

DC BOYS OF LEATHER



BYLAWS

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TABLE OF CONTENTS

I. ORGANIZATION

1. NAME
2. COLORS
3. DEFINITION & VALUES
4. MISSION
5. PURPOSE

II. MEMBERSHIP

1. NUMBER OF MEMBERS
2. AGE OF MEMBERS
3. CATEGORIES OF MEMBERSHIP & PARTICIPATION
4. MEMBERSHIP ROSTER
5. BECOMING A MEMBER
6. CHANGES IN MEMBERSHIP CATEGORY
7. FEES, DUES, AND ASSESSMENTS ASSISTANCE

III. BUSINESS AND EXECUTIVE BOARD

1. MEETINGS
2. EXECUTIVE BOARD
3. COMMITTEES

IV. STANDARDS OF CONDUCT

1. GOOD STANDING
2. NONDISCRIMINATION
3. KINK CELEBRATION AND RESPECT; EXCEPTIONS

V. DISCIPLINARY ACTIONS

1. REMOVAL FROM MEMBERSHIP ROSTER
2. COUNSELING
3. REVOCATION OF MEMBERSHIP
4. RELATIONSHIP TO LAW ENFORCEMENT

VI. TRANSACTIONS AND FINANCES

1. NEGOTIABLE INSTRUMENTS
2. FINANCIAL ACCOUNTS AND ELECTRONIC TRANSACTIONS
3. DEBTS AND CONTRACTS
4. SUSPENSION OF PRIVILEGES

VII. BYLAWS

1. RATIFICATION
2. PROPOSAL AND ADOPTION OF AMENDMENTS
3. RULES OF CONSTRUCTION & INTERPRETATION; OMISSIONS

VIII. DISSOLUTION

IX. GENERAL PROVISIONS

1. NOT FOR PROFIT
2. INTELLECTUAL PROPERTY OWNERSHIP
3. FIXED ADDRESS
4. RULES OF ORDER

I. ORGANIZATION

1. NAME

The name of the organization shall be the *DC boys of Leather*. The name of the organization may be styled either as “DC boys of Leather” or “DC Boys of Leather.” The acronym may be styled as “DCboL” or with other variations of capitalization.

2. COLORS

The colors of the DC boys of Leather are hunter green, black, white, and red. The colors as arranged below are meant to identify the DC boys of Leather as an organization, and may be used on clothing, flags, banners, and other items or visuals for this purpose. The colors represented as DC boys of Leather’s flag or logo are as follows:



3. DEFINITION & VALUES

The DC boys of Leather is a group, club, and/or organization with a common dedication to service and the D.C., Maryland, and Virginia (DMV) leather community, the DMV LGBTQIA+ community, and other communities that share our values. The DC boys of Leather uphold and seek to embody values of service, community, kindness, respect, common humanity, education, justice, equity, and freedom, including the freedoms of sexuality and self-expression.

Membership of the “boys of Leather” is open to all submissive- and switch-identifying persons in our communities. In the spirit of inclusion, we define the term “boys of Leather” as inclusive of any submissive- or switch-identifying individual regardless of actual or perceived race, religion, age, gender identity or expression, sexual orientation, medical status, socioeconomic status, national origin, disability, body type and physical appearance, or military status. (This list is not exhaustive.)

4. MISSION

The mission of the DC boys of Leather is to serve and support our Members and communities, including our leather, kink, and LGBTQIA+ communities; to uphold our shared values; and to provide our Members and others an inclusive and supportive environment to have fun, learn, educate, socialize, contribute, and grow.

The DC boys of Leather will continue to explore, expand, and better define and serve our communities as they change.

5. PURPOSE

The purpose of the DC boys of Leather is to provide opportunities and spaces for our Members and friends to gather in support and celebration of one another and our shared values, to encourage growth, exploration, development, education, and discovery, and to serve and support our Members and communities as they grow, explore, develop, learn, and discover.

II. MEMBERSHIP

1. NUMBER OF MEMBERS

The number of full Members shall not exceed fifty (50). Associate Members are not limited by number.

2. AGE OF MEMBERS

No Member, regardless of Membership category, shall be under the age of twenty-one (21), except for Associate Members who must be at least nineteen (19) years of age. Associate Members under the age of twenty-one (21) have any requirements related to events held in bars waived.

3. CATEGORIES OF MEMBERSHIP & PARTICIPATION

The categories of DC boys of Leather Membership are: full Member, Member Emeritus, Honorary Member, Member in Spirit, and Associate Member.

The categories of DC boys of Leather Participation are: Applicant and Pledge.

Only full Members of the DC boys of Leather may vote in matters of DC boys of Leather business and may attend meetings closed to non-Members. All other categories of Membership (Associate Members, Members Emeritus, Honorary Members, and Members in Spirit) and Participation (Applicants and Pledges) may not vote but may participate in DC boys of Leather events and meetings open to non-Members.

A. MEMBER (FULL MEMBER)

Members represent the heart of the DC boys of Leather. Full Members have voting rights, their names are carried on the DC boys of Leather roster, and they must pay dues.

Each full Member holds all the following rights and responsibilities (this list is not exhaustive):

- to display and respect club colors;
- to attend fifty (50) percent of DC boys of Leather events and meetings, including the Annual Meeting and events involving volunteer and community service work;
- to embody the value of service to self, Members, and community;
- to uphold and promote the other values of the DC boys of Leather;
- to celebrate and support diversity, equity, and inclusion;

- to adhere to and embody the DC boys of Leather Standards of Conduct, especially at community events;
- to respect individuals' expression of role, service, and growth within club space;
- to attend meetings and events closed to non-Members;
- to attend all business meetings called by the President barring excused absences;
- to vote on matters of DC boys of Leather business;
- to recruit and select new Members;
- to serve as and to elect Executive Board Members;
- to bring petitions to revoke Membership;
- to bring petitions to impeach Executive Board Members;
- to chair and serve on committees;
- to pay dues;
- to collaborate with the Treasurer on the spending of any budget for group events, sponsorships, and other miscellaneous expenses; and
- to propose amendments to these Bylaws.

