for the intelligence analysis function, and is qualified by other professional attainments related to analysis or intelligence including academic achievements. Associate members shall not be eligible to hold office in IALEIA or to vote in IALEIA elections or on other ballot issues.

- Section 3. Special members
- A. Honorary member shall be an individual who has an outstanding record of public or private services in the analysis field.
 - B. Student member shall be a student at least eighteen (18) years old, enrolled at an accredited college or university in a criminal justice, intelligence analysis, or other curricula related to those areas delineated in these Bylaws under the category of Individual member. Student membership is limited to four (4) years; renewal applications beyond this time limit will be evaluated by the Membership Director based on official documents provided by the academic institution.
 - C. Honorary and Student members shall not be eligible to hold office in IALEIA or to vote in IALEIA elections or on other ballot issues.

- Section 4. Affiliated Organizations
- A. Corporate Partner shall be a corporation or other business entity which demonstrates and continues to demonstrate support of the IALEIA purpose and functions.
 - B. Partner Organization shall be: a government entity, steering committee, professional development committee, non-profit organization, or similar entity which has demonstrated and continue to demonstrate support of the IALEIA mission, purpose, and functions.
 - C. Liaison Organization shall be: a government and/or non-profit organization or a committee under such organization which IALEIA consults with and/or serves on in order to further the overall IALEIA mission. These functions may include but are not limited to: developing qualification standards and competencies for the field of intelligence analysis; reinforcing the concepts of professionalism, dedication to service, and integrity within the field; and devising and supporting professional standards for career development.
 - D. Academic Institution shall be an accredited (or equivalent status outside the United States of America) educational entity with a criminal justice or intelligence analysis curricula which supports the IALEIA purpose and functions.
 - E. An Affiliated Organization must be sponsored by the Partnership Director.
 - F. Agreements shall be valid for two (2) years and may be entered into and/or renewed based on the following criteria: a formal Affiliation Agreement between IALEIA and the proposed affiliated organization; Submission of a letter of request on agency letterhead signed by the head of the agency; Nomination letter and supporting documentation of significant service submitted by a third party.

- Section 5. Dues
- A. Membership dues for the various categories shall be established by the International Board of Directors, hereinafter referred as the Board. Dues shall be payable annually in advance by the member's renewal date. If dues are not paid by the renewal date, membership shall remain valid for sixty (60) days after the renewal date. Membership shall be suspended after this date. Said member shall be reinstated upon payment of the amount due for the current year
 - B. All Association officers, members of the Board, program managers, IALEIA committees and subcommittees, chairs, editors, chapter presidents, and the Executive Director shall maintain current membership in the organization. If such membership is not renewed within ninety (90) days of assuming such office, or within ninety (90) days of the beginning of each successive year of said term of office, and by majority vote of the Board, such member shall be deemed to have forfeited such position. Members suspended under this Article shall not be reinstated to the prior elected position held, but may stand for reelection.

- Section 6. Suspension, Expulsion and Reinstatement
- A. Regular members in good standing are those whose rights as members of the Association are not under suspension as a consequence of disciplinary proceedings or by operation of

- a specific provision of the IALEIA Bylaws.
- B. A member may be suspended for good cause, which includes, but is not limited to, misfeasance in office, criminal conduct, or serious unprofessional conduct.
- C. The Board is responsible for the suspension of a member pending a fair and impartial hearing held in accordance with procedures prescribed in the current edition of Robert's Rules of Order, at a meeting duly constituted in accordance with Article IV. A vote of three quarters (3/4) of the Board is necessary to suspend a member.
- D. A member suspended under Article III, Section 6, Subsection B, may be expelled from IALEIA by vote of two thirds (2/3) of the votes cast by Regular members in a written or electronic vote for this specific purpose.
- E. No member expelled from the Association may be readmitted to membership within one year. Readmission thereafter shall require an affirmative majority vote of the Board.

