

# CONSTITUTION & BY-LAWS

# Amended Constitution and By-Laws PHILIPPINE SOCIETY OF DIGESTIVE ENDOSCOPY, INC.

# Article I Vision

The Philippine Society of Digestive Endoscopy, a component society of the Philippine Society of Gastroenterology envisions itself to be the premier and innovative medical society dedicated to advancing the field of digestive endoscopy in Asia and the Pacific region, fostering excellence in patient care, research, and education while upholding the highest moral and ethical standards.

# Article II Name of the Society

The name of the organization shall be The Philippine Society of Digestive Endoscopy, Inc. with the acronym PSDE.

# Article III Mission

## The society shall:

- 1. Foster excellence in patient care by promoting best practices and guidelines for digestive endoscopy among healthcare professionals.
- 2. Set the standards for quality training programs which aim to produce competent, compassionate, socially responsive, and ethical members.
- 3. Promote collaboration and knowledge sharing among members to facilitate continuous learning and professional development through educational opportunities and resources.
- 4. Advance the field of digestive endoscopy through relevant research and technological innovations to improve patient outcomes.
- 5. Advocate for policies and initiatives that support the advancement of digestive endoscopy as a vital component of healthcare.
- 6. Uphold the highest moral and ethical standards in all aspects of our work, ensuring integrity and trust in our interactions with patients, colleagues, and the community.

# Article IV Membership

# Section 1 General Qualifications for Membership

Physicians, who are diplomates and/or fellows of Philippine Society of Gastroenterology (PSG), who have special interest in digestive endoscopy and are members of the Philippine Medical Association (PMA) shall be eligible for membership in the Society.

# Section 2 Classification, Status and Special Recognition of Members

### 1. Members shall be classified as:

- 1.1. Associate. One who has either completed formal training in gastroenterology and digestive endoscopy from a PSG-PSDE accredited institution, or a graduate of a foreign training program in gastroenterology and digestive endoscopy. A candidate must have participated in at least 70% of the major annual endoscopy workshop and the PSG-PSDE-Hepatology Society of the Philippines (HSP) Joint Annual Convention (JAC) since graduation from their respective digestive endoscopy training program. A candidate must submit a letter of intent addressed to the Board of Directors for approval. Once approved and notified, the candidate must pay the corresponding membership dues.
- 1.2. Diplomate. One who has completed a formal training in digestive endoscopy from a PSG-PSDE accredited institution, or a graduate of a foreign training program in gastroenterology and digestive endoscopy and passed the certifying exam given by the Philippine Specialty Board of Gastroenterology and Digestive Endoscopy. A candidate must submit a letter of intent addressed to the Board of Directors accompanied by payment of the corresponding membership dues.
- 1.3. Fellow. A diplomate for at least two (2) years who have actively participated in any of the standing committee of the society and joint annual convention or endoscopy conference in the past 2 years. A candidate must submit a letter of intent addressed to the Board of Directors and letters of recommendation from two (2) fellows in good standing accompanied by payment of the corresponding membership dues.
- 1.4. Honorary Fellow. Any physician or scientist who has contributed much to the advancement of digestive endoscopy in the Philippines, and does not meet the qualifications of a Fellow. The candidate must be endorsed by the Committee on Membership and duly approved by the majority of the Board of Directors.

### 2. The status of members are as follows:

- 2.1. In good standing (Associate Members).
  A member who has been attending at least 70% of the annual major endoscopy workshop and JAC with updated payment of membership dues.
- 2.2. In good standing (Diplomates and Fellows). A member who has been regularly attending business meetings during the JAC or annual endoscopy workshop with updated payment of membership dues.
- 2.3. Inactive. A member who meets any of the following:
  - 2.3.1. Failure to attend the business meeting during JAC or annual endoscopy workshops for three (3) consecutive years.
  - 2.3.2. Failure to pay membership dues for three (3) consecutive years.
- 3. Special recognition can be conferred to a fellow in good standing of the society. A candidate shall be endorsed by the Committee on Membership and duly approved by the Board of Directors.

- 3.1. Life Fellow. A candidate must be any of the following:
  - 3.1.1. A past president of the society.
  - 3.1.2. A past president of the PSG or HSP, who, regardless of the year of service and at the time of recognition, is a member in good standing of the Society.
  - 3.1.3. Served as a member of the board of directors, chapter officer, chief of section, training officer or research coordinator of a PSDE accredited institution, and member or head of any standing committees of the society for a cumulative period of ten (10) years.
  - 3.1.4. A fellow in good standing who attained life member status before 2009.
- 3.2. Fellow Emeritus. A candidate must be any of the ff:
  - 3.3.1. A Life Fellow in good standing upon attaining the age of Sixty (60).
  - 3.3.2. A fellow of the society in good standing for at least ten years (10) years upon attaining the age of sixty-five (65).

# Section 3 Rights and Privileges of Members

- 1. All members in good standing can attend and participate in the discussions during the general meetings.
- 2. Only diplomates and fellows are allowed to vote during elections and decisions concerning the Society.
- 3. Only fellows in good standing are eligible to be elected into board of directors of the Society.
- 4. Fellows in good standing may use the professional designation "FPSDE", and Honorary Fellows may use "FPSDE (Honorary)', or "FPSDE (Hon.)".
- 5. A Life Fellow and Fellow Emeritus shall be exempt from payment of annual dues, assessments, convention fees and other requirements of membership in good standing.

# Section 4 Duties and Responsibilities of Members

- 1. All members must attend the business meeting and all scientific meetings of the society.
- 2. All members must ensure that the payment of dues and other financial obligations to the society is updated.
- 3. Every member is expected to follow strictly the code of medical ethics of the Philippine Medical Association and avoid any violation as stated in the provisions of Article IV section 7 of this by-laws.

# Section 5 Certificate of Membership

Every member of the Society shall be entitled to receive a certificate of membership, which shall specify, among others, the type of membership he holds. Every certificate shall be in such form and design as approved by the Board of Directors, duly signed by the President and Secretary containing the society seal.

# Section 6 Application for Membership

Any qualified person who desires to join the Society shall file a written application for membership together with the application fee to the Secretariat. Upon receipt of application by the Secretariat, it shall be referred to the Committee on Membership which, the Committee shall then authenticate the credentials, evaluate the application and make the necessary recommendations within six (6) months of application to the Board of Directors.

Upon approval of the application by the Board of Directors and payment of the necessary dues, the applicant may then be inducted as Diplomate and/or Fellow, as the case maybe. Induction shall be conducted during the Annual Convention or Midyear convention. The Board of Directors may or may not approve any application for membership and its decision shall be final.