Full Members must remain in good standing in order to enjoy any enumerated rights.

i. RESPONSIBILITY TO PAY DUES

Full Members must pay dues once per year, to the Treasurer, in accordance with these Bylaws.

B. MEMBER EMERITUS

Member Emeritus status recognizes an active Member whose longevity, participation, and contributions have been instrumental in the history and success of the DC boys of Leather as an organization and in its mission and purpose.

Any full Member may nominate another full Member for this honor and shall present said nomination to the nominee and full Members, including an explanation of the reasoning for the nomination. Membership may discuss the nomination in any manner they deem fit, and then the President shall call a vote on whether to award Member Emeritus status to the nominee. Members Emeritus must be selected by at least sixty (60) percent of full Members in good standing.

If a nominee is awarded Member Emeritus status by Membership, the Executive Board shall present this honor to the full Member at the Annual Meeting.

Members Emeritus continue to enjoy all the rights and responsibilities of full Members except that they are exempt from paying dues in recognition of their service to the DC boys of Leather and the community. Members Emeritus are maintained on the Membership Roster with appropriate designation.

Members Emeritus maintain this honor regardless of other changes to Membership categories.

C. HONORARY MEMBER

Honorary Membership recognizes individuals from the community who have supported the DC boy of Leather as an organization and its mission and purpose, but who are not in any other category of Membership. Any individual who identifies as any variety of a submissive or switch and supports the purpose and mission of the DC boys of Leather may become an Honorary Member.

The DC boys of Leather may extend no more than one (1) Honorary Membership per year, unless otherwise decided upon by a majority of the Executive Board.

Any individual in any category of Membership or Participation may advise the Executive Board of an individual in the community who should receive Honorary Membership, and the Executive Board must then vote on whether to nominate that individual. For any individual who receives a majority vote from the Executive Board for nomination, the Executive Board shall announce the nomination to the nominee and Members, including an explanation of the reasoning for the nomination, at least thirty (30) days prior to the DC boys of Leather Annual Meeting.

If the nominee accepts the nomination at any time, full Members shall vote during the Annual Meeting on whether to award Honorary Membership (the nominee shall not attend the Annual Meeting). Honorary Members may only be voted upon and selected at the Annual Meeting, and must be selected by at least sixty (60) percent of full Members in good standing.

Honorary Members are exempt from paying dues in recognition of their service to the DC boys of Leather and the community. Honorary Members do not vote on matters of DC boys of Leather business. Honorary Members are included on the Membership Roster with the appropriate designation.

Honorary Members enjoy the following rights and responsibilities:

- to display and respect club colors;
- to recruit Members;
- to serve on committees; and
- to attend meetings and events closed to non-Members.

D. MEMBER IN SPIRIT

Any Member in good standing, regardless of their category of Membership, shall be made a Member In Spirit upon their passing. The names of Members In Spirit shall be included on the Membership Roster with the appropriate designations and shall be honored by Members as they see fit.

This Membership may be awarded to any individual upon their passing if they were a full Member in good standing of the DC boys of Leather at some time during their life, upon a majority vote by full Members in good standing.

E. ASSOCIATE MEMBER

An Associate Member is a friend and supporter of the club. Any individual who identifies as any variety of a submissive, switch, or dominant, and who supports the purpose and mission of the DC boys of Leather, may become an Associate Member.

An individual becomes an Associate Member upon a majority vote of full Members in good standing.

Associate Members must attend at least one event or meeting of the DC boys of Leather annually to maintain their Membership status.

Associate Members do not vote on matters of DC boys of Leather business, and do not pay dues. Associate Members are included on the Membership Roster with the appropriate designation. Associate Members may attend select meetings and events closed to non-Members.

F. PARTICIPATION CATEGORIES: APPLICANTS AND PLEDGES

Applicants and Pledges are individuals who are currently undertaking the process of becoming a full Member of the DC boys of Leather. They do not vote on matters of DC boys of Leather business, do not pay dues, are not included on the Membership Roster as Applicants or Pledges, and may not attend meetings and events closed to non-Members.

4. MEMBERSHIP ROSTER

The Secretary shall maintain the official DC boys of Leather Membership Roster. All individuals in any category of Membership (Member, Member Emeritus, Honorary Member, Member in Spirit, Associate Member) shall have their names included on the DC boys of Leather Membership Roster, unless otherwise requested by an individual for privacy purposes or other concerns.

The Membership Roster shall indicate details required by these Bylaws or deemed necessary for inclusion by the Secretary or the Executive Board, including but not limited to:

- Whether an individual is in good standing;
- Changes to Executive Board positions;
- Revocations of Membership; and
- Impeachments of Executive Board Members.

5. BECOMING A MEMBER

Any individual who identifies as any variety of submissive or switch and who supports the purpose and mission of the DC boys of Leather may become a full Member. To become a full Member, an individual must first apply and then undergo the Pledge Process as laid out in these Bylaws.

A. DC BOYS OF LEATHER COMMUNICATION CHANNELS

Any individual may be added to DC boys of Leather communication channels if interested in Membership or if the individual is interested in DC boys of Leather generally, so long as the individual demonstrates an observable adherence to the DC boys of Leather Standards of Conduct in [Section IV](#), of these Bylaws.