Article IV - Meetings

- Section 1 Annual Meeting of the Membership.
- A. Upon approval of a majority vote of the Board, the President shall announce the date, time, and place of the annual meeting of the IALEIA membership.
 - B. The president shall call to order the meeting of the general membership at the beginning of the opening ceremonies.
 - C. Based on the Board's approval of the Conference Planning Committee's recommendations, the President shall announce the date, time, and place of the IALEIA Annual Training Event.
- Section 2. Special Meetings. Special meetings may be called at any time as hereinafter provided:
- A. By the Secretary, upon the written request of ten (10) Regular members in good standing. The request shall state the purpose for which the meeting is called.
 - B. In urgent cases by the President.
- Section 3. Notification. All members in good standing shall be notified by the Secretary in writing or by electronic means, at least fifteen (15) full days before any special meeting is held, of the date, time, place, and purpose of such special meeting. Only such business shall be transacted at a special meeting as is called for in the notice.
- Section 4. Order of Business. The order of business at all IALEIA meetings shall be as set forth in the current edition of Robert's Rules of Order. The presiding officer may, however, in the discretion and with the consent of a majority of the Regular members in good standing present, depart from the regular order of business or dispense with any item thereof as the occasion may require.
- Section 5. Quorum. Five percent (5%) of the Regular members in good standing shall constitute a quorum at general IALEIA meetings. Motions and actions proposed shall be submitted to and become effective upon majority vote of the Regular members.
- Section 6. Unless otherwise noted in these Bylaws, in any vote by Regular members in good standing, a majority of the votes cast shall be required for approval.

Article V - Fiscal Matters

- Section 1. Fiscal Authority. IALEIA is authorized to collect dues, registration fees, other fees, grants, donations, gifts, and payments for instructional and Association materials received by the Treasurer which shall keep complete and accurate records of all income and payments on behalf of the Association.
- Section 2. Audits. IALEIA accounts shall be audited at the discretion of the IALEIA Board. The review of the

books and records of the association shall be completed by an independent third party. The fee for such review shall be paid by IALEIA. A report of the findings shall be presented for Board approval at the next Board meeting following the review.

Section 3. Any new initiative or expenditure from the IALEIA operating account over \$500 U.S. not previously budgeted for or not in the normal course of IALEIA business, shall be brought before the Board for discussion and approval by a majority vote.

Section ~~3~~4. Fiscal Year. The IALEIA fiscal year shall be January 1 through December 31.

Article VI - Elections

Section 1. General. The election of officers and directors of IALEIA shall occur every two (2) years. Election to office shall occur upon plurality vote by the voting Regular members in good standing. Elected officers and directors shall serve until their successors assume their respective offices. Vacancies otherwise occurring shall be filled through interim appointment according to the provisions of Article VII, Section 1, Subsection A of these Bylaws.

Section 2. Election Committee. At least sixty (60) days prior to the opening of the annual meeting, the Secretary shall, with a majority vote of the Board, appoint a Regular member in good standing-as the Election Committee Chair. The Chair shall appoint two other Regular members in good standing to serve on the committee. No nominee or Board member may serve on the Election Committee. The Election Committee shall:

- A. For each officer and director, solicit nominations among the Regular members in good standing. Self-nomination is not allowed. An official IALEIA nomination form shall be announced to the members through the Association's bulletin or by other written or electronic means no later than 60 days prior to the opening of the annual meeting. Nominations shall be accepted on the IALEIA Nomination Form only.
- B. At least thirty (30) days prior to the opening of the annual meeting, disseminate to all Regular members in good standing a written or electronic election ballot.
- C. Evaluate if nominees meet the following criteria:
 1. A Regular member for at least two (2) consecutive years prior to nomination.
 2. Candidates for President shall have served at least one term on the Board.
 3. Candidates for International Director shall be open only to IALEIA Regular members in good standing who have a fluency in English and be a citizen of a country other than the United States of America.
 4. Candidates for Treasurer shall be citizens of the United States of America.
- D. Comply with all Policy Manual Requirements related to Elections.
- E. Ensure all ballots cast are by Regular members in good standing prior to the call for nominations.
- F. Report to the Secretary all candidates who receive vote pluralities. The Secretary shall report the results to the Board and notify all candidates of the results.
- G. In the event of a tie, arrange a new vote for the office in question within fifteen (15) days.

