
**BYLAWS
OF
THE INSTITUTE OF ELECTRICAL
AND ELECTRONICS ENGINEERS, INC.**

Adopted by the IEEE Board of Directors 8 January 1963, and
incorporating subsequent revisions through 23 June 2002.

I-100. MEMBERSHIP

I-101. Grades

1. The grades of IEEE membership and their abbreviations are
 - (a) Honorary Member (H/H IEEE)
 - (b) Fellow (F/F IEEE)
 - (c) Senior Member (SM/SM IEEE)
 - (d) Member (M/M IEEE)
 - (e) Associate (A/A IEEE)
 - (f) Student (S/S IEEE)
 - (g) Exchange (E/E IEEE)

Where used in these Bylaws, the term "member," when printed without an initial capital, includes all grades of membership.

I-102. Categories

1. **Categories.** The following categories of IEEE membership are

Exchange Members
Life Members
Retired
Minimum Income
Permanently Disabled
Unemployed

Requirements to qualify for these categories of membership shall be specified in the IEEE Policies, except for Life Members which shall be defined in these bylaws.

2. **Life Members.** The designation "Life Member" is applicable only to a member who has attained the age of 65 years and who has been a member of IEEE or one of its predecessor societies for such a period that the sum of his/her age and his/her years of membership equals or exceeds 100 years. All members having the designation "Life Member" or "Member-for-Life" in the predecessor societies shall be designated as a "Life Member" in the IEEE. Any member who would have been qualified on or before 31 December 1963 to be a Member-for-Life of AIEE, under the rules of eligibility of AIEE, or to be a Life Member of IRE, under the rules of the IRE, shall be qualified to be a Life Member of IEEE.

I-103. Affiliates

1. **Definition.** The designation "Affiliate of IEEE Society" refers to individuals who are not IEEE members but who are entitled to participate in certain activities under provisions established by the Board of Directors. The qualifications for Society Affiliates, rights, privileges, and dues are established by the Board of Directors. Affiliates do not qualify for any special membership categories as defined in IEEE Bylaw I-102.1.

I-104. Qualifications

Membership qualifications pertain to designated fields of interest to IEEE, including electrical engineering, electronics, computer engineering and computer sciences, and the allied branches of engineering and related arts and sciences.

1. **Honorary Members.** Honorary Members are elected by the Board of Directors from among those individuals, not members of IEEE, who have rendered meritorious service to humanity in IEEE's designated fields of interest. An affirmative vote of two-thirds of the members of the Board of Directors present at the time of the vote, provided a quorum is present, is required for election at a regularly constituted meeting.
2. **Fellow.** The grade of Fellow recognizes unusual distinction in the profession and shall be conferred only by invitation of the Board of Directors upon a person with an extraordinary record of accomplishments in any of the IEEE fields of interest. The accomplishments that are being honored should contribute significantly to the advancement of engineering science and technology. The year of election to the grade of Fellow is the year following affirmative action by the Board of Directors in conferring the grade of Fellow. The candidate shall hold Senior Member grade at the time the nomination is submitted. Normally, the candidate shall have been a member in any grade for a period of five years or more preceding January 1 of the year of election; however, the five-year membership requirement may be waived for a Fellow candidate who has been engaged in professional practice (as needed to qualify for Senior Member grade) in a geographical area where, in the judgment of the Board of Directors, it was difficult to become a member previously, as evidenced by the absence of a Section previously and the recent formation of a new Section to cover that geographical area. In such case, membership of five years or more in a recognized local electrical, electronics, or computer engineering society may substitute for the five-year IEEE membership requirement, when the nomination is submitted within four years after the formation of the new Section.
3. **Senior Member.** The grade of Senior Member is the highest for which application may be made and shall require experience reflecting professional maturity. For admission or transfer to the grade of Senior Member, a candidate shall be an engineer, scientist, educator, technical executive, or originator in IEEE-designated fields.

The candidate shall have been in professional practice for at least ten years and shall have shown significant performance over a period of at least five of those years, such performance including one or more of the following:

- (a) Substantial engineering responsibility or achievement, or
- (b) Publication of engineering or scientific papers, books, or inventions, or