B. APPLICATION PROCESS

The application document and process are managed by the DC boys of Leather Member at Large for Membership and Recruitment, with the assistance and agreement of the Executive Board.

Any individual who identifies as any variety of submissive or switch, including any active Honorary Member or Associate Member, and who supports the mission and purpose of the DC boys of Leather, may apply to the DC boys of Leather.

To apply, an individual must fill out the application document and submit it to the Executive Board and send payment for an application fee. The individual must be sponsored by at least one (1) full Member.

i. APPLICATION FEE

At the time of submitting an application, an Applicant must pay a fee to the DC boys of Leather, in an amount set by the Executive Board that shall not exceed the amount of dues expected from an individual full Member for that year.

An Applicant that pays this fee is not required to pay Member dues during the next collection of dues following submission of the fee.

Upon an individual's successful submission of the application document and fee, and the Executive Board's receipt of these and confirmation of the individual's sponsorship, the individual becomes an Applicant.

C. PLEDGE PROCESS

The Member at Large for Membership and Recruitment, with the assistance and agreement of the Executive Board, manages the Pledge Process for any Pledge period.

Existing full Members, including Executive Board Members, must vote on whether a Pledge is to be accepted as a full Member in accordance with [Section II.5.C.ii](#) of these Bylaws.

A Pledge period shall be no less than three (3) months, and no more than two (2) Pledge periods will occur in a year.

i. APPLICANT TO PLEDGE

An Applicant is accepted into Pledge status upon the approval of a majority of the Executive Board at any time prior to the beginning of a Pledge period.

In voting on whether an Applicant should become a Pledge, the Executive Board must consider at least:

- whether the Applicant has demonstrated a general respect and upholding of the mission and purpose of the DC boys of Leather;
- whether the Applicant has demonstrated an observable adherence to the DC boys of Leather Standards of Conduct; and
- any input from the Member at Large for Membership and Recruitment.

ii. PLEDGE TO MEMBER

To be considered for full Membership, Pledges must do the following during their Pledge period:

- attend and participate in at least one DC boys of Leather event;
- respect and uphold the mission and purpose of the DC boys of Leather;
- adhere to the DC boys of Leather Standards of Conduct; and
- be added to DC boys of Leather communication channels.

Upon successful completion of the Pledge period:

- Any Pledge who still wishes to become a full Member must petition the Executive Board to become a full Member. The Member at Large for Membership and Recruitment may petition on a Pledge's behalf with consent.
- Once all petitions have been received, the Member at Large for Membership and Recruitment will relay all petitions to full Members.
- The Executive Board shall call a vote on the petitions for approval or disapproval.

- For any individual who receives a majority vote of approval from full Members in good standing, the President must extend an invitation to become a full Member.
- Upon acceptance of this invitation, a Pledge becomes a full Member of the DC boys of Leather.

iii. REVOCATION OF APPLICANT OR PLEDGE STATUS

The DC boys of Leather may revoke an individual's Applicant or Pledge status at any time by a majority vote of the Executive Board. The reasoning for such a vote must consider the DC boys of Leather mission ([Section I.4.](#)), purpose ([Section I.5.](#)), and Standards of Conduct ([Section IV.](#)), and may rely on the Just Cause standard ([Section V.3.A.](#)), provided in these Bylaws. The Executive Board's reasoning and decision must be provided to the Applicant or Pledge in question, to the remaining Applicants and Pledges, and to full Members.

An Applicant or Pledge may not appeal the Executive Board's decision, but may apply to the DC boys of Leather again after one (1) year from the date of the Executive Board's decision.

6. CHANGES IN MEMBERSHIP CATEGORY

A. FULL MEMBER TO OTHER CATEGORY

Full Members may choose to become Associate Members. The full Member must notify the Executive Board of this choice, and, following any discussion, the Executive Board must adhere to the full Member's final decision.

A full Member who moves away from the D.C., Maryland, and Virginia (DMV) area will be asked by the Executive Board whether they would like to become an Associate Member and, thus, not pay dues. If the full Member agrees, the full Member will become an Associate Member. The Secretary shall update the membership roster as appropriate.

In any case where a Member does not pay dues, these Bylaws will apply.

B. ASSOCIATE MEMBERS WHO WERE PREVIOUSLY FULL MEMBERS

Associate Members who were previously full Members of the DC boys of Leather may petition the Executive Board for reinstatement as a full Member. The Executive Board must approve reinstatement by a majority, and Executive Board Members must consider the DC boys of Leather mission, purpose, and Standards of Conduct, when choosing whether to reinstate an Associate Member as a full Member.

C. HONORARY MEMBER TO FULL MEMBER

Honorary Members who meet the criteria for an Applicant may apply to the DC boys of Leather.

7. FEES, DUES, AND ASSESSMENTS ASSISTANCE

The DC boys of Leather does not reject persons outright due to lack of financial ability or funds. Any individual may petition the Executive Board for monetary assistance related to application fees, Membership dues, and other fees or assessments that may be imposed and collected in accordance with these Bylaws. The petition must include reasoning for the requested assistance. The Executive Board must respond to the petition in a timely manner. The Treasurer has discretion to set up payment plans with any individual, and the Treasurer may use DC boys of Leather monies to provide assistance upon a majority vote of full Members in good standing.

III. BUSINESS AND EXECUTIVE BOARD

1. MEETINGS

A. MEMBERSHIP MEETINGS

Members may meet any time, in any format, for any reason, at their discretion, so long as a quorum is present as defined in these Bylaws.

The President may call Membership meetings for the purpose of conducting business at any time with at least fourteen (14) days' notice to Membership, unless otherwise specified in these Bylaws.