Section 3. Officers and directors shall take their respective offices starting with the first day of July following their election. To continue to hold an elected office, said person shall continue to be a current Regular member in good standing in the Association.

Article VII - Officers and Directors

Section 1. Term and Composition of Officers

- A. Term. The officers of IALEIA shall be elected by the Regular membership and shall serve on the Board for a term of two (2) years or until a successor is duly qualified, elected, and

installed. Should such a vacancy occur among the elected offices and directors, the President, upon approval of a majority vote of the Board, shall fill such vacancy by appointing a qualified Regular member in good standing to serve until the next regularly scheduled election.

- B. No person shall serve simultaneously on the International Board and as a chapter officer.
- C. Composition. The officers of IALEIA shall consist of a President, a Vice President, Secretary, and a Treasurer.

Section 2. President

- A. The President shall preside at all meetings of the Board.
- B. The President performs all duties incident or usually pertaining to such position, and those duties delegated or assigned by the Board.
- C. Should vacancies occur on the Board, the President shall with the advice and consent of a majority vote of the Board, appoint officers and directors according to the provisions of Article VII, Section 1, Subsection A.
- D. The President shall appoint special committees and special committee chairs as needed.

Section 3. Vice President

- A. The Vice President shall: be responsible for IALEIA strategic planning.
- B. The Vice President shall succeed to the presidency if the President resigns or is incapacitated, and at the termination of the President's term of office if such office should otherwise be unfilled.
- C. The Vice President shall preside at meetings in the absence of the President.
- D. The Vice President shall perform such additional duties as may be assigned by the President or the Board.

Section 4. Secretary

- A. The Secretary shall keep an accurate written record of IALEIA proceedings including all motions approved by the IALEIA Board.
- B. The Secretary shall issue notices of meetings; carry on all correspondence not incident to the functioning of other IALEIA offices, committees or chapters.
- C. The Secretary shall co-sign with the President all instruments requiring such signatures.
- D. The Secretary shall serve as custodian of the IALEIA seal.
- E. The Secretary shall: assist the President in preparing meeting agenda and arrange all meetings of the Board.
- F. The Secretary shall assist committees, oversee the IALEIA awards program, elections, and proposals submitted to the membership for approval; maintain the bylaws and policy manual
- G. The Secretary shall perform such other duties as may be assigned by the President or the Board.

Section 5. Treasurer

- A. The Treasurer shall obtain and maintain custody of IALEIA funds, receive all monies due IALEIA, and deposit IALEIA funds in such bank or banks as the President may direct.
- B. The Treasurer shall maintain all IALEIA financial books, records, and accounts and make them available for inspection by IALEIA officers and members at all times during normal business hours.
- C. The Treasurer shall sign or countersign all checks, notes, orders, payments, and drafts made or signed by the President, and shall pay out and dispose of IALEIA funds under the general direction of the President.
- D. The Treasurer shall maintain a true account of all monies received and disbursed, and shall present a full report of the financial conditions of IALEIA at each annual or special meeting.

- E. The Treasurer shall be required to give a surety bond for the faithful performance of duty in such amount as shall be determined by the full Board. The fee for such bond shall be paid from IALEIA funds.
- F. The Treasurer with input from Board members and other key organization personnel, shall annually prepare a budget which shall be presented to the Board for approval.
- G. The Treasurer shall coordinate with the accountants to prepare and file all required tax forms.
- H. The Treasurer shall perform such other duties as may be assigned by the President or the Board.