100 MEMBERSHIP

- (c) Technical direction or management of important scientific or engineering work with evidence of accomplishment, or
 - (d) Recognized contributions to the welfare of the scientific or engineering profession, or
 - (e) Development or furtherance of important scientific or engineering courses in a "recognized educational program," or
 - (f) Contributions equivalent to those of (a) to (e) in areas such as technical editing, patent prosecution, or patent law, provided these contributions serve to advance progress substantially in IEEE-designated fields.
4. Member. The grade of Member is limited to those who have demonstrated professional competence in IEEE-designated fields. For admission or transfer to the grade of Member, a candidate shall be either
- (a) An individual engaged in IEEE-designated fields (1) who shall have received a baccalaureate degree or its equivalent in those fields from a "recognized educational program," (see Bylaw I-104.10) or (2) who shall have had at least three years of experience in a position normally requiring the qualification listed under (1), which may be accepted in lieu of the educational requirements at the discretion of the Admission and Advancement Committee.
 - (b) A teacher of a subject in an IEEE-designated field who shall have received a baccalaureate degree or its equivalent in those fields from a "recognized educational program," or who has had at least three years of professional teaching experience and shall have participated in planning and conducting courses.
 - (c) A person regularly employed in IEEE-designated fields for at least six years who, by experience, has demonstrated competence in work of a professional character.
 - (d) An executive who, for at least six years, has had under his/her direction important technical, engineering, or research work in IEEE-designated fields.
5. Associate. The grade of Associate is designed for technical and nontechnical applicants who do not presently meet the qualifications for Member grade, but who would benefit through membership and participation in the IEEE, and for those who are progressing, through continuing education and work experience, towards the qualifications for Member grade.
6. Student.
- (a) A Student Member must carry at least 50% of a normal full-time academic program as a registered undergraduate or graduate student in a regular course of study in IEEE designated fields.
 - (b) Student Members, upon graduation with at least a baccalaureate degree or its equivalent from a "recognized educational program," shall be transferred to Member grade.
- (c) Student Members other than those qualifying under subparagraph (b), upon graduation with at least a two-year degree, shall be transferred to Associate grade.
7. Course Completion Equivalent. Graduation from a course of at least 18 months duration of study in a curriculum related to IEEE fields of interest but in a program not approved as a "recognized educational program" may be accepted as equivalent to one year's professional experience in those fields.
8. Graduate Work Equivalent. Full-time graduate work, or part-time graduate work with teaching or research, in IEEE designated fields, may be accepted as equivalent to professional experience.
9. Time Requirements. The time requirements for admission or transfer to any grade of membership may be satisfied by applying pro rata the experience of the candidate under the various alternative requirements for the grade.
10. Reference list of Educational Programs (REP List). The Educational Activities Board shall be responsible to the Board of Directors for the development of policies and criteria pertaining to the "Reference list of Educational Programs." The term Reference list of Educational Programs refers to programs of a university, university system, or a college (including bona fide junior and community colleges or a technical institute) that meet accreditation standards of the appropriate national, regional, or professional accrediting bodies. Because of the wide variety of educational situations in the Regions outside the United States, those respective Region Committees shall be responsible, working through their Region Directors and the Regional Activities Board, for assisting the Educational Activities Board in the applications of these policies and criteria to insure that there is a fair and proper judgment on the equivalence of seemingly disparate educational programs. Reports on such joint efforts will be reported to the Educational Activities Board and the Regional Activities Board annually. The Reference list of Educational Programs (REP List) is an internal job aid for exclusive use of IEEE staff in determining admission and advancement qualification for membership based on education. As such, the REP List shall not be used for any other purposes without the advance approval of the Executive Director.
11. Exchange Member. To qualify for admission as an Exchange Member, the applicant shall be a member in good standing of a technical or scientific society recognized by the IEEE Executive Committee for Exchange Membership privileges, provided such privileges are reciprocally offered to IEEE members by the society so recognized.
12. Statement of Nonprejudice. Admission to membership in IEEE in any grade shall not be affected by the race, religion, nationality or sex of the applicant.
13. Member Obligations. Membership in IEEE in any grade shall carry the obligation to
- (a) Abide by the IEEE Constitution, Code of Ethics, Bylaws, and Policies and Procedures; and,
 - (b) Support the enhancement of IEEE principles, objectives, and activities.

14. Suspended Member Privileges. Members under IEEE suspension shall be regarded as members not in good standing and, for the period of their suspension, denied member privileges with the exception of member insurance benefits.

I-105. Privileges

1. Honorary Members. Honorary Members shall be entitled to all rights and privileges of the IEEE except the right to hold office therein.
2. Fellows. Fellows shall be entitled to all rights and privileges of the IEEE.
3. Senior Members. Senior Members shall be entitled to all rights and privileges of the IEEE except the right to serve on the Fellow Committee.
4. Members. Members shall be entitled to all rights and privileges of the IEEE except the right to hold (1) any corporate office, (2) the office of Director, (3) membership on the Admission and Advancement Committee, the Awards Board, or the Fellow Committee.
5. Associates. Associates shall be entitled to attend meetings of IEEE members, to vote only on matters presented to groups of members (such as Societies and Sections), and to be appointed on committees with the right to vote when specifically approved by the Board of Directors or the Executive Committee. (See Bylaw I-310.)
6. Student Members. Student Members shall have the rights and privileges of the Member grade, except the right to vote. Additional rights and privileges or limitations thereof, if any, shall be specified by the Regional Activities Board.
7. Exchange Members. Exchange Members shall have the rights and privileges of the Member grade, except the right to vote and the right to hold any IEEE office.
8. Life Members. Life Members have those privileges associated with their grade immediately before becoming a Life Member or with such higher grade to which they may be advanced.