Any Membership meeting or event is open for non-Members to attend, unless a majority of full Members in good standing vote to close a meeting to non-Members.

B. ANNUAL MEETING

Members will meet for the purpose of discussing and conducting DC boys of Leather business at least once annually ("Annual Meeting"). Each Annual Meeting will have an agenda and minutes that is readily available and accessible to all Membership regardless of Membership category. The Annual Meeting may be in person, but must be accessible virtually in any circumstance. The Executive Board shall provide accessible options for virtual attendance and provide Members with advanced notice of virtual attendance options.

The Annual Meeting is open for non-Members to attend, unless a majority of full Members in good standing vote to close the Annual Meeting to non-Members.

The Executive Board sets the date for the Annual Meeting. The President shall notify Members of the date, location, and general topics of the annual meeting no less than thirty (30) days prior to the Annual Meeting date.

C. EXECUTIVE BOARD MEETINGS

The President shall convene the Executive Board at least monthly, and at other times as necessary. The Executive Board may adopt any rules and regulations they deem proper for the conduct of their meetings and the management of this organization, so long as those rules and regulations are consistent with these Bylaws and Federal, state, or local law. Each monthly Executive Board meeting will have an agenda and minutes that are readily available and accessible to all Membership regardless of Membership category. Executive Board meetings may occur virtually and/or in person.

Executive Board meetings are closed to non-Members unless the Executive Board votes by a majority to open the meeting to non-Members.

Full Members may request to attend any Executive Board meeting, and the Executive Board must accommodate any such request. Regardless of meeting type a virtual meeting option will be provided, upon request, for full Members to attend.

Only Executive Board Members may vote on official DC boys of Leather business during an Executive Board meeting unless otherwise specified in these Bylaws.

If a quorum is, at any point, not present at any meeting of the Executive Board, those present shall adjourn the meeting until a quorum is present, unless the following circumstances apply:

- There is any Executive Board position vacant;
- At least two of the following Executive Board Members are present and in good standing: President, Vice President, Secretary, and Treasurer; and
- A majority of existing Executive Board Members in good standing agree to allow the meeting to proceed.

D. QUORUM FOR ALL MEETINGS

Quorum for any meeting, of the Executive Board or general Membership, shall be a majority of the Executive Board Members in good standing. If no quorum is reached, the President or the President's designee may not call a DC boys of Leather meeting to order unless otherwise permitted by these Bylaws (see [Section III.1.C.](#)).

2. EXECUTIVE BOARD

The Executive Board shall consist of the President, Vice President, Treasurer, Secretary, and Members at Large, and these positions shall be filled by election as described in [Section III.2.E.](#) of these Bylaws.

No Executive Board Member may hold more than one elected office at a time (however, these Bylaws describe instances when Executive Board Members currently in one position may or must perform the duties of another Executive Board position).

No compensation for serving in an Executive Board position shall be paid to any Executive Board Member.

A. CHARGE OF LEADERSHIP

The Executive Board Members are responsible for upholding the mission, purpose, values, and integrity of the DC boys of Leather as an organization, for exemplifying and enforcing the DC boys of Leather Standards of Conduct, and for protecting the DC boys of Leather as an organization and the best interests of its Members.

The Executive Board is responsible for the general management of the affairs and business of the DC boys of Leather, including but not limited to the maintenance and enforcement of these Bylaws.

Executive Board Members are responsible for ensuring one another's accountability and fulfillment of duties. There is a presumption of attendance for all Executive Board meetings; the President must excuse any absences.

Unless otherwise stated in these Bylaws, Executive Board Members will make decisions affecting the DC boys of Leather by bringing issues and items to the Executive Board, allowing for proper deliberation, and using a simple majority vote.

Upon any transition of persons in an Executive Board position, the predecessor shall provide instructions, documents, monies, account information, and any other information or DC boys of Leather materials to the successor within thirty (30) days.

B. EXECUTIVE BOARD POSITIONS AND DUTIES

i. PRESIDENT

In accordance with these Bylaws, the President is empowered to and charged with responsibility to:

- Call Membership meetings;
- Call Executive Board meetings;
- Chair any meeting;
- Set the agenda for any meeting and provide the agenda to the appropriate persons before the meeting;
- Present a report of the club's standing at the Annual Meeting;

- Distribute official DC boys of Leather correspondence, with the assistance of the Secretary;
- Represent the DC boys of Leather for external meetings and functions where the presence of the DC boys of Leather is requested or required, including but not limited to meetings with other organizations, with the assistance of the Vice President;
- Negotiate with other organizations, individuals, and entities to serve the interests of the DC boys of Leather and its Executive Board;
- Report to the Executive Board on external meetings, functions, and negotiations;
- Assume the responsibilities of the Treasurer if the Treasurer position is vacant;
- Manage and chair procedures related to nominations and elections of Executive Board Members, with the assistance of the Executive Board;
- Manage and chair procedures related to revocation of Membership and impeachment of Executive Board Officers, with the assistance of the Executive Board;
- Ensure the books, reports, and statements required by law are properly kept, made, and filed according to any applicable law; and
- With the consent of the Executive Board, enter into any contracts and agreements on behalf of the DC boys of Leather.

The President may, with the consent of the Executive Board, request assistance from or designate other Executive Board Members to fulfill these duties.