### Section 7

Discipline, Termination and Reinstatement of Members

1. Resignation of members

Any member may voluntarily resign from the society by submitting a letter of resignation.

2. Expulsion or disciplinary measures against members

Any member may be expelled or subject to disciplinary action for any of the following causes:

- 2.1. Violations of the Principles of Medical Ethics of the Philippine Medical Association.
- 2.2. Conviction by the board of medical examiners for some offense within its jurisdiction.
- 2.3. Conviction by the court of justice for some offense involving moral turpitude.
- 2.4. In inactive status for 3 consecutive years.
- 2.5. Other acts that are derogatory to the society or grossly repugnant to its purpose and aims.
- 3. Expulsion shall be upon a four-fifths (4/5) vote of the board of directors sitting en banc, while any other disciplinary measures shall be upon two–thirds (2/3) vote of the board of directors present. In either case, expulsion or disciplinary measures, shall only be for cause and upon the prior recommendation of the membership committee.
- 4. Reinstatement

Any member who has resigned or whose membership has been terminated may apply for reinstatement after two (2) years following his resignation or termination provided that he shall at the time of his application:

- 4.1. Complies with all the requirements for a new applicant
- 4.2. Pay all back dues from the time of his separation or resignation.

# Article V Board of Directors

The general management of the Society shall be vested in a Board of Directors consisting of Nine (9) members who shall be elected during the annual meeting. The immediate past president shall be an ex-officio member of the board.

# Section 1 Qualifications

- 1. Only Fellows in good standing for two (2) consecutive years immediately prior to the election are eligible for office.
- 2. He must have attended at least three (3) annual and 70% of all scientific meetings and other activities of the Society for the last four (4) years.
- 3. He does not hold an elected position in the Philippine Society of Gastroenterology (PSG) and its other component societies in the same fiscal year.

4. Twenty fellows of the society inclusive of all the past members of the board of directors shall be nominated for the election of the new board of directors. The Nominations committee will handle the screening process.

# Section 2 Term of Office

Members of the Board of Directors shall hold office for a term of one year and/or until their successors shall have been elected and inducted.

# Section 3 Vacancies

Any vacancy in the Board, other than removal or expiration of term, may be filled by a member elected by at least a majority of the Directors remaining in office constituting a quorum, otherwise said vacancy must be filled by the members in a regular or special meeting called for the purpose. A director so elected to fill a vacancy shall hold office only for the unexpired term.

# Section 4 Quorum

The Directors shall act only as a Board, and the individual Directors shall have no power as such. A majority of the Directors shall be necessary at all meetings to constitute a quorum for the transaction of any business, and every decision of a majority of the quorum duly assembled as a Board shall be valid as a corporate act.

# Section 5 Meetings

The Board of Directors shall hold a meeting for organization immediately after their election into office of which no notice shall be required. Thereafter, the Board of Directors shall meet regularly every third Tuesday of the month at such time and place as the Board may fix from time to time. Special meetings may be called by the President on a day's notice, as he may deem necessary or upon the request of the other members of the Board.

# Section 6 Powers

Without prejudice to such general powers as are expressly conferred upon it by the statutes of the Philippines, the Board shall have power to:

- 1. Prescribe rules and regulations for the management of the Society's affair and activities not inconsistent with the Articles of Incorporation and these By-Laws.
- 2. Approve or reject any application for membership in the Society.
- 3. Approve or reject digestive endoscopy training for prospective members under the training guidelines promulgated by the Society.

# Section 7 Censure or Removal from Office

Any member of the Board may be censured or removed from office by a vote of 2/3 of the members due to the following reasons:

- 1. Incapacity to serve
- 2. Failure or refusal to serve; provided that such action shall be with due notice and upon the unanimous vote of the rest of the Board.

# Article VI Officers

The Officers of the Society shall be the President, Vice-President, Secretary, Treasurer and PRO. All officers shall be elected by the Board from among themselves by the majority vote during the organizational meeting of the Board of Directors.

# Section I President

### Shall:

- 1. Be the Chairman of the Board and preside at all meetings of the Society;
- 2. Execute and sign contracts for and in behalf of the Society
- 3. Sign jointly with the Secretary all certificates of membership and other certificates issued by the Society.
- 4. Appoint the Chairman of all the standing committees
- 5. Act as ex-officio member of all standing committees except the nominations committee.
- 6. Perform all other duties incumbent upon him under accepted rules or parliamentary practice.
- 7. Exercise such other powers and perform such other duties as the Board of Directors may prescribe.

# Section 2 Vice-President

### Shall:

- 1. Assist the President in the discharge of his duties and in the absence or disability of the President, he shall perform all duties of the President.
- 2. Perform such other duties as the Board of Directors may prescribe.
- 3. In the event that the President and Vice-President are both absent, the Executive Board may elect one of its members to preside.

# Section 3 Secretary

The Secretary must be a Filipino and resident of the Philippines.

### Shall:

- 1. Keep the records of proceedings of all meeting, *writes* all correspondence, give written notices of all meetings and keep a registry of all members of the Society;
- 2. Sign jointly with the President all certificates of membership
- 3. Keep the corporate seal and affix the same to certificates and other documents requiring said seal
- 4. Perform such other duties as may be prescribed by the Board of Directors.

# Section 4 Treasurer

### Shall:

- 1. Be the custodian of all funds of the Society
- 2. Keep a record of all receipts and disbursements in the corresponding books of account.
- 3. Receive and issue receipts for all money paid to the Society.
- 4. Deposit in the name of the Society in such bank as may be designated by the Board of Directors.
- 5. Signs jointly with the President all checks as and when authorized by the Board of Directors.
- 6. Render a financial report at the annual meeting of the Society or such other times as the Executive Board may require.
- 7. Perform such other duties as may be prescribed by the Board of Directors.

# Section 5 Public Relation Officer

### Shall be responsible for:

- 1. Projecting the good image of the Society to the public.
- 2. Releasing of publications, information, or statements regarding the activities and projects of the Society as authorized by the Board.
- 3. Publication of the proceedings of the meetings of the Board of Directors and the Society and such matters as it may deem fit to carry out the objectives of the office and organization.
- 4. Acting as a liaison between the Society and the mass media in the dissemination of information pertaining to the activities and/or projects of the Society.
- 5. Acting as an Internal Auditor whose responsibility is to check and review the financial statements prepared by the treasurer using a set of guidelines to be provided.
- 6. Managing the PSDE website
- 7. Acting as the liaison between the PSDE and the local endoscopy nurses' association

# Article VII General Meeting of the Society

# Section 1 Annual Meeting

The Annual General Meeting of the Society shall be held on March of each year at such date and time as the Board of Directors may decide. At this meeting, the members of the Board of Directors shall be elected. The awarding of the certificates of membership of new fellows, honorary fellows and members, shall be made, if such is warranted. The transaction of other business such as rendition of annual reports by the President and Treasurer shall be done.