The foregoing notwithstanding, the rights and privileges of members and affiliates shall be limited from time to time to the extent necessary to comply with all applicable laws and regulations.

I-106. Application/Nominations-Requirements; References; Submission Procedures; Reapplication; Appeals

Applications and nominations for admission to IEEE membership, or for advancement to a higher grade of membership, shall be made on forms provided by IEEE and shall embody a record of the applicant's technical education and career. The names of references shall be provided as specified in this Bylaw. References shall be requested to complete and submit the confidential form prescribed by IEEE, commenting on the qualifications of the applicant or nominee, as the case may be.

1. Reference Requirements. Applications for membership shall indicate names of references as follows:

For admission or elevation to Senior Member grade--
Three Fellows, Senior Members, or Honorary Members.

For admission to Member grade -- none required.

For elevation from Associate to Member Grade -- none required.

For admission to Student grade -- The Branch Counselor at the applicant's institution, if such Branch Counselor exists; otherwise, a member of the faculty of the applicant's institution who must be an IEEE member.

2. References by Non-members. If an applicant or nominee for admission or elevation to Senior Member grade is not known by the number of IEEE members specified in Bylaw I-106.1 who would have sufficient personal knowledge of the applicant's accomplishments to serve as a reference, the IEEE at its discretion may accept other references who are familiar with the applicant's professional work; such references preferably should be engineers and scientists of standing.
3. Regional Activities Board Scope of Action. The Regional Activities Board is authorized to act for the Board of Directors to coordinate, encourage, and support membership development and to administer admissions and grade advancements, all in accordance with policies, rules, and procedures approved by the Board of Directors and excepting matters pertaining to the Honorary Member and Fellow grades. Questions of interpretation, waivers of requirements, and issues involving two or more major organizational units shall be referred to the Executive Committee for adjudication, or review and recommendation to the Board of Directors for their final approval.
4. Submission of Application/Nomination. An application or nomination for admission or elevation may be submitted (1) by a candidate, or (2) on behalf of a candidate by a sponsor, such as an IEEE member or an IEEE organizational unit (such as a Chapter, Section, or Society).
 - (a) When an application or nomination is submitted for admission to Associate or Member grade, the candidate shall be notified of the action by or on behalf of the Admission and Advancement Committee.
 - (b) When the application or nomination for admission or elevation to Senior Member grade, or elevation to Member grade is submitted by a sponsor, the sponsor shall be notified of the action by or on behalf of the Admission & Advancement Committee and, if the action is affirmative, the candidate also shall be notified.

Elections shall become effective on the date of action by the Admission and Advancement Committee unless payment of dues or fees is required, in which case the date of receipt of response from the candidate shall be the effective date.

The requirement for an application, with references, shall be waived for the orderly progression from Student to Associate or Member grade.

5. Senior Member Application. Senior Member grade is the highest grade for which application may be made for admission or advancement. Elections to Fellow and Honorary Member grades are by the Board of Directors, following nomination and review procedures given in the IEEE Policies and Bylaw I-306.7, respectively.
6. Admission and Advancement Committee. Applications for admission or advancement in grade shall be referred to the Admission and Advancement Committee. Procedures for elections shall be established by the Admission and Advancement Committee. The Admission and Advancement Committee may delegate to the Executive

100 MEMBERSHIP

Director, or the Executive Director's appointed representative, authority to elect or transfer applicants to the grade of Student, Associate, or Member when there is evidence that the requirements of Bylaw I-104 have been fulfilled. When so authorized, the Executive Director shall render regular reports to the Admission and Advancement Committee of the elections and transfers so processed.

7. Reapplication. A reapplication for admission or advancement in grade may be made after the expiration of one year from the date of a rejection.
8. Appeal Committee. A candidate whose application for admission or grade advancement is denied by the Admission and Advancement Committee may appeal the decision through an Admission and Advancement Appeal Committee. Notification of the appeal and its rationale are to be sent to the Vice President-Regional Activities, with a copy to the RAB Staff Secretary.

The Appeal Committee will be comprised of the Vice President-Regional Activities, the Vice President-Technical Activities, and the Vice President-Educational Activities.