The Vice President is automatically designated to fulfill these duties if a petition for impeachment or revocation is brought against the President, until such time those petitions resolve.

ii. VICE PRESIDENT

In accordance with these Bylaws, the Vice President is empowered to and charged with responsibility to:

- Serve in the absence, prior commitment, or incapacity of the President and, in those situations, is empowered to exercise the President's official duties and responsibilities as outlined in these Bylaws;

- Serve as chairperson of all committees formed by the Executive Board, unless another full Member is designated as chairperson;
- Assist the President with representing the DC boys of Leather for external meetings and functions where the presence of the DC boys of Leather is requested or required;
- Coordinate efforts to make records of DC boys of Leather events, news, and history, with the assistance of the Executive Board; and
- Assist the president in the planning, execution, and evaluation of their tenure initiatives.

The Vice President may, with the consent of the Executive Board, request assistance from or designate other Executive Board Members to fulfill these duties.

iii. SECRETARY

In accordance with these Bylaws, the Secretary is empowered to and charged with responsibility to:

- Draft minutes for all DC boys of Leather meetings, including Executive Board meetings and the Annual Meeting;
- Distribute minutes of all meetings to Membership within thirty (30) days of the close of the meeting;
- Provide any attendee of a meeting a copy of the meeting agenda upon request;
- Maintain the Membership roster, including appropriate designations and notations required by these Bylaws;
- Assist the President with the distribution of official DC boys of Leather correspondence;
- Manage DC boys of Leather social media accounts, with the assistance of the Executive Board; and
- Maintain the club calendar, with the assistance of the Executive Board. The club calendar should strive to inform Members of relevant events that fall within the scope of the mission, purpose, and values of the DC boys of Leather, even if not hosted by DC boys of Leather.

The Secretary may, with the consent of the Executive Board, request assistance from or designate other Executive Board Members to fulfill these duties.

iv. TREASURER

In accordance with these Bylaws, the Treasurer is empowered to and charged with responsibility to carry out the following:

General Financial Obligations

- Serve as the steward for all financial needs of the DC boys of Leather, including but not limited to the items described in this Section;
- Serve as primary maintainer of financial accounts and funds of the DC boys of Leather;
- Develop and maintain any budgets, including an annual budget;
- Collaborate with Membership on the spending of any budget for group events, sponsorships, and other miscellaneous expenses;
- With prior approval from the Executive Board, make any financial or monetary transaction on behalf of the DC boys of Leather, including reimbursements;

Dues and Assessments Obligations

- Assess dues and other financial obligations authorized under these Bylaws and as decided upon by the Executive Board, and to collect said assessments;
- Provide timely notice to full Members of the period of time during which annual dues may be paid;
- Provide at least thirty (30) days' notice to full Members of the final date for payment of annual dues;
- Provide, every year, to the Secretary a list of Members who are in default on their dues, and the dates those Members were notified of default;
- Provide the Secretary with notice of Members who were in default but have now paid their dues, as soon as practicable following receipt of dues payment;

Events Obligations

- Receive and safeguard all cash, proceeds, or other monies from any event or payment of Member dues or other assessments;
- Make an accounting of any profit or loss at the conclusion of each DC boys of Leather event involving financial or monetary transactions;

Recordkeeping and Reporting Obligations

- Provide the Executive Board with any financial and monetary information needed to conduct DC boys of Leather business;
- Provide, at any Member's request, any requested accounting or budget;

- Maintain all financial records, and prepare reports as required or requested by the Executive Board and as required by applicable law;
- Present a Treasurer’s report at the monthly Executive Board meeting; and
- Present a Treasurer’s report at the Annual Meeting.

The Treasurer may, with the consent of the Executive Board, request assistance from or designate other Executive Board Members to fulfill these duties. In any circumstance where a designee handles monies or transactions, all monies and proceeds belonging to the DC boys of Leather must be provided to the Treasurer promptly upon the Treasurer’s return, and the Executive Board must ensure this exchange occurs within thirty (30) days.

Should the position of Treasurer be left vacant by the Executive Board, the Executive Board shall appoint the President to assume the Treasurer’s duties.

Treasurer’s reports shall include, but are not limited to, an accounting of the total of funds belonging to the DC boys of Leather and any notable transactions or issues.

a. RESPONSIBILITY TO ASSESS AND COLLECT DUES

By or around January 1 of any year, the Treasurer must make a recommendation to the Executive Board of the amount of individual dues to be collected from full Members for the subsequent year, and when the period will be for collection of dues. Upon a majority vote of the Executive Board as to the amount and collection period, the Treasurer must announce the results to Membership and collect dues in accordance with the Executive Board’s decision and these Bylaws.

v. MEMBERS AT LARGE

There shall be two Members at Large: one who is responsible for Membership and Recruitment, and one who is responsible for Club and Culture.

The Member at Large for Membership and Recruitment shall:

- Serve as the single point of contact for prospective full Members;

- Develop and organize any educational and service events for prospective full Members;
- Receive and process all applications for Membership;
- Assist the Treasurer with assessing and collecting application fees;
- Conduct and manage the Pledge process for any Pledge period; and
- Assist the Secretary with Membership Roster responsibilities.

The Members at Large for Club and Culture shall:

- Develop and organize events for existing Members;
- Assist the Vice President with creating records of DC boys of Leather events, news, and history; and
- Assist the Vice President and Secretary with creating content for DC boys of Leather social media and historical record-keeping purposes.

The Members at Large may, with the consent of the Executive Board, request assistance from other Executive Board Members to fulfill these duties.

C. QUALIFICATIONS TO SERVE AS AN EXECUTIVE BOARD MEMBER

Full Members qualify for the positions of President and Vice President if they have been a full Member for at least one (1) year prior to the start of a term and are in good standing.

Full Members qualify for the positions of Treasurer, Secretary, and Members at Large if they have been a full Member for at least six (6) months prior to the start of a term and are in good standing.

The Pledge period counts toward these requirements (the period during which an individual is an Applicant does not).