Written notice of the annual general meeting of the Society shall be sent to every member of the Society at least twenty (20) days prior to the said meeting.

Special Meetings

May be called by the President at his discretion or whenever requested in writing by at least two (2) Board members or five (5) members of the Society. Written notice indicating the purpose of special meeting shall be sent to every member at least five (5) days prior to the said meeting.

# Section 3 Scientific Meetings

The Society shall conduct scientific meetings and/or demonstration-seminar as programmed by the President with the concurrence of the Board at such day, time and place that the Board decides. Written notice of the Scientific Meeting shall be sent as in the case of the annual general meeting.

# Section 4 Quorum

Except as otherwise provided by existing laws, the presence of the majority of all the members who are in good standing and who are not delinquent in the payment of fees or dues shall constitute a quorum for the transaction of any business in a general meeting of the Society.

# Article VIII Standing Committees

For this purpose, the foregoing standing committees shall convene and come up with rules pertaining to their respective functions. It is understood, however, that all proposed rules of such committees will be subject to the approval of the majority of the Board of Directors, and without prejudice to the supervisory jurisdiction of the PSG over the Society as provided under the PSG Constitution and By-Laws.

Without prejudice to the creation of special committees by the Board of Directors as it may see fit, the following shall be the standing committees whose members shall be appointed by the President with their respective functions:

- 1. Committee on Membership
- 2. Committee on Chapters
- 3. Committee on Scientific Activities
- 4. Committee on Research and Data Registry
- 5. Committee on Basic and Advanced Endoscopy Training
- 6. Committee on Civic Action
- 7. Committee on Constitution and By-laws and Legal Matters
- 8. Committee on Ways and Means
- 9. Council of Past Presidents
- 10. Nominating Committee
- 11. Ethics Committee

# Section 1 Committee on Membership

This committee shall be composed of the Secretary acting as the Chair, the PRO and the Chair of the Civic Action Committee, and at least 2 PSDE Diplomates and/ or Fellows in good standing as members.

This committee shall:

- 1. Authenticate the application of candidates for admission to the Society.
- 2. Evaluate the qualification of candidates and determine the appropriate membership category.
- 3. Submit the names of candidates who qualify for admission to the society together with their recommendations to the Board of Directors for final approval.
- 4. Properly list and maintain the records of members.
- 5. Evaluate members and determine their good standing.
- 6. Submit any proposal for disciplinary action against erring members to the Ethics Committee for their findings and recommendations. The committee shall submit any and all recommendations of the Ethics Committee to the Board of Directors for approval and appropriate action.

# Section 2 Committee on Chapters

This Committee is responsible for the promotion, creation, and monitoring of chapters, defined as a group of Fellows in good standing residing or practicing in a geographically contiguous area.

The Committee shall be composed of the Secretary of PSG as the chairperson and the Secretaries of PSG component societies, and four (4) members, who shall, as much as possible, be regionally distributed.

### The Committee shall:

- 1. Study and encourage formation of chapters.
- 2. Promulgate the requirements for the organization and authorization of chapters, their obligations, rights and privileges.
- 3. Amend the above from time to time as exigencies may require
- 4. Act upon the application to organize a chapter and make its recommendation to the Board of Directors of PSG and PSG Component Societies.
- 5. Review the performance of provisionally approved chapters during their second year and recommend to the Board of Directors the giving of a permanent chapter status or the cancellation of authority of the provisional chapter.

For more effective supervision, administration, and to better secure the purpose for which the Society was organized, upon the recommendation of the Board of Directors of the PSG and its component societies, the Committee may, with two-thirds (2/3) vote, approve the formation of a chapter upon the application of at least five (5) fellows residing or practicing in a geographically contiguous area.

The applicants shall, upon approval of the Board of Directors, elect from among themselves a Chapter President, a Vice-President, and a Secretary-Treasurer. The term of office shall be for one (1) year co terminus with the national officers.

Once a Chapter is approved, the President of the PSG, and the Presidents of the PSG Component Societies will jointly administer oath to the elected Chapter officers.

All Chapters shall recognize and represent the PSG and its Component Societies in all its activities.

# Section 3 Committee on Scientific Activities

The committee shall be chaired by the Vice President. There shall be four (4) members, one of whom shall be the Treasurer.

### The committee shall:

- 1. be responsible for the preparation and presentation of the scientific programs of the PSDE which shall be subject to the approval of the Board of Directors.
- 2. represent the PSDE in its participation in the organization and preparation of the PSG-PSDE-HSP JAC.
- 3. organize the Society's major annual endoscopy workshop herein called "EndoscopyCon Philippines".
- 4. select speakers/ lecturers for the JAC and EndoscopyCon Philippines and other related scientific meetings.

The Chair of the Committee shall act as the Co-chair of JAC and Over-all Chair of the EndoscopyCon Philippines.

# Section 4 Committee on Research and Data Registry

The Committee on Research shall handle research related concerns of the Society. It shall promote research outputs related to endoscopy, oversee the approval of research grants, assist the JRRE in its functions, review and update the research agenda of the Society. It shall be headed by a member of the PSDE Board.

### The Committee Head shall:

- 1. act as the representative of the Board to the Joint Research and Research Education Committee (JRRE).
- 2. act as Liaison of the Society to the Philippine Journal of Gastroenterology (PJG)
- 3. represent the Society in research related meetings with government institutions and stakeholders.

The JRRE is a joint committee of the PSG, PSDE and HSP. The Society coordinator together with the coordinators of PSG and HSP, shall oversee the actions of the Committee and report to the Board matters pertaining to JRRE.

The JRRE is composed of a chairman and six (6) members who serve a term of three (3) years in such a way that their term expires on a staggered basis. Its fund is approved and shared by the three societies based on a yearly budget proposal from JRRE. A financial report is submitted by the JRRE to the respective coordinators at the end of the fiscal year.

The JRRE shall function in the following areas: Research projects of members of three Societies as well as trainees, training in research, archiving, and in research links/grants.