I-107. Organizational Units Defined; Hierarchy, Structure and Membership Types

1. Definition. An IEEE organizational unit is a subset of the entire IEEE membership that has been formed to carry out particular educational, geographic, professional, technical, or other appropriate activities of interest and service to those who are members of that organizational unit as permitted by law.
2. Hierarchy. Each IEEE organizational unit shall be an integral part of the IEEE and not a separate organization.
3. Membership. Membership in an organizational unit may be automatic, that is, by virtue of being an IEEE member, or it may be by member choice.
4. Requirement. Membership in an organizational unit may require dues, assessments, or other forms of payment.
5. Structure. An organizational unit may contain other organizational units. (See Bylaw I-304.2 for a definition of major IEEE organizational units.)

I-108. Dues, Assessments, and Fees

1. Definitions.
 - (a) Institute Dues. IEEE Dues are the basic (core) costs for membership in the IEEE and must be paid by all members. They can only be levied or changed by the Board of Directors.
 - (b) Organizational Unit Dues. Organizational unit Dues are "member choice" payments for membership in an organizational unit to which it is not mandatory for an IEEE member to belong.
 - (c) Assessments. Assessments are payments required of members by virtue of their automatic membership in an organizational unit.
 - (d) Fees. Fees are "member choice" payments for products and services offered to the membership on an optional basis (e.g., subscriptions to periodicals.)

IEEE Dues and Assessments shall be specified elsewhere in these Bylaws.

2. Assessments and Changes Thereto. Assessments that apply to all IEEE members shall be approved by action of two-thirds of the votes of the Board of Directors present at the time of the vote, provided a quorum is present.

Changes in assessments for ABET, and AAES, shall be approved by action of two-thirds of the votes of the Board of Directors present at the time of the vote, provided a quorum is present.

Changes in assessments other than those named above, and that apply to a specific organizational unit, and not to all IEEE members, shall be brought to the Board of Directors for consideration. The Board of Directors may either approve the change by action of two-thirds of the votes of the Directors present at the time of the vote, provided a quorum is present, or require, by a majority vote, that all IEEE voting members of the organizational unit be given the opportunity to express their opinion. If their opinion is required, all eligible members of the organizational unit shall be sent written notice and ballots at least 30 days in advance of the close of balloting. If a majority of those members voting on the issue are in favor of the new assessment, the change may be brought back to the Board of Directors and approved by action of two-thirds of the votes of the Directors present at the time of the vote, provided a quorum is present.

3. Payments. Any "member choice" payments shall be handled in accordance with the operating rules as specified in the operations manual of the organizational unit receiving them. Other payments, except as noted in other paragraphs of these Bylaws, shall be set by the Board of Directors.
4. Annual Dues Period; Billing Cycle; Proration Schedule; Waiver or Reductions; Methods of Payment. The annual dues period shall be the calendar year. The procedures, billing schedule, proration schedule, waiver or reduction of, and acceptable methods of payment related to the collection of members dues, assessments and fees shall be specified in the IEEE Policies.
5. IEEE Dues: The IEEE dues for all grades other than Student, except as noted in other paragraphs of this Bylaw, shall be one-hundred and ten dollars (\$110.00) for the 2003 membership year.

Using the 2002 dues as the base, beginning with the 2003 membership year, increases shall be made in accordance with the current rate of inflation, in the United States based on the Consumer Price Index (CPI), rounding up to the nearest whole dollar.

The amount allocated to Regions, Sections, Chapters, Affinity Groups and Student Branches will equal 12% of member dues.

6. Annual Dues and Assessments: In addition to the basic dues, the following annual assessments shall apply for members residing in:
 - Regions 1-6 and in the United States, thirty three dollars (\$33.00), thirty one dollars (\$31.00) of which shall support IEEE-USA including any support of AAES dues and associated operating expenses, and two dollars (\$2.00) of which shall

be reserved for the Educational Activities Board (EAB) to support ABET dues and associated operating expenses.

Region 1, two dollars (\$2.00) for Region 1
 Region 4, one dollar (\$1.00) for Region 4
 Region 5, two dollars (\$2.00) for Region 5
 Region 7, fifteen dollars (\$15.00) for Region 7
 Region 8, eleven dollars (\$11.00) for Region 8
 Region 9, four dollars (\$4.00) for Region 9
 Region 10, five dollars (\$5.00) for Region 10

There shall be no dues and assessments for Honorary Members.

7. Student Dues. The Institute dues for Student Grade shall be thirty dollars (\$30.00) per year for Students in Regions 1-7 and twenty five dollars (\$25.00) for Students in Regions 8-10.