D. TERMS

The length of the term for the President, Vice President, Secretary, and Treasurer positions is two years.

The length of the term for Member at Large positions is one year.

Terms commence immediately upon election.

No full Member shall serve in the same Executive Board Member position for more than three (3) consecutive terms, except the Treasurer, who serves without consecutive term limits.

No Executive Board Member may serve in their position for longer than the length of the term, regardless of whether elections are called in a timely manner—except that the most recent President or Vice President may call and run elections if there is no Member in good standing in any Executive Board position.

E. ELECTIONS

Elections shall be held to fill any vacant or soon-to-be vacant Executive Board Member position.

The President is responsible for calling and running elections with the advice and assistance of the Executive Board, as needed.

Elections shall follow this procedure:

1. The President calls for nominations for a given position;
2. Full Members in good standing nominate potential candidates;
3. The President notifies nominees and asks whether they accept or decline;
4. The President requests candidate statements from each nominee who accepted;
5. The President opens ballots for election of candidates, including the candidates' statements;
6. Full Members elect candidates;
7. The President notifies winning candidates, full Members, and Membership of the results; and
8. The Secretary records notes of the election results and changes in positions in the Membership Roster.

If a nominee accepts a nomination for a position, they must serve in that position if they win the election.

i. NOMINATIONS

The President calls for nominations, and nominations shall be submitted in a manner consistent with prior DC boys of Leather practice. Any full Member in good standing may submit a nomination for any other full Member in good standing, or for themselves.

A nominee may request to view their counts for nomination, and the Executive Board shall provide this information upon request.

Members at Large may be nominated for any other vacant Executive Board position.

In the event of a special election, no other Executive Board Member may be nominated for the vacant position except for Members at Large—except that any qualifying full Member may be nominated for President, including during a special election.

In the event that only one qualified Member accepts a valid nomination for an Executive Board position, the existing Executive Board may proceed without an election but must consider that Member the winning candidate. The procedure for elections outlined in [Section III.2.E.](#) of these Bylaws continues as it otherwise would.

ii. ELECTION SCHEDULE

Elections shall commence the first week of August each year for any position up for election that year, or upon commencement of a special election called by the President.

Elections are scheduled as follows:

1. Elections for the **President** and **Secretary** shall be conducted in even numbered years.
 - a. Elections for each position shall proceed in this order:
 - i. President
 - ii. Secretary
 - iii. **Members at Large** (Members at Large are elected annually)

2. Elections for the **Vice President** and **Treasurer** shall be conducted in odd numbered years.
 - a. Elections for each position shall proceed in this order:
 - i. Vice President
 - ii. Treasurer
 - iii. **Members at Large** (Members at Large are elected annually)

iii. VOTING AND COUNTING VOTES

Voting shall be by secret electronic ballot and shall be conducted in a manner consistent with prior DC boys of Leather practice.

Each full Member in good standing is permitted one vote per election.

The President or the President's designee is responsible for counting and certifying the votes.

Any candidate may request to view their counts for votes, and the Executive Board shall provide this information upon request.

iv. TIES AND OTHER SPECIAL CASES

If no candidate for an Executive Board position receives a majority in the first round of voting, the top two candidates will face each other in a second round. In the case of a three-way tie, all three tied candidates will proceed to the second round of voting. If there is still a tie after the second round, the candidates will proceed to a final round of voting.

If there is no clear winner, the current Executive Board will meet and select the winning candidate with consideration given to any feedback and input received from Membership.

In any instance of a tie, candidates may provide an additional candidate statement prior to the next round of voting.

F. SPECIAL ELECTIONS

Upon any vacancy of an Executive Board position that occurs prior to the expiration of a position's term, the President may call a special election to fill the vacancy for the remaining duration of that term. The Executive Board may otherwise agree by a majority to leave the position vacant until the next election cycle for that position.

G. SUCCESSION

Upon a vacancy of the President position that occurs prior to the normal expiration of the President's term, the Vice President assumes the duties of President until a special election is called for the President's position. If the Vice President's position is vacant at this time, the Executive Board Members shall appoint one of their own to assume the duties of President until a special election is called for the President's position.

H. IMPEACHMENT

The DC boys of Leather may remove an Executive Board Member from their position only for one or both of the following reasons:

- Just cause as outlined in [Section V.3.A.](#) of these Bylaws; or
- Failure to uphold the Charge of Leadership.

To impeach an officer, a full Member in good standing must petition the Executive Board for impeachment of one of its Members and include the reasoning for the petition. The President or the President's designee will notify the petitioned Executive Board Member (Respondent) of the petition and shall schedule a hearing before the Executive Board to occur within thirty (30) days of receipt of the petition and provide at least fourteen (14) days prior notice of the hearing.

During the hearing, the Executive Board must consider at least the testimony of the petitioning Member (Petitioner) and the petitioned Executive Board Member (Respondent). The testimony may be written or spoken.

Upon conclusion of the hearing, the Executive Board must vote whether to impeach. The Executive Board must vote to impeach by a majority of sixty (60) percent.

If this vote passes, the Executive Board shall present the charges and Executive Board's decision and reasoning to full Members. Full Members, excluding the Executive Board, shall vote and the petitioned Executive Board Member (Respondent) shall be impeached if at least sixty (60) percent of full Members in good standing vote to impeach.

The Secretary will then record a note of the impeachment in the Membership Roster, including a note on the reason for impeachment

In case of a presidential impeachment all functions mentioned above that the president is responsible for shall be assumed by the vice president.

I. BOND

The Treasurer shall, if required by the Executive Board, give to the DC boys of Leather appropriate security in exchange for the faithful discharge of the Treasurer's duties as directed by these Bylaws and the Executive Board. If the Treasurer is unable or unwilling to be bonded following such a requirement from the Executive Board, the Treasurer will be removed from office without a vote.