### The JRRE shall:

- 1. Be responsible in conducting workshops, seminars and conferences designed to enhance the capabilities of the members of the three societies and as well as trainees to competently engage in research;
- 2. Guide research projects as well as review completed papers submitted and determine papers for oral and poster presentations during JAC;
- 3. Develop and maintain searchable electronic database of all completed research papers;
- 4. Assist the Societies in the evaluation of research proposals applied for research grants as well as aid in linking researchers to other funding agencies/organizations.
- 5. Perform other functions that may be designated by the Board of the three Societies

The Committee Head of Research shall also be the Chairman of the Committee on Data Registry.

- 1. National Endoscopic Electronic Database Project (N.E.e.D). The aim of the N.E.e.D. Project is to generate a national registry of endoscopic clinical data that will be utilized by the general membership to produce significant research in the realm of digestive diseases.
- 2. The Committee on Data Registry is in charge of N.E.e.D program development, management and project implementation.

# Section 5 Committee on Basic and Advanced Endoscopy Training

The Committee on Basic and Advanced Endoscopy Training shall be responsible for designing, improving and strengthening the Basic and Advanced GI Endoscopy Training Programs implemented throughout the country.

It shall be composed of the Chairman, who is a member of the current Board of Directors and four (4) appointed members who shall serve for three (3) years on a staggered basis.

The members must hold any of the following positions:

- 1. an academic appointment in a recognized medical college
- 2. past chief or past training officer of a PSDE recognized gastroenterology training program
- 3. past member of the Accreditation or Specialty Board
- 4. past PSDE Officer

### Functions:

- 1. facilitate the Endoscopic-Radiologic Conference (ERC) at least on a quarterly basis.
- 2. organize and facilitate simulation based upper and lower GI workshops for fellows- in- training annually.
- 3. The committee shall be tasked to formulate a Curriculum on Endoscopy Training and shall be responsible for regularly updating the curriculum.
- 4. conduct and supervise the in-service evaluation of the endoscopy training of the Fellows-in-Training.
- 5. coordinate with the Specialty and Accreditation Boards on the aforementioned objectives.
- 6. review the yearly results of the specialty certifying examinations and shall compare and study their observations with the Specialty Board and Accreditation Board respectively.

Subject to the provisions of the PSG Training Manual, the Committee on Basic and Advanced Endoscopy Training shall convene and set the criteria and competencies of the required skills on gastrointestinal endoscopy. Further, insofar as those not falling under the jurisdiction of the PSG, the Society shall provide training on such skills and certification upon completion.

# **Accreditation Board for Advanced Endoscopy Training**

This accreditation board shall be responsible for:

- 1. Endorsing the accreditation of institutions with advanced endoscopy training programs to the Board of Directors.
- 2. Monitoring the implementation and compliance of the training programs to the Advanced Endoscopy Training Manual.
- 3. Regularly review the Advanced Endoscopy Training Manual for appropriate revisions and enhancements.

4. Make regular recommendations to the PSDE Board regarding the status of training institutions and programs.

# Section 6 Committee on Civic Action

This Committee shall be composed of a Chairman who is a member of the Board of Directors of the PSDE and 3 appointed members. The Committee shall be responsible for the conduct and coordination of medical civic activities of the Society by:

- 1. providing for direct participation of the members to the community health programs
- 2. conducting GI endoscopy missions to the underserved communities.
- 3. conducting public information.

# Section 7 Committee on Constitution and By-Laws and Legal matters

This Committee shall be composed of a Chairman who is preferably a member of the Board of Directors and three (3) members. The Committee shall be responsible for:

- 1. Making proposals for amendments of the Constitution and By-Laws as deemed necessary from time to time.
- 2. Studying and making recommendations on amendments proposed by members of the Society, which shall be submitted to the Board of Directors.
- 3. Interpreting and constructing provisions of the Society's constitution and by-laws.
- 4. the chairman shall be the representative of the PSDE in any legal matter

### Section 8

### Committee on Ways and Means

The committee shall be chaired by the Treasurer of the Society and composed of two (2) other appointed members.

The duties of the committee:

- 1. Oversee all financial matters of the PSDE
- 2. Collect the annual dues
- 3. Provide the annual budget
- 4. Present the annual financial report

### Section 9

# Council of Past Presidents

The council shall be composed of all past presidents of the PSDE whose chairman shall be elected among the past presidents.

The Chairman shall hold the position for a period of two years. The presence of a majority at the time of its annual meeting shall constitute a quorum. The Council will be represented in the Board of Directors by the Immediate Past President.

The council shall:

a) Constitute the Commission on Election.

The council shall designate three (3) of its members to the COMELEC and shall be responsible for the conduct of the elections at the annual meeting of the Society. The COMELEC 30 days from its organization shall submit to the Board of Directors its implementing rules and regulations for the conduct of the elections.

b) Constitute the Nominations Committee

This shall be composed of a Chairman, who shall be the Immediate Past President, and four (4) members of the Council of Past Presidents.

The Committee shall meet to:

- Consider the qualification of the Fellows whose names have been submitted to the committee for nomination
- 2. Screen and select from those nominated deserving and qualified Fellows
- 3. Submit to the Board of Directors the list of the nominees chosen by the Committee in a sealed envelope at least seventy-two (72) hours before the election, which will be opened by the Committee at the Annual Meeting just before the election.
- c) Constitute the Awards Committee
  - 1. The council shall designate three (3) of its members to compose the Awards Committee
  - 2. They shall draw the guidelines for the selection of awardees, and its distribution of the awards.
  - 3. The list of the nominees shall be submitted to the Board of Directors for its approval within 30 days from its formation
  - 4. They shall choose the awards to be given and its recipient
- d) Act as advisory body to the board of Directors in particular and to the Society in general. They shall be consulted on matters of controversial nature especially where the Board of Directors is unable to resolve or reach a satisfactory decision.

# Section 10 Nominating Committee

This shall be composed of a Chairman, who shall be the Immediate Past President, and four (4) members who are members of the Council of Past Presidents. The Committee shall:

- a. Meet at the latest before the last day of September every year to:
  - 1. consider the qualification of the Fellows whose names have been submitted to the committee for nomination
  - 2. screen and select from those nominated deserving and qualified Fellows
- b. Submit to the Board of Directors the list of the nominees chosen by the Committee in a sealed envelope at least seventy-two (72) hours before the election, which will be opened by the Committee at the Annual Meeting just before the election.