Student Members in good standing transferring to any other grade upon graduation from the first degree that would make them eligible for such a grade, shall pay graduated dues, assessments, and Society dues following graduation as follows, provided membership is maintained without loss of continuity during these years:

First Year	50%
Second Year	100 %

Student Members continuing their education beyond this first degree will phase into the graduated schedule above on a prorated basis from the date of this first degree.

An IEEE Student Member may join as many of the IEEE Societies as serve the Student's interests and may subscribe to Society periodical options available to higher grade Society members. The Student membership dues and optional periodical prices shall be established annually by the individual Societies/Councils/Committees. If no specific rates are provided, Student Society dues will not exceed 50% of Member dues and Student subscription rates for optional periodicals will not exceed 75% of Member rates. Individual dues will be rounded up to the next whole dollar.

8. Life Members-Dues Waived. Dues and assessments, if any, shall be waived on 1 January of the year following attainment of Life Member status as defined in Bylaw I-102.2. In determining the required years of membership, the following rules shall apply:
- Only years in which membership dues were paid shall be counted.
 - Student membership years shall be counted.
 - Years need not be consecutive.
 - Years in which membership dues were paid to AIEE or IRE shall be counted.
 - A year of concurrent membership in both AIEE and IRE shall be counted as one year only.

Life Membership in IEEE entitles the member to receive, free of charge, the services and publication(s) provided for the basic IEEE dues and assessments, on the condition that the Life Member confirms each year that such services/publication(s) are still desired. The consequences

of failure to adhere to this requirement shall be specified in the IEEE Policy Manual.

An individual who has had not less than five years of Society or IEEE-SA membership, immediately prior to attaining Life Membership, or completes such five-year membership while a Life Member, may continue a Life Membership in such Society or IEEE-SA, respectively, without dues payment. Life Membership in a Society or IEEE-SA entitles the member to receive, free of charge, the services and publication(s) provided for the basic Society dues or IEEE-SA dues, on the condition that the Life Member confirms each year that such services/publication(s) are still desired.

I-109. Resignation

- Written Notice. A member in good standing may resign by submitting a written resignation to the IEEE Secretary.
- Approval to Resume Membership. Subject to the approval of the Admission and Advancement Committee, a resigned member may resume membership upon payment of the current dues, assessments, and fees, as appropriate. Continuity of membership(s) may be obtained by payment of the dues and any assessments or fees pertaining to the lapsed years.

I-110. Member Discipline and Support

- Cause for Expulsion, Suspension, or Censure. A member of the IEEE may be expelled, suspended, or censured for cause. Cause shall mean conduct that is determined to constitute a material violation of the Constitution, Bylaws, or Code of Ethics of IEEE, or other conduct that is seriously prejudicial to IEEE.

The Board of Directors at its discretion may notify the membership of any expulsion, suspension, or censure. Any such notification may include a statement of the circumstances surrounding such action.

No person who has been expelled from membership and no member who has been suspended shall (during the period of the suspension) be allowed any of the rights or privileges of membership in the IEEE. Service on committees and boards, at all levels, shall be denied to a person expelled or suspended (during the period of the suspension) from the IEEE.

Notwithstanding anything in these Bylaws to the contrary, an affirmative vote of two-thirds of the votes of the members of the Board of Directors present at the time of the vote, provided a quorum is present, shall be required to approve the readmission to membership of a former member (a) who has been expelled under the provisions of this Bylaw, or (b) who resigned after the Committee referred to in Bylaw I-110.2 instituted proceedings against such member.

- Member Conduct Complaints. The Ethics and Member Conduct Committee shall consider instituting proceedings looking toward the expulsion, suspension, or censure of a member upon receipt of a complaint in the form of an affidavit, notarized, and signed by any member in good standing of the IEEE, which sets forth with reasonable specificity the alleged conduct of the accused member that is alleged to constitute cause for expulsion, suspension or

100 MEMBERSHIP

censure. No conduct alleged to have occurred more than two years prior to the date on which the complaint is received shall be considered by the Ethics and Member Conduct Committee. Such proceedings shall be instituted if the Ethics and Member Conduct Committee determines, after a preliminary investigation, that there is a reasonable basis for believing (1) that the facts alleged in the complaint, if proven, would constitute cause for expulsion, suspension, or censure of the accused member, and (2) that the facts alleged in the complaint can be proven. In making such preliminary investigation, the Ethics and Member Conduct Committee may act in its own behalf or through ad hoc committees appointed by and under the direction of the Chair of the Ethics and Member Conduct Committee. The Ethics and Member Conduct Committee shall not be required to initiate an investigation unless the person(s) submitting a complaint agree in writing to attend any hearing instituted pursuant to Bylaw I-110.3, if so requested by the accused member or the Ethics and Member Conduct Committee.

