



CONSTITUTION

1. Name

1.1 The Association, GLADD: The Association of LGBTQ+ Doctors and Dentists (formerly, the Gay and Lesbian Association of Doctors and Dentists and formerly, GLADD: The Association of LGBT Doctors and Dentists), formed on 1st April 1995 in London, is formally constituted.

2. Aims

2.1 To provide professional and social support for LGBTQ+ doctors, dentists and medical and dental students.

2.2 To collect and disseminate information on LGBTQ+ issues relevant to the practice of medicine and dentistry.

2.3 To combat discrimination against LGBTQ+ people, particularly if expressed by doctors and dentists or toward doctors and dentists.

3. Powers

3.1 In order to further the aims, the Association may receive subscriptions, donations and monies.

4. Members

4.1 Membership of the Association shall be open to doctors, dentists, and medical and dental students who support the aims of the Association and have paid the required subscription.

4.2 A newsletter, when produced, shall be circulated to all members and may be made available to suitable individuals or organisations at the discretion of the Executive Committee for an agreed fee.



4.3 Guests will be welcome to attend social functions.

4.4 The Executive shall be empowered, at its discretion, to invite a limited number of people to become Honorary Members of the Association. They shall be people who the Association wishes to honour or who will promote the Association's work. Their names shall be reported to the Annual General Meeting. Honorary Members shall not be required to pay a subscription fee.

4.5 Confidentiality shall be maintained at all times. No member's name or address shall be divulged without the member's agreement. The membership list will be kept on a computer database and is therefore subject to the requirements of the General Data Protection Regulations.

4.6 The Association is committed to equality of opportunity in all its activities. All members, prospective members, and those who engage with the Association are entitled to equal opportunities irrespective of their personal characteristics, including sex, gender identity, sexual orientation, marital status, pregnancy and maternity, race, ethnicity, national origin, religion or belief, age, disability, socioeconomic status, and HIV status. This equality policy is inspired by the values of international Human Rights instruments such as the UN Universal Declaration of Human Rights (1948) and the European Convention on Human Rights (1950), as well as the implementation of these values in national legislation such as those set out in the Equality Act (2010).

5. Executive Committee

5.1 The affairs of the Association shall be invested in the Executive Committee, elected from the membership, including as a minimum a Chair, Secretary, and Treasurer. Members of the Executive shall be elected in advance of the Annual General Meeting by a ballot of all members.

5.2 Additional Executive roles shall be decided at a General Meeting.

5.3 Members may be appointed by a quorum of the Executive to fill unexpected vacancies on the Executive Committee until the next General Meeting.

5.4 Other members may be co-opted to help the Executive as required.

5.5 A quorum of the Executive shall be three present and voting.



5.6 The Executive shall have the discretion to refuse membership of the Association to any person whose behaviour is deemed likely to bring the Association into disrepute, and to suspend or withdraw membership from any member on similar grounds.

6. Meetings

6.1 An Annual General Meeting shall be held not more than fifteen months after the date of the last Annual General Meeting, to receive the annual statement of accounts and conduct any other business. Four weeks' notice shall be given to members of an Annual General Meeting and resolutions shall be received no later than two weeks prior to the meeting.

6.2 An Extraordinary General Meeting shall be called at the written request of a quorum of members or the Executive. The Executive shall give no less than ten days' notice to all members of an Extraordinary General Meeting.

6.3 The accounts and Executive reports shall be presented at the Annual General Meeting.

6.4 The subscription shall be decided at the Annual General Meeting.

6.5 Decisions at General Meetings shall be by simple majority of those voting. In the event of a tied vote the Chair or Co-Chairs shall have the casting vote.

6.6 A quorum of the membership shall be 10% or 15 members (whichever is greater).

6.7 Members wishing to vote by proxy must notify the Secretary in advance of the meeting.

7. Special Membership

7.1 Special Membership shall be open to people other than doctors, dentists and medical/dental students, provided that they satisfy the following criteria:

7.1.1 That they support the aims of the Association

7.1.2 That they are closely involved in the education and training of doctors and dentists and/or the delivery of healthcare

7.1.3 That they are likely to make a significant and distinguished contribution to the work of the Association.



7.2 Nominations for Special Membership can be made by any member and acceptance shall be subject to approval by the Executive Committee.

7.3 Nominations must be submitted to the Executive Committee in writing and a decision shall be made at the first available opportunity (normally the next Executive Committee meeting). The Executive Committee shall give its decision, with reasons, in writing, to the proposer.

7.4 Special Members shall not constitute more than 10% of the membership of the Association.

7.5 Special Members shall be bound by the rules of the Association and have the same voting rights as other members of the Association.

7.6 Special Members shall be eligible to serve on the Executive Committee, provided that they do not constitute more than 10% of its membership.

7.7 Special Members shall pay the same subscription rates as other members of the Association.

8. Constitution

8.1 The constitution may be amended, altered or repealed only by a two-thirds majority of votes received at a General Meeting duly called for that purpose.

9. Definitions

9.1 LGBTQ+ describes people who identify as any of (but not limited to): Lesbian, Gay, Bisexual, Trans, Queer.