# Section 11 Ethics Committee

The Committee shall be composed of five (5) past presidents selected by the Council of Past Presidents. They shall serve for three (3) years on a staggered basis. The members shall elect among themselves a chairman.

### The Committee shall:

- 1. receive all ethical complaints/concerns involving the members of the Society.
- 2. conduct immediate investigation and review of all complaints submitted.
- 3. recommend solutions to the concerns and appropriate sanctions if necessary.
- 4. arbitrate on Society issues and controversies.
- 5. establish guidelines regarding proper professional conduct among its members.
- 6. perform such other functions as may be assigned to the committee by the Board of Directors.

### Article IX

The Philippine College of Gastroenterology

### Section 1

An academic body within the Society shall be known as The Philippine College of Gastroenterology (PCG) or "The College."

# Section 2

The College shall be responsible for all matters related to accreditation, training, research, and certification in Gastroenterology, Digestive Endoscopy, and Hepatology.

### Section 3

The College will be composed of four (4) committees and one (1) board, namely, the Committee on Accreditation, the Committee on Training Programs, the Committee on Research and Research Education, the Committee on Subspecialties and Advanced Training, and the Philippine Specialty Board of Gastroenterology, Digestive Endoscopy and Hepatology.

## Section 4

The functions of The College are:

- 4.1 To unify under one College, the different academic committees and Board, responsible for promoting, implementing, monitoring, and evaluating training in Gastroenterology, Digestive Endoscopy, and Hepatology
- 4.2. To supervise and monitor:
  - 4.2a. The accreditation of qualified training hospitals through the Committee on Accreditation;
  - 4.2b. The implementation of the training program in the accredited training institutions through the Committee on Training Programs;
  - 4.2c. The implementation of the unified research agenda of the three societies, research education and training, research and grants management through the Committee on Research and Research Education
  - 4.2d. The implementation of all matters related to the accreditation, training, research, and certification of subspecialties and advanced training in gastroenterology, digestive endoscopy, and hepatology through the Committee on Subspecialties and Advanced Training.
  - 4.2e. The administration, conduct, and outcome of the Certifying Examinations for Diplomates in Gastroenterology, Digestive Endoscopy, and Hepatology through the Specialty Board.
- 4.3 To review, modify, and revise the Gastroenterology, Digestive Endoscopy, and Hepatology training program curriculum and accreditation manual when necessary.
- 4.4. To certify as Diplomates of The College those who have completed and passed the Gastroenterology, Digestive Endoscopy, and Hepatology training program and certifying examinations.

- 4.5. May also issue certificates for advanced training in Gastroenterology, Digestive Endoscopy, and Hepatology to Diplomates who have completed and passed the training program upon recommendation of its recognized component societies.
- 4.6. To monitor and maintain:
  - 4.6.a. A list and record of the accredited training institutions and their trainees;
  - 4.6.b. A record of the performance of the different accredited training institutions and their trainees;
  - 4.6.c. A list and record of the diplomates of The College and the component societies;
  - 4.6.d. A well-equipped Secretariat in the performance of its record keeping.
- 4.7. To receive, investigate, mediate, and render resolution to:
  - 4.7.a. Complaints regarding the accreditation and implementation of the training program in the accredited training institutions;
  - 4.7.b. Complaints regarding the conduct and results of the certifying examinations administered by the Specialty Board.
- 4.8. To collect necessary fees, dues, and assessments as prescribed in its academic committees and board's implementing rules and regulations (IRR).
- 4.9. To undertake all such other functions as may be prescribed by the Philippine Society of Gastroenterology (PSG), Philippine Society Digestive Endoscopy (PSDE), and Hepatology Society of the Philippines (HSP) Board of Directors (BOD) as it may deem proper and necessary for attaining the goals and objectives of The College.

### Section 5

The College or any of its academic committees and board is vested with autonomy in exercising its functions. However, the committee should furnish copies of its programs, statements of policies, guidelines, rules, and regulations, and other issuances to the Philippine Society of Gastroenterology (PSG), Philippine Society Digestive Endoscopy (PSDE), and Hepatology Society of the Philippines (HSP) Board of Directors for their information, comment, approval, and promulgation.

# Section 6 PCG Board of Regents (PCG BOR)

The general management of the affairs of The College shall be vested in the PCG Board of Regents.

- 6.1. It shall be the function of the PCG BOR to formulate its policies and promulgate the rules, regulations, and procedures to pursue its purposes and objectives.
- 6.2. The PCG BOR shall be vested with full powers to administer the funds of The College, provided that such is not inimical to the interests of the PSG, PSDE, and HSP or personally beneficial or profitable to its members, individually or collectively.
- 6.3. Officers of the Board of Regents. The PCG BOR shall be appointed by the PSG, PSDE, and HSP Board of Directors and is composed of a Chairman, Secretary, Treasurer and at least five (5) Regents who are the chairpersons of the academic committees and board.
- 6.4. Term: The Board of Regents (BOR) shall hold office for three (3) years or until their successors are appointed and inducted into office. If any board member cannot finish his term, the PCG BOR, with the concurrence of the PSG, PSDE, and HSP BOD, will appoint the replacement who shall fill the vacancy for the remaining term.
- 6.5. Qualifications. Members of the PCG BOR must be Fellows in good standing of the Philippine Society of Gastroenterology, Philippine Society of Digestive Endoscopy, and a member of the Hepatology Society of the Philippines with at least one of the following:
  - 6.5.a. Past Chairpersons of the academic committees (Accreditation, Training Program, Research) or Specialty Board.

- 6.5.b. Must have current or past academic appointment in a medical college/university for at least three (3) years or at least three (3) years' experience in teaching Gastroenterology.
- 6.5.c. Past President of the PSG, PSDE, or HSP
- 6.5.d. Past Board of Directors of the PSG, PSDE, or HSP for at least 3 years
- 6.5.e. Past Chairman/ Member of the Philippine Specialty Board of Internal Medicine.