3. Hearing Panel. The Board of Directors shall appoint at least 20 members of the IEEE in good standing, none of whom is a Director or an employee of IEEE, to serve as a panel from which the Executive Committee shall select, as may be required, not fewer than five nor more than nine persons (a hearing board) to hear each complaint and make findings in proceedings instituted by the Ethics and Member Conduct Committee. In addition, the Executive Committee shall designate a first and second alternate for each hearing board to serve in place of one or more hearing board members should such member(s) become disqualified after selection.

Individuals so appointed and selected shall serve on such panel no longer than two years from the date of their appointment, except that they shall continue to serve on a hearing board in any complaint proceeding not concluded prior to the date for termination of their appointment. Upon instituting any such proceeding, the Ethics and Member Conduct Committee shall furnish the accused member with a copy of the complaint, shall give notice to such member of the time and place scheduled for hearing the complaint, and shall invite the member to present at such time a defense either in person, in writing, or by an authorized representative. The Ethics and Member Conduct Committee, or its authorized representative, shall present the case against the accused member at the hearing.

The board hearing the charges shall base its decisions only on testimony and other evidence presented at the hearing. The accused member or the member's authorized representative shall have an opportunity at such hearing to present testimony and other evidence and to confront the evidence supporting the complaint. A finding by the hearing board that the accused member's conduct constitutes cause, as set forth in Bylaw I-110.1, shall require an affirmative vote of a majority of the members of the hearing board present at the time of the vote, provided a quorum is present. The hearing board may recommend to the Board of Directors that the Board determine the sanction to be imposed, or, unless the Board of Directors or the Executive Committee requests that the question of sanction be determined by the Board of Directors, the hearing board may itself impose the sanction; provided, however, that any imposition of the sanction of expulsion or suspension by the hearing board shall require an affirmative determination by two-thirds of its members that the conduct not only constitutes cause for sanction, but also is seriously prejudicial to the best interests of IEEE or of the

engineering profession. All findings and recommendations by the hearing board shall be in writing.

If the hearing board finds that the accused member's conduct constitutes cause, as set forth in Bylaw I-110.1, the Board of Directors shall review the findings and determinations or recommendations made by the hearing board. The complaint, all evidence submitted to the hearing board, and the written findings and determinations or recommendations of the hearing board shall be made available to the Board of Directors. The final action of the Board of Directors shall be by recorded ballot at a meeting of the Board of Directors. If the complaint was signed by a Director, such Director shall not be eligible to vote. The Board of Directors shall notify the member of the decision taken and, if the member is expelled, shall drop the member's name from the rolls of the IEEE.

An affirmative vote by a majority of the entire Board of Directors shall be required to sustain the hearing board's findings as to cause and determination as to sanction, and if the hearing board's determination as to sanction is to expel or suspend the member, an affirmative vote of two-thirds of the votes of the members of the Board of Directors present at the time of the vote, provided a quorum is present shall be required to sustain the sanction.

In the event that the Board of Directors sustains a finding by the hearing board as to cause, but either the hearing board made no determination as to sanction, or the sanction determined by the hearing board is not sustained by the Board of Directors, then the sanction shall be determined by the Board of Directors by an affirmative vote of a majority of the entire Board of Directors; provided, however, that an affirmative vote of two-thirds of the votes of the members of the Board of Directors present at the time of the vote, provided a quorum is present, shall be required to suspend or expel a member; and provided further that the Board of Directors may reduce, but may not increase, the sanction determined by the hearing board. Subject to the vote requirements set forth in the preceding sentences, the determination of whether to expel, suspend, or censure an accused member shall be made by the hearing board or the Board of Directors, as the case may be, on the basis of the severity of the wrongful conduct of the accused member, the extent to which IEEE's interests were prejudiced as a result of such conduct, and other factors that the hearing board or the Board of Directors considers relevant in the circumstances of the particular case; provided, however, that the hearing board or the Board of Directors shall determine to expel or suspend a member only if it determines that such member's conduct not only constituted cause for sanctions, but also was seriously prejudicial to the best interests of IEEE or of the engineering profession.

4. Requests for Support. The IEEE may offer support to engineers and scientists involved in matters of ethical principle that stem in whole or in part from adherence to the principles embodied in the IEEE Code of Ethics, and that can jeopardize a person's livelihood, can compromise the discharge of the person's professional responsibilities, or that can be detrimental to the interests of IEEE or of the engineering profession. All requests for support containing allegations against persons not members of IEEE or against employers or others, requests for advice, and matters of information considered to be relevant to the ethical principles or ethical conduct supported by IEEE shall be submitted initially to the Ethics and Member Conduct Committee. Requests for support shall not include requests

that the Ethics and Member Conduct Committee support a member who is the subject of a complaint as set forth in Bylaw I-110.2. IEEE support of persons requesting intervention or amicus curiae participation in legal proceedings shall be limited to issues of ethical principle.