3. COMMITTEES

The Executive Board may create standing and ad-hoc committees as it deems proper, and establish any such rules and procedures it deems proper for the governance and business of those committees. Executive Board Members may delegate duties and responsibilities laid out in these Bylaws to any committee Chairpersons with a vote of approval from a majority of the Executive Board. Only full Members may chair committees. Members regardless of Membership category may serve on committees.

IV. STANDARDS OF CONDUCT

1. GOOD STANDING

An individual in any Membership or Participant category is considered to be in good standing if that individual has:

- paid all dues and monies owed to the DC boys of Leather within sixty (60) days of notification of any default;
- attended sufficient club events per their category; and
- has not engaged in conduct prohibited by these Bylaws.

An individual undergoing any disciplinary process by the DC boys of Leather, regardless of category, is necessarily not in good standing.

2. NONDISCRIMINATION

The DC boys of Leather does not discriminate in its conducting of business and events or in the selection of Members of any Membership category, in the selection of Applicants and Pledges, or in the selection of Executive Board Members, based on actual or perceived race, religion, age, gender identity or expression, sexual orientation, medical status, socioeconomic status, national origin, disability, body type and physical appearance, or military status. (This list is not exhaustive.)

DC boys of Leather meetings and events will not be held at venues that do not adhere to the spirit of the above nondiscrimination language or otherwise do not agree to allow all Membership and Participants and guests to attend or participate in DC boys of Leather meetings and events.

3. KINK CELEBRATION AND RESPECT; EXCEPTIONS

Legal and consensual kinks and behavior under these Bylaws and Federal, state, and local law shall be respected in DC boys of Leather events, communications, and social media.

The DC boys of Leather maintains a zero-tolerance policy of actual, threatened, implied sexual assault, sexual and other harassment, and rape. This applies in principle and to DC boys of Leather events, communications, and social media. This includes discussions in DC boys of Leather communications in support of nonconsensual rape.

The DC boys of Leather maintains a zero-tolerance policy of actual, threatened, implied, or fantasy-based violations of the law involving underage minors. This applies in principle and to DC boys of Leather events, communications, and social media. This includes discussions in DC boys of Leather communications in support of underage play and fantasy.

V. DISCIPLINARY ACTIONS

1. REMOVAL FROM MEMBERSHIP ROSTER

Any full Member who fails to pay dues to the club for a period of six (6) months after the final date dues must be paid to the Treasurer, and who received notice of the default at least sixty (60) days prior to this action, will lose Member status and be removed from the Membership Roster with no further action needed from the DC boys of Leather.

Any Member in any category of Membership who has their Membership revoked will be removed from Member categories in the Membership Roster with no further action needed from the DC boys of Leather.

2. COUNSELING

Any individual regardless of Membership or Participant category may allege actual or suspected violations of the DC boys of Leather Standards of Conduct to the Executive Board. The Executive Board must then: provide counsel to the alleged violator if the Executive Board determines unprofessional counseling fit for the circumstances, pursue revocation of Membership or Applicant or Pledge status, as applicable, or otherwise excuse the allegation.

3. REVOCATION OF MEMBERSHIP

Revocation of Membership should be considered a last-resort measure and should generally not be pursued in first instances of an individual's offense or violation of these Bylaws or other authorities.

A. REVOCATION FOR JUST CAUSE ONLY

The DC boys of Leather may revoke the Membership of any individual in any category of Membership for just cause. Just cause is defined as including but not limited to any one or several of the following:

- Willfully or knowingly obstructing the mission or purpose of the DC boys of Leather;
- Willfully or knowingly violating the DC boys of Leather Standards of Conduct;
- Willfully or knowingly inflicting:

1. Nonconsensual
 2. Physical, mental, emotional, economic, or technological harm or violence
 3. On another person or group of people;
- Failure to change behavior after initial disciplinary or other action by the DC boys of Leather;
 - Repeated instances of the above examples; and
 - Failure to respond to the Executive Board's requests to clarify Membership status.

B. REVOCATION PROCEDURE

To revoke an individual's Membership, a full Member in good standing must petition the Executive Board and include the reasoning for the petition. The President or the President's designee will notify the petitioned Member (Respondent) of the petition and shall schedule a hearing before the Executive Board to occur within thirty (30) days of receipt of the petition and provide at least fourteen (14) days prior notice of the hearing.

During the hearing, the Executive Board must consider at least the testimony of the petitioning Member (Petitioner) and the petitioned Member (Respondent). The testimony may be written or spoken.

Upon conclusion of the hearing, the Executive Board must vote whether to revoke Membership. The Executive Board must vote to revoke by a majority of sixty (60) percent.

If this vote passes, the Executive Board shall present the charges and Executive Board's decision and reasoning to full Members. Full Members, excluding the Executive Board, shall vote and the petitioned Member's (Respondent's) Membership shall be revoked if at least sixty (60) percent of full Members in good standing vote to revoke Membership.

The Secretary will then record the revocation in the Membership Roster, including a note on the reason for revocation.

C. REVOCATION OF EXECUTIVE BOARD MEMBERS' MEMBERSHIP

An Executive Board Member must first be impeached, and then a petition for revocation of Membership may be brought against said Member. If such a petition is brought following

impeachment, the revocation procedure shall be the same as that in [Section V.3.B.](#) of these Bylaws.

D. REAPPLICATION

Any individual who has had their Membership revoked may not appeal the decision resulting from the Revocation Procedure outlined in these Bylaws. However, the individual may reapply to become a full Member, or request to become an Associate Member, no earlier than one (1) year from the date of the final decision regarding revocation.