# 6.6. Duties of Regents.

- 6.6.a. The Chairperson shall be the chief executive officer of The College and shall be responsible for the direction of its affairs and shall have the following duties and responsibilities:
- 1. Preside over the meetings of the BOR
- 2. Exercise general supervision over the business of The College
- 3. Notify the PSG, PSDE, and HSP BOD in cases of vacancies in The College and Secretariat
- Execute all directives, decisions, and resolutions issued by the PCG BOR and the PSG, PSDE, and HSP Board of Directors related to the PCG
- Represent or act as spokesperson of The College unless he/she assigns this function to another member of the PCG BOR on specific occasions
- 6. Submit a written Annual Report to the PSG, PSDE, and HSP BOD not later than forty-five (45) days before the Annual Business Meeting detailing the:
  - a. Status of accreditation of training institutions
  - b. Assessment of training programs;
  - c. Summary of research outputs;
  - d. Performance in the examinations conducted by the Specialty Board.
  - e. Status of Training and Certification of Recognized Component Societies.
- 7. Submit the list of successful examinees to the PSG, PSDE, and HSP BOD within fifteen (15) days from receipt of such from the Specialty Board;
- 8. Attend and Report updates of The College during scheduled Tripartite meetings
- 9. Present the PCG Annual report during the PSG Annual Business Meeting

### 6.6.b. The Secretary shall:

- 1. Issue and distribute notices for all Board of Regents meetings.
- 2. Maintain accurate and complete records of the minutes from PCG BOR meetings.
- 3. Manage all official communications on behalf of The College
- 4. Preserve and secure the official seal of The College.
- 5. Oversee and ensure the efficient functioning of the Secretariat.

# 6.6.c. The Treasurer shall:

- 1. Safeguard and manage all funds and assets of The College.
- 2. Maintain detailed and accurate records of all financial transactions, including receipts and disbursements.
- 3. Present an audited annual financial statement, prepared by a certified public accountant, detailing the status of PCG funds to the PSG, PSDE, and HSP Boards of Directors at least thirty (30) days prior to the Annual Business Meeting.
- 4. Oversee the preparation and submission of all financial reports and documents required by regulatory agencies.
- 5. Develop and implement financial policies and procedures to ensure transparency and accountability in managing The College's resources.
- 6. Coordinate with the Secretariat to ensure timely collection of dues, fees, and other receivables.
- 7. Provide financial advice to the Board of Regents to support strategic decision-making.
- 8. Facilitate the preparation of budgets and monitor their implementation to align with The College's objectives and priorities.

# Section 7 The Committee on Accreditation

The Committee shall be the accrediting arm of the Philippine Society of Gastroenterology (PSG), Philippine Society of Digestive Endoscopy (PSDE) and Hepatology Society of the Philippines (HSP). It shall be responsible for all matters about the accreditation of qualified institutions interested in participating in the Gastroenterology, Digestive Endoscopy, and Hepatology training program. The Committee shall be independent in the performance of its functions and implementation of its rules, regulations, and procedures after the same has been approved and affirmed by PSG, PSDE, and HSP BOD.

- 7.1. Composition: The Committee on Accreditation shall be composed of a Chairperson and at least four (4) members appointed by Board of Directors (BOD) of the PSG, PSDE and HSP.
- 7.2. Term: The Chairperson of the Accreditation Committee shall be appointed from amongst its members and shall serve for a term of at least 1 year. Each of the Committee members shall have a term of three (3) years designed so that the term expires on a staggered basis. Replacements shall be made as the term ends. In case of resignations or incapacity, the PSG, PSDE and HSP BOD, shall appoint a replacement who shall serve for the remainder of the corresponding term.
- 7.3. Qualifications of Members of the Committee on Accreditation: Fellow in good standing of the PSG, PSDE, and a member of HSP;
  - 7.3.a. He must have any of the following qualifications:
    - 1. Past or current academic appointment in a medical college/university.
    - 2. Past section chief or training officer of a PSG/PSDE accredited training institution.
    - 3. Past President of the PSG, PSDE, or HSP
    - 4. Past member of the Philippine Specialty Board of Gastroenterology and Digestive Endoscopy.
    - 5. Past or present Internal Medicine Chairperson / Training Officer in a Philippine College of Physicianaccredited training institution.
  - 7.3.b. Other qualifications are determined by the Committee on Accreditation upon the approval of the Board of Directors of PSG, PSDE, and HSP.
- 7.4. Duties of the Committee on Accreditation:
  - 7.4.a. Regular evaluation of Training Programs, i.e., at least every two years
  - 7.4.b. In coordination with the Committee on Training Program, ensure strict implementation of all provisions of the prescribed accredited program.
  - 7.5.c. After proper deliberations, make regular recommendations to the Board of Directors, regarding the status of all evaluated Training Programs.
  - 7.5.d. Shall submit an Annual Report to the PSG, PSDE and HSP Board of Directors.
  - 7.5.e. The performance of other functions that may be assigned by the PCG BOR and PSG, PSDE, and HSP BOD.

### Section 8

# The Committee on Training Program (CTP)

Shall be the arm of The College responsible for all matters pertaining to the design, implementation, monitoring, evaluation, and revisions of the Gastroenterology, Digestive Endoscopy, and Hepatology Training Programs to be implemented in all the accredited training institutions in the country.

8.1. Composition: The Committee shall be composed of a Chairperson and at least four (4) members appointed by the Philippine Society of Gastroenterology, Philippine Society of Digestive Endoscopy, and Hepatology Society of the Philippines BOD.

- 8.1.a. There shall be three (3) Coordinators for Training, each of whom must be a Member of the Board of Directors of their respective Societies, and shall be appointed by their respective Presidents. The Coordinators for Training shall act as the liaison between the Committee on Training Programs of the College and the Board of Directors of the 3 Societies.
- 8.2. Term: The Chairperson of the Committee on Training Program shall be appointed from amongst its members and shall serve for a term of at least 1 year. Each of the Committee members shall have a term of three (3) years designed in such a way that the term expires on staggered basis. Replacements shall be made as the term ends. In case of resignations or incapacity, the PSG, PSDE, and HSP BOD shall appoint a replacement who shall serve for the remainder of the corresponding term.
- 8.3. Qualifications of Members of the Committee on Training Program. The members of the Committee must be a fellow in good standing of the PSG, PSDE, and a member of HSP. He / She must have at least one of the following qualifications:
  - 8.3.a. A current or previous academic appointment in a medical college/university.
  - 8.3.b. A past section head or training officer of a PSG/PSDE-accredited training program.
  - 8.3.c. A current or past department chair or training officer of a PCP-accredited Internal Medicine training program.
  - 8.3.d. A past member of the Committee on Accreditation, Research, or Specialty Board
  - 8.3.e. Shall not be a current Training Officer or Section head of a PSG/PSDE accredited training institution
- 8.4. Duties of the Committee on Training Program in Gastroenterology, Digestive Endoscopy, and Hepatology:
  - 8.4.a. Supervise the implementation of the prescribed training program curriculum in all the accredited training institutions.
  - 8.4.b. Evaluate, monitor, and report the trainees' performance in the accredited training institutions at least biannually.
  - 8.4.c. Ensure compliance of the training institutions with the requirements stated in the training manual.
  - 8.4.d. Review and update the core curriculum and the current training manual, and make appropriate changes to maintain quality and competency of the trainees.
  - 8.4.e. Formulate and administer the in-service evaluation examination of the Fellows-in-training.
  - 8.4.f. Review the yearly results of the Fellows-in-training Evaluation Examinations and the Specialty Certifying Examinations; and shall compare and study their observations with the Specialty Board and Committee on Accreditation, respectively.