The Ethics and Member Conduct Committee, following a preliminary investigation of any requests for support received, shall submit a report to the Executive Committee, which shall include findings and recommendations for consideration by the Executive Committee. The Executive Committee may, if it deems it appropriate to do so, appoint an advisory board to assist it in considering such report. On the basis of information available, the Executive Committee may thereafter offer support to the person making the request as appropriate to the circumstances and consistent with Sections 7.9 and 7.10 of the current IEEE Policies. The Executive Committee shall make the final decision as to supporting the person, unless the Executive Committee or the Board of Directors determines that the Board of Directors should make such final decision.

The Board of Directors, or the Executive Committee upon approval of the Board of Directors, may publish findings, opinions, or comments in support of the person and take such further action as may be in the interests of that person, the IEEE, or the engineering profession.

5. Misrepresentation. If information is presented to the Executive Committee indicating that the applicant for membership or transfer to a higher grade has been elected on the basis of an application containing apparent material misrepresentations or false statements, the Executive Committee shall investigate and provide the member an opportunity to submit an explanation. If the Executive Committee concludes that such membership was obtained through material misrepresentations or false statements, the membership shall be terminated with notice mailed to the member.

I-111. Removal or Suspension of Delegates, Directors, and Officers

1. Vote to Remove Delegate/Director-Officer. A Delegate/Director-Officer elected by the voting members of IEEE may be removed, with or without cause, by vote of the voting members of IEEE, as follows:
 - (a) Within thirty days following either (i) the affirmative vote of two-thirds of the votes of the members of the Board of Directors, present at the time of the vote, provided a quorum is present, on a motion to remove such Delegate/Director-Officer, or (ii) the receipt by IEEE Headquarters or Operations Center of a petition signed by at least 10% of the total number of voting members of IEEE moving for the removal of such Delegate/Director-Officer, a ballot on such motion shall be submitted to the voting members of IEEE.
 - (b) If a majority of the ballots cast for or against such motion are to remove such Delegate/Director-Officer, such Delegate/Director-Officer shall be removed from such positions.
2. Vote to Remove Delegate/Director-Officer of an Organizational Unit. A Delegate/Director Officer elected by the voting members of an IEEE organizational unit may be removed from office, with or without cause, by a vote of the voting members of the IEEE organizational unit who elected that person, as follows:
 - (a) Within thirty days following either (i) the affirmative vote of two-thirds of the votes of the members of the Board of Directors present at the time of the vote, provided a quorum is present, on a motion to remove such Delegate/Director, or (ii) the receipt by IEEE Headquarters or Operations Center of a petition signed by at least 10% of the total number of voting members in such an organizational unit moving for the removal of such Delegate/Director, a ballot on such motion shall be submitted to the voting members of such an organizational unit.
 - (b) If a majority of the ballots cast for or against such motion are to remove such Delegate/Director, such Delegate/Director shall be removed from such positions.
 - (c) Bylaws or Operations Manuals specific to each IEEE organizational unit may define any further procedures beyond this Bylaw I-111.2.
3. Election Recall. Written ballots will be valid only when received in an envelope marked "Ballot" and when the voting member's signature is furnished in accordance with the instructions accompanying the ballot. Only ballots arriving in IEEE Headquarters or Operations Center, or received by an organization delegated by the Executive Committee, before twelve o'clock noon on the first working day following the sixtieth day after the ballots were mailed (the "final recall election ballot receipt date") shall be valid. Ballots shall be checked, opened, and validated and votes shall be tallied under the actual or delegated supervision of the Tellers Committee not later than the fifth working day following the final recall election ballot receipt date. As provided in Bylaw I-306.19, the Tellers Committee shall announce the result of the tally of the votes no later than the eighth working day following the final recall election ballot receipt date in a report to the Board of Directors signed by the Chair of the Tellers Committee, a copy of which shall be sent to the person who is the subject of the recall election. Subject to Bylaw I-306.4, the removal of such person shall be effective 15 days after the date of such report.
4. Vote to Remove Assembly-Elected Director. A Director or Director-Officer elected by the Assembly may be removed from the position as Director or Director-Officer, with or without cause, by affirmative vote of two-thirds of the members of the Assembly who vote on a motion to remove such Director or Director-Officer, such removal to be effective at the time specified in such motion.
5. Suspension by the Board of Directors. An Officer elected by the Assembly or the voting members may not be removed from the position as an Officer by the Board of Directors, but his/her authority to act as an Officer may be suspended by the Board of Directors for cause, as follows:
 - (a) Cause shall mean conduct that is determined to constitute a material violation of the Constitution, Bylaws, or Code of Ethics of IEEE, or other conduct that is seriously prejudicial to IEEE.
 - (b) Upon receipt by the members of the Board of Directors of a complaint in the form of an affidavit, notarized and signed by at least three members of the Board of Directors, which sets forth with reasonable specificity