4. RELATIONSHIP TO LAW ENFORCEMENT

In all possible situations, the DC boys of Leather will seek to avoid the involvement of law enforcement. The Executive Board maintains discretion in decisions related to involvement of law enforcement in emergency situations.

VI. TRANSACTIONS AND FINANCES

1. NEGOTIABLE INSTRUMENTS

All bills payable, notes, checks, drafts and other paper negotiable instruments of the DC boys of Leather shall be made in the name of the organization, DC boys of Leather.

2. FINANCIAL ACCOUNTS AND ELECTRONIC TRANSACTIONS

Should the Treasurer and Executive Board decide to establish a DC boys of Leather financial account to which debit cards and other forms of electronic payment may be attached, the Executive Board must follow this Section. This includes any Venmo, Cash App, Paypal, Apple Pay, or similar account.

The Executive Board Members may use a DC boys of Leather account to conduct electronic transactions related to DC boys of Leather business, with prior review and approval of transactions and expenses by the Treasurer and Executive Board, pursuant to an established and approved budget. The Executive Board Members may spend any amount up to but not exceeding the budgeted amount.

The Treasurer is authorized to pay bills which the DC boys of Leather owes on this account, and for which the budget accounts.

Executive Board Members shall provide any receipts and a summary of all transactions and expenditures to the Treasurer within fourteen (14) days of any transaction or expenditure. If such a Member fails to do so, the Treasurer has discretion whether to allow that Member to continue use of the DC boys of Leather account. Any Executive Board Member may request the Treasurer or Executive Board's closer review of any completed transaction or expenditure.

Should an Executive Board Member exceed a budgeted amount, or the Executive Board reject a transaction, said Member must immediately reimburse the DC boys of Leather for the amount of the disallowed expense, unless the Executive Board decides otherwise.

Prior to an Executive Board Member's expiration of an active term, the Member must reconcile any outstanding expenses, transactions, or defaults with the Treasurer. Any Member that fails to do so automatically does not qualify for any Executive Board position, and is considered personally liable for any default or loss on their part and on the part of the DC boys of Leather.

3. DEBTS AND CONTRACTS

No officer, Member, or agent of the DC boys of Leather, either singly or jointly with others, shall have the power to make any bills payable, notes, checks, drafts, or other negotiable instruments, or cause to be contracted any debt or liability, in the name of or on behalf of the DC boys of Leather, except as herein expressly prescribed and provided.

4. SUSPENSION OF PRIVILEGES

The Executive Board may, without cause, withhold the privileges in this article from any Executive Board Member at any time.

VII. BYLAWS

1. RATIFICATION

Adoption of any amendments to these Bylaws shall be sufficient for the ratification of these Bylaws and any amendments to them. Procedures for proposal and adoption of amendments are in [Section VII.2.](#) of these Bylaws.

Upon ratification, these Bylaws shall supersede any and all previously written Bylaws of the DC boys of Leather. The President with the assistance of the Executive Board shall bring the DC boys of Leather into compliance with all provisions of these Bylaws within ninety (90) days of adoption and ratification; except that the ratification of these Bylaws and any amendments shall not cause current officers to be removed from office, discharged from their duties, or change the expiration date of their terms.

2. PROPOSAL AND ADOPTION OF AMENDMENTS

Any full Member may propose an amendment to these Bylaws at any time. The Executive Board shall review all proposals received no later than thirty (30) days after receipt.

Any amendments that receive approval of sixty (60) percent of the Executive Board shall be promptly distributed to DC boys of Leather Members in an accessible manner for fourteen (14) days of review. The Executive Board may call a vote at any time thereafter to adopt the amendment(s). The amendment(s) will be adopted if a majority of full Members in good standing vote in favor of adoption.

3. RULES OF CONSTRUCTION AND INTERPRETATION; OMISSIONS

Where these Bylaws leave room for interpretation, the Executive Board retains discretion in making decisions related to DC boys of Leather business, events, procedure, and other matters, but should consider these Bylaws and prior DC boys of Leather practice.

Where these Bylaws do not speak to an issue or matter at hand (an “omission”), the Executive Board retains discretion in making decisions related to DC boys of Leather business, events, procedure, and other matters. The Executive Board should consider these Bylaws and prior DC boys of Leather practice as persuasive authority and factors for consideration in any such decision making.

VIII. DISSOLUTION

Upon dissolution of the DC boys of Leather, the Executive Board shall first pay or arrange for the payment of all of the liabilities of the organization and dispose of all of the assets of the organization in a manner determined acceptable by the Executive Board and pursuant to any applicable law. The disposal of assets may be to organization(s) maintained and operated for charitable, social, or educational purposes as shall at the time qualify as an exempt organization(s) under section 501(c)(3) and/or section 501(c)(7) of the Internal Revenue Code or the corresponding future amendments thereto. The Executive Board may call a special meeting of Members for the purpose of determining such organization(s).

IX. GENERAL PROVISIONS

1. NOT FOR PROFIT

The organization shall be without capital stock and will not operate for profit.

2. INTELLECTUAL PROPERTY OWNERSHIP

The ownership, copyright, and any properly registered Trademarks of the name, logo, and colors of the *DC boys of Leather* are the sole property of the DC boys of Leather.

3. FIXED ADDRESS

The organization shall have no fixed address. For purposes of organizational operation, the address shall reside with an Executive Board Member as chosen by the Executive Board.

4. RULES OF ORDER

Whenever these Bylaws fail to provide guidance to the President or to the Executive Board on how to act, the President shall look to Robert's Rules of Order for guidance and be bound by its provisions.