# Section 9 Committee on Research and Research Education

The Committee is the research arm of The College and shall be responsible for all matters pertaining to research in the field of Gastroenterology, Digestive Endoscopy and Hepatology. The Committee shall be independent in the performance of its functions and implementation of its rules, regulations and procedures after the same has been approved by the PCG BOR and affirmed by the PSG, PSDE and HSP BOD.

- 9.1. Composition: The Committee on Research and Research Education shall be composed of a Chairperson and at least (4) members appointed by the Board of Directors of the PSG, PSDE and HSP.
  - 9.1.a. There shall be three (3) Coordinators for Research, each of whom must be a Member of the Board of Directors of their respective Societies, and shall be appointed by their respective Presidents. The Coordinators for Research shall act as the liaison between the Committee on Research and Research Education and the PSG, PSDE and HSP.
- 9.2. Term: The Chairperson of the Committee on Research and Research Education shall be appointed from amongst its members and shall serve for a term of at least 1 year. Each of the Committee members shall have a term of three (3) years designed in such a way that the term expires on staggered basis. Replacements shall be made as the term ends. In case of resignations or incapacity, the PSG, PSDE, and HSP BOD shall appoint a replacement who shall serve for the remainder of the corresponding term.

- 9.3. Qualifications of Members of the Committee on Research and Research Education:
  - 9.3.a. Must be a fellow of PSG and PSDE, and a member of HSP in good standing
  - 9.3.b. Must be proficient in research fulfilling any of the following criteria:
    - 1. Served as a research coordinator of any of the training institutions for at least one year
    - 2. Degree/diploma in statistics, clinical epidemiology, public health
    - 3. Relevant publication in peer-reviewed journal
    - 4. Experience as a journal editor
    - 5. Experience in research linkages, collaboration and grants administration
    - 6. Has interest in research

# 9.4. Duties of the Committee on Research and Research Education

The Committee shall be:

- 9.4.a. Responsible for implementing and updating the Gastroenterology Unified Research Agenda that is aligned with the National Unified Health Research Agenda (NUHRA);
- 9.4.b. Responsible for a sustainable research management structure and mechanism.
- 9.4.c. Shall facilitate research in the field of Gastroenterology, Digestive Endoscopy and Hepatology.
- 9.4.d. Be responsible in promoting and managing research grants and funding.
- 9.4.e. Be responsible in reviewing all completed research papers for dissemination and publication (i.e. Philippine Journal of Gastroenterology and other peer reviewed journals)
- 9.4.f. Be responsible for developing and maintaining an electronic databank of all completed research papers:
- 9.4.g. Be responsible in conducting workshops, seminars, and conferences designed to enhance the capabilities of members and trainees to competently engage in scientific research;
- 9.4.h. Be responsible in the performance of other functions assigned by the PCG BOR and PSG, PSDE and HSP BOD.

### Section 10

# The Committee on Subspecialties and Advanced Training

The Committee on Subspecialties and Advanced Training of the College is tasked to oversee all matters pertaining to the accreditation, training, research and certification of subspecialties and advanced training in Gastroenterology, Digestive Endoscopy, and Hepatology.

- 10.1. Composition: The Committee shall be composed of a Chairperson and members appointed by the BOD of PSG, PSDE and HSP.
- 10.2. Term: The Chairperson of the Subspecialties and Advanced Training shall be appointed from amongst its members and shall serve for a term of at least 1 year. Each of the Committee members shall have a term of three (3) years designed in such a way that the term expires on staggered basis. Replacements shall be made as the term ends. In case of resignations or incapacity, the PSG, PSDE, and HSP BOD shall appoint a replacement who shall serve for the remainder of the corresponding term.
- 10.3 Qualifications of Members. The members of the Committee must be a fellow in good standing of the PSG, PSDE, and a member of HSP. He / She must have at least one of the following qualifications:
  - 10.3.a. Completed a formal training and verified by the concerned subspecialty or component societies.
  - 10.3.b. A current or previous academic appointment in a medical college/university.
  - 10.3.c. A past section head or training officer of a PSG/PSDE-accredited training program.
  - 10.3.d. A current or past department chair or training officer of a PCP-accredited Internal Medicine training program.
  - 10.3.e. A past member of the Committee on Accreditation, Research, or Specialty Board
  - 10.3.f. Other qualifications as determined by and upon the discretion of the recognized component societies.
- 10.4. Duties of the Committee on Subspecialties and Advanced Training:

- 10.4.a. Monitor the implementation of the different subspecialty and advanced training programs in Gastroenterology, Digestive Endoscopy and Hepatology.
- 10.4.b. Report annually to the PCG BOR the status of the subspecialty and advanced training programs recognized by the College.
- 10.4.c. Recommend to the PCG Board of Regents the issuance of Certificates attesting to the qualifications, competencies, and advanced training in Gastroenterology, Digestive Endoscopy and Hepatology.
- 10.4.d. Perform other functions that may assigned by the PCG BOR and PSG, PSDE and HSP BOD.

### Section 11

The Philippine Specialty Board of Gastroenterology, Digestive Endoscopy, and Hepatology

The Board is the certifying arm of the Philippine Society of Gastroenterology (PSG), Philippine Society of Digestive Endoscopy (PSDE) and Hepatology Society of the Philippines (HSP). It shall be responsible for all matters pertaining to the preparation and conduct of the Certifying Examination in Gastroenterology, Digestive Endoscopy, and Hepatology. The Specialty Board shall promulgate its own rules, regulations and procedures subject to the approval of the Board of Directors (BOD) of the PSG, PSDE and HSP.