100 MEMBERSHIP

the alleged conduct of an Officer occurring during the term as Officer that is alleged to constitute cause for the suspension of such Officer's authority to act as an Officer, such complaint shall be promptly transmitted to the Ethics and Member Conduct Committee. In the discretion of the Board of Directors, the authority of the accused Officer to act as an Officer may be temporarily suspended pending further proceedings, but only if the Board of Directors concludes, by an affirmative vote of two-thirds of the votes of the Directors present at the time of the vote, provided a quorum is present, on the question, that the alleged misconduct, if proven, is so seriously prejudicial to IEEE that such temporary suspension pending further proceedings is necessary in the best interests of IEEE. The members of the Board of Directors who signed the complaint shall not vote on the question.

- (c) The Ethics and Member Conduct Committee shall institute proceedings looking towards the suspension of such Officer's authority to act as an Officer if the Ethics and Member Conduct Committee determines, after a preliminary investigation, that there is a reasonable basis for believing (1) that the facts alleged in the complaint, if proven, would constitute cause for such suspension, and (2) that the facts alleged in the complaint can be proven. In making such preliminary investigation, the Ethics and Member Conduct Committee may act in its own behalf or through ad hoc committees appointed by and under the direction of the Chair of the Ethics and Member Conduct Committee. The Ethics and Member Conduct Committee shall not be required to initiate an investigation unless the persons submitting a complaint agree in writing to attend any hearing instituted pursuant to subdivision (d) of this Bylaw, if so requested by the accused Officer or the Ethics and Member Conduct Committee.
- (d) Any proceedings instituted by the Ethics and Member Conduct Committee shall be heard by a hearing board selected in the manner provided in Bylaw I-110.3. Upon instituting any such proceeding, the Ethics and Member Conduct Committee shall furnish the accused Officer with a copy of the complaint; shall give notice to such Officer of the time and place scheduled for hearing the complaint; and shall invite the Officer to present at such time a defense either in person, in writing, or by an authorized representative. The Ethics and Member Conduct Committee, or its authorized representative, shall present the case against the accused Officer at the hearing. The hearing board shall base its decision only on testimony and other evidence presented at the hearing. The accused Officer or the Officer's authorized representative shall have an opportunity at such hearing to present testimony and other evidence and to confront the evidence supporting the complaint. A finding by the hearing board that the accused Officer's conduct constitutes cause shall require an affirmative vote of a majority of the votes of the hearing board members present at the time of the vote, provided a quorum is present. All findings by the hearing board shall be in writing.
- (e) If the hearing board finds that the accused Officer's conduct constitutes cause, the Board of Directors shall review the findings made by the hearing board. The complaint, all evidence submitted to the hearing board, and the written findings of the hearing board shall be

made available to the Board of Directors. An affirmative vote of a majority of the votes of the members of the Board of Directors present at the time of the vote, provided a quorum is present, shall be required to affirm the hearing board's finding that the accused Officer's conduct constitutes cause. If such a finding is affirmed, a separate affirmative vote of two-thirds of the votes of the members of the Board of Directors present at the time of the vote, provided a quorum is present shall be required to determine the period of time during which the Officer's authority to act as an Officer shall be suspended. The members of the Board of Directors who signed the complaint shall not vote on either of the foregoing questions.

- 6. Suspension of an Officer. An Officer's authority to act in any official capacity shall automatically be suspended for any period during which his/her authority to act as an Officer is suspended as provided in Bylaw I-111.5.
- 7. Vote to Remove Member of an IEEE Standing Board or Committee. A member of an IEEE Standing Board or Committee may be removed as a member of that Board or Committee, with or without cause, by affirmative vote of two-thirds of the votes of the members of the appointing body present at the time of the vote, provided a quorum is present, to remove such Board or Committee member.
- 8. Vote to Remove IEEE Representatives. An IEEE Representative appointed to an outside organization by the Board of Directors, Executive Committee, or major board may be removed from the position as an IEEE Representative, with or without cause, by affirmative vote of two-thirds of the votes of the members of the appointing body present at the time of the vote, provided a quorum is present, to remove such IEEE Representative.