Section 6. Term and Composition of Directors

- A. Term. The directors of IALEIA shall be elected by the Regular members and shall serve on the Board for a term of two (2) years or until a successor is duly qualified, elected, and installed pursuant to Article VII, Section 1, Subsection A.
- B. Composition. The directors of IALEIA shall consist of:
 1. Chapter Director
The Chapter Director develops new and maintains current IALEIA chapters worldwide, and improves the efficiency, effectiveness, and management of each chapter's business processes.
 2. Communications Director
The Communications Director creates communication strategies to present a consistent message and professional depiction of IALEIA; oversees IALEIA publications; and coordinates IALEIA website and social media content provided by the Board.
 3. International Director
The International Director generates increased membership and support for the organization as well as advancing the reputation of IALEIA by: delivering the message of its mission throughout the international community; coordinating outreach, communications, and other liaison functions in the international marketplace.
 4. Membership Director
The Membership Director devises membership retention and recruitment strategies; sustains contact with and service to the current membership; and conducts outreach campaigns and surveys of members, and analytical and related communities to generate greater interest in IALEIA.
 5. Partnership Director
The Partnership Director coordinates with corporate, academic, and other organizational partners to attract support and involvement in IALEIA; interacts with and secures support from sponsors; develops initiatives beneficial to IALEIA and appropriate partners; and plans and coordinates the annual IALEIA training event.
 6. Training and Development Director
The Training and Development Director oversees all matters regarding the professional development of members including training, education, career development, mentoring, and scholarships.
 7. Professional Standards Director
The Professional Standards Director oversees all matters regarding the professional standards of members including IALEIA Certification, professional ethics, and standards of recruiting and selection.

Section 7. In addition to the duties and responsibilities prescribed in these bylaws and the IALEIA Policy Manual, all officers and directors shall carry out those duties customarily accorded under parliamentary authority as well as those that may be assigned by the President, the Board of

Directors, or the membership through the Board of Directors.

- Section 8. Each officer and director shall, upon termination of office, deliver to the successor all books, records, and documents pertaining to that office. The outgoing elected officer or director shall facilitate the orderly transition by coordinating and communicating with the incoming officer or director regarding the responsibilities and duties of said office.
- Section 9. No officer, director, or member may receive compensation from the Association except as specifically authorized and directed by the President and approved by a two-thirds (2/3) vote of the Board.
- Section 10. An officer or director who does not perform the duties ascribed by these Bylaws, the IALEIA Policy Manual, or the Board shall be removed from office after a fair and impartial hearing before the Board in accordance with the provisions of Article III, Section 6 of these Bylaws.

Article VIII - Board of Directors

- Section 1. IALEIA shall be managed by an elected Board of Directors chaired by the President and composed of all elected officers and directors of IALEIA.
- Section 2. A majority Board vote is required but not limited to the following actions: setting dues levels; filling board vacancies; ratifying contracts; certifying and decertifying chapters; approving the venue for the annual training event proposed by the Conference Planning Committee; hiring, compensating, and terminating personnel; reviewing appeals of Ethics Complaint Review Panel decisions; establishing and discontinuing affiliations; expending funds for consultants or individuals representing IALEIA at conferences, symposia, and meetings; appointing program managers, committee chairs, and editors; and amending the IALEIA Bylaws or IALEIA Policy Manual.
- Section 3. Meetings and Board Communications
- A. Meeting-Definition. A Board meeting shall be an in-person or electronic communication when a quorum is required, votes are called, and minutes are recorded.
 - B. At least one (1) in-person meeting of the Board shall be held each calendar year during the annual training event. The exact date, time, and place for these meetings shall be determined by the President, and notice of such meetings shall be provided by the Secretary at least twenty days (20) days before the meeting. Such notice shall include the date, time, and place of the meeting as well as an agenda of topics to be discussed. Each Board member shall provide the Secretary with all supporting documentation at least ten (10) days prior to the meeting.
 - C. Special Meetings. Special meetings of the Board may be called on the initiative of the President, and shall be called by the Secretary upon written request by a majority of the Board. Notice of such meetings shall be provided by the Secretary at least twenty-one days (21) prior to the meeting. Such notice shall include the date, time, and place of the meeting as well as an agenda of topics to be discussed. Each Board member shall provide the Secretary with all supporting documentation at least ten (10) days prior to the meeting.
 - D. Electronic Communications. At least six (6) electronic communications meetings of the Board shall be called on the initiative of the President, and shall be called by the Secretary upon written request by a majority of the Board. Notice of such meetings shall be provided by the Secretary at least fourteen (14) days prior to the electronic method. Such notice shall include the date, time, and method of communication to be used as well as an agenda of topics to be discussed. Each Board member shall provide the Secretary with all supporting documentation at least five (5) days prior to the electronic meeting.
 - E. Order of Business. Business to be conducted at annual Board meetings shall include, but not necessarily be limited to, review and approval of: all officer and director reports,