- 11.1. Composition: The Board shall be composed of a Chairperson and at least four (4) members appointed by the BOD of the PSG, PSDE and HSP.
- 11.2. Term: The Chairperson of the Specialty Board shall be elected from amongst its members and shall serve a term of at least 1 year. Each of the Specialty Board members shall have a term of three (3) years designed in such a way that the term expires on staggered basis. Replacements shall be made upon the conclusion of a term. In case of resignation or incapacity, the BOD of PSG, PSDE, and HSP shall appoint a replacement.
- 11.3. Qualifications of Members of the Specialty Board:
  - 11.3.a. The members of the Board must be a fellow in good standing of the PSG, PSDE, and a member of HSP.
  - 11.3.b. Must have any of the following qualifications:
    - 1. A current or previous academic appointment in a medical college/university for at least three (3) years.
    - 2. Actively teaching gastroenterology in a medical college/university or part of the training committee in an accredited gastroenterology training program
    - 3. Past section chief or training officer of an accredited training institution
    - 4. Past president of the PSG, PSDE, or HSP
    - 5. Past member of the Accreditation Board, or CTP for at least 3 years
    - 6. Past department head or training officer in Internal Medicine in a Philippine College of Physician accredited training institution.
    - 7. Past member of the PSBIM for at least 3 years.
  - 11.3.c. Other qualifications shall be determined by the Specialty Board upon the approval of the Board of Directors.
- 11.4. Duties of the Specialty Board. The Specialty Board shall be responsible for the:
  - 11.4.a. Evaluation of the qualifications of applicants for the Certifying Examination in Gastroenterology, Digestive Endoscopy, and Hepatology;
  - 11.4.b. Preparation and administration of the Certifying Examinations in Gastroenterology, Digestive Endoscopy, and Hepatology;
  - 11.4.c. Submission to the PSG, PSDE, and HSP BOD the list of successful examinees within fifteen (15) days after the examination.
  - 11.4.d. Submission to the Board of Directors for approval the list of qualified candidates for diplomate at least forty-five (45) days prior to the Annual Business Meeting:
  - 11.4.e. Submission of an Annual report to the PSG, PSDE, and HSP Board of Directors.

11.4.f. Performance of other functions that may be assigned by the PSG, PSDE, and HSP BOD.

### Section 12

Physicians who have completed the training program in an accredited institution and passed the certifying examination administered by The College shall be certified as Diplomates in Gastroenterology, Digestive Endoscopy, and Hepatology.

# Article X Fees, Dues and Assessments

# 1. Application Fee:

An application fee shall be charged for Fellows and Members and shall be paid to the Society upon fulfilling of the application for membership.

### 2. Annual Dues:

There shall be annual dues for Fellows and Members as determined by the Board of Directors. Non-payment of dues within the prescribed period shall constitute delinquency.

## 3. Special Assessments:

Special contribution and/or assessments may be imposed by the Board of Directors and collected from the Fellows and Members as the occasion may demand or whenever necessary.

### 4. Funds:

The funds of the society shall be deposited in a bank in the name of the society. The bank shall be designated by the Board of Directors.

# Article XI Fiscal Year

The fiscal year of the Society shall begin on the first day of April and ends on the thirty-first of March of the following year.

# Article XII Seal

The seal of the Society must be in such form or design as the Board of Directors may adopt, but the full name of the Society must be inscribed therein.

# Article XIII Publications

### Section1

The Society shall have an official publication or journal and reserves the right to publish in its official organ, all papers read at its scientific meetings, seminars and symposia. This official publication or journal will be jointly published with the Philippine Society of Gastroenterology.

a. The Board of Directors of both societies shall appoint the Editor-in-Chief of the journal who shall serve a term of four (4) years without prejudice to re-appointment.

b. The Editor-in-Chief shall appoint his/her staff subject to the approval of the Board of Directors of the Philippine Society of Gastroenterology and the Philippine Society of Digestive Endoscopy.

### Section2

The Board of Directors of both Societies may initiate or terminate other publications as the need of the Societies may demand.

# Article XIV Indemnification

### Section 1

Indemnification. To the extent permitted by law, the Society shall indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending or completed action, suit or proceeding, whether civil, criminal, administrative or investigative (other than an action by or in the right of the corporation), by reason of the fact that he is or was or has agreed to become a director or officer of the Society or is or was serving or has agreed to serve at the request of the Society as a director or officer of another corporation, partnership. joint venture, trust or other enterprise (including employee benefit plans), or by reason of any action alleged to have been taken or omitted in such capacity, against costs, charges, expenses (including attorney's fees). judgments, fines and amounts paid in settlement actually and reasonably incurred by him or on his behalf in connection with any threatened, pending or completed action, suit or proceeding and any appeal therefrom, including but not limited to liability and expenses incurred on account of profits realized by him in the purchase and sale of securities of the Society, if and only if he acted in good faith and in a manner he reasonably believed to be in the best interest of the Society, and, with respect to any criminal action or proceeding, had no reasonable cause to believe his conduct was unlawful; the termination of any action, suit or proceeding by judgment, order, settlement, conviction or a plea of nolo contendere or its equivalent, shall not, of itself, create a presumption that the person did not act in good faith and in a manner which reasonably believed to be in the best interests of the Society, and, with respect to any criminal action or proceeding, had reasonable cause to believe that his conduct was unlawful.

### Section 2

Advance Payment of Costs, Charges and Expenses. To the full extent permitted by law, the Society shall, upon request, pay costs, charges and expenses (including attorney's fees) incurred by a person entitled to indemnification pursuant to the immediately preceding section in defending a civil or criminal action, suit or proceeding; provided, however, that the payment of such costs, charges and expenses incurred by a director or officer in his capacity as a director or officer (and not in any other capacity in which service was or is rendered by such person while a director or officer) in advance of any final disposition of such action, suit or proceeding shall be made only upon receipt of an undertaking by or on behalf of the director or officer to repay all amounts so advanced in the event that it shall ultimately be determined that such director or officer is not entitled to be indemnified by the Society as authorized in these By-laws; such costs, charges and expenses incurred by other employees, agents and contractors may be so paid upon such terms and conditions, if any, as the Board of Directors deem appropriate.

# Article XV Amendments of By-Laws

The By-Laws may be amended, altered, repealed or replaced with a new By-Laws adopted by a vote of a majority of the ACTIVE members and a majority vote of Board of Directors provided that the proposed

amendments shall have been sent to all members at least thirty (30) days before the meeting called for the purpose or any regular meeting where the amendment is in the agenda.

4/2320/04 3/09/2005 3/12/2008 3/12/2010 3/08/2011 3/08/2012 3/14/2013 3/27/2014 3/06/2015 3/09/2017 2/21/2019 3/14/2024 3/13/2025