financial and regional program activity, strategic planning, proposed budget and program plans, and standing committee activity. Only such business shall be transacted at an annual, special, or electronic meeting as is called for in the notice.

- F. Quorum. A majority of the elected number of IALEIA officers and directors shall constitute a quorum at all annual, special, and electronic Board meetings. Except as otherwise specified herein, motions and actions shall become effective upon majority vote of the Board.
- G. Open Meetings. All IALEIA meetings shall be open to any IALEIA member unless personnel, contracts, ethics issues, or Ethics Complaint Review Panel decisions are discussed. If those issues are discussed, they will be discussed in executive session. The remainder of the meeting as well as an announcement regarding the outcome of the executive session shall be held in open session.

Section 4. Executive Director

- A. Contingent upon available funds, the Board may be assisted by an Executive Director appointed by the President with the prior approval of a majority of the Board. The Executive Director shall be a Regular member of IALEIA in good standing with experience within the intelligence community.
- B. The Executive Director shall not be a member of any IALEIA board or committee.
- C. The Executive Director shall report to the President.
- D. Responsibilities and other duties of the Executive Director shall be determined by the Board.
- E. The immediate past president of IALEIA shall not be eligible to be Executive Director for two years after leaving office.

Section 5. Unless otherwise noted in these Bylaws, in any vote by the Board, a majority of the votes cast shall be required for approval.

Article IX - Chapters

Section 1. Purpose. Regional chapters of IALEIA may be established in geographic areas for the purpose of providing IALEIA members with regional training, meetings, and interaction.

Section 2. Charters. Charters for Regional chapters shall be certified or decertified by approval of a majority vote of the Board. All Chapters operate as a local extension of IALEIA, unless the Chapter chooses to incorporate under the laws of the state or country of chapter location. In all cases, Chapters shall follow all Bylaws set forth herein and in chapter bylaws, and conform to all IALEIA reporting requirements.

Section 3. Membership

- A. Membership in IALEIA regional chapters shall be open to all IALEIA members in that region. Members shall maintain IALEIA international membership. Chapter membership shall be optional.
- B. Chapters may maintain all levels of IALEIA membership at the regional level.
- C. Unless otherwise approved by the Board, chapters shall maintain regional membership from more than one agency and have at least ten members.

Section 4. Finances

- A. Chapters may charge dues to members at no greater than eighty (80%) of the dues charged by the Association.
- B. Chapters may raise funds through dues, registration fees, or sale of professional materials. Fund raising through raffles, direct business solicitation, or other not mentioned means is prohibited without the approval of the IALEIA Board.

- C. Chapters shall provide full financial accounting, whether or not they collect monies at the chapter level, to the IALEIA Treasurer in accordance with the policies set forth in the Bylaws and the IALEIA Policy Manual. Failure to provide such a report by the requisite date will be cause for a chapter review as stipulated in Article IX, Section 6.
- D. Startup Costs. The IALEIA Board may approve by majority vote a grant from the IALEIA budget to a new or recertified chapter which requires startup assistance.

Section 5. Chapter Bylaws and Officers

- A. The IALEIA Chapter Director shall provide each new chapter with a set of chapter bylaws. Any later proposed changes to chapter bylaws must be approved by the Chapter Director before submission to the chapter Regular members in good standing for approval.
- B. All chapter officers, committee and subcommittee chairs shall be Regular members in good standing. Each chapter shall, at a minimum, elect a President and a Treasurer. Other officers and committee directors may be elected or appointed as provided for in the chapter bylaws.
- C. Chapter officers shall maintain current membership in the organization. If such membership is not renewed within sixty (60) days of assuming such office, then with a majority vote of the Board, such member shall be deemed to have forfeited such position. The chapter bylaws shall govern whether to appoint a replacement or leave the position vacant until the next election if such a vacancy occurs.

Section 6. Chapter Status and Reporting

- A. The active status of all chapters will be reviewed on an annual basis at the time of the annual meeting. By March 31 of each year, each chapter president shall submit to the International Treasurer and the Chapter Director in the standard IALEIA format a full report of chapter activities, financial transactions, copies of any bank statements, merchant accounts, or other financial documentation required for tax purposes.
- B. If a chapter has no regular members as chapter officers and/or no chapter meetings, and/or does not submit the reports stipulated in Chapter IX, Section 6, Subsection A, and/or fails to meet U.S. Internal Revenue regulations for 501(c)(3) organizations, the Board shall review the chapter's status and take appropriate action. Chapters failing to submit the required reports for two consecutive years shall be subject to decertification.
- C. The Board shall have the authority to suspend or decertify a chapter for cause. If a chapter is found to be in violation of Bylaws reporting requirements, the Board shall notify the chapter in writing of the specific violations. The chapter will then be placed in a ninety-day (90) suspension status. During said suspension, the chapter will be allowed to correct the violations causing the suspension. If, at the end of the ninety-day (90) period the chapter is still not in compliance, the Board by majority vote shall decertify the chapter. All assets held by the chapter shall be transferred as outlined in Article IX, Section 6, Subsection D.
- D. All chapters holding assets (i.e. dues, any monies from educational materials, training fees, international payments, etc.) must maintain proper accounting of said assets. Should a non-incorporated chapter fail, all assets held by said chapter shall be transferred to the International Treasurer who will deposit all monies into the International account. The Treasurer shall also indicate in IALEIA records the source(s) of the monies and other assets received. If a chapter is incorporated, said chapter shall stipulate in the chapter Bylaws the means of asset disbursement should the chapter fail or otherwise be found deficient. Said bylaw shall be sent for approval to the Chapter Director as appropriate.

Article X - Amendments

- Section 1. No part of these bylaws shall be repealed, altered, amended, waived, or suspended until a written proposition to the effect is submitted to or proposed by the Board. The proposition shall be presented and voted on at the next Board meeting of the Association. If approved by a majority vote of the Board, the proposed revision shall be voted upon by the Regular members in good standing on an

official written or electronic ballot properly executed, signed, and presented in a timely fashion to the Secretary. Amendment, alteration, repeal, waiver, suspension, or addition to any or all of these bylaws shall require the favorable vote of two thirds (2/3) of the voting Regular members in good standing. Voting on the propositions approved by the board shall be open for at least twenty-one (21) days. All changes so approved by the membership shall become effective thirty (30) days after such favorable vote.

Section 2. Any inadvertent inconsistencies and grammatical and/or typographical errors in these bylaws shall be referred to the Secretary for interpretation and resolution. Disagreements with rulings of the Secretary may be appealed to the Board.

Article XI - Ethics

The integrity of the Association is dependent upon the conduct of its individual members in all membership categories. The IALEIA Code of Ethics, which provide guidance to achieve individual and group ethical standards, shall have the force of these bylaws.

Article XII – Policy Manual

The IALEIA Policy Manual shall ensure operating procedures, regulations, and policies developed through actions taken and motions passed by the Board reflect the purpose and intent of these Bylaws.

Article XIII - Parliamentary Authority

The current edition of Robert's Rules of Order shall govern the meetings of IALEIA in all cases in which it is applicable and in which it is not in conflict with these bylaws.

IALEIA Bylaws approved by the IALEIA Board on October 6, 2018.

IALEIA Bylaws effective as of December 28, 2018 after approval by the membership on November 28, 2018.