

BYLAWS OF BIHAR JHARKHAND OF SOUTH CAROLINA

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Article I: Name and Purpose

Section 1. Name The name of the organization shall be **Bihar Jharkhand of South Carolina (BJSC)**.

Section 2. Purpose Bihar Jharkhand of South Carolina is a nonprofit public benefit organization-organized exclusively for charitable, cultural, and educational purposes under Section 501(c)(3) of the Internal Revenue Code. The organization aims to promote the culture, heritage, and community engagement of the people from the Indian states of Bihar and Jharkhand residing in South Carolina.

Article II: Offices

Section 1. Principal Office The principal office of the organization shall be located in the State of South Carolina.

Section 2. Other Offices The organization may also have offices at such other places as the Board of Directors may determine.

Article III: Membership

Section 1. Membership

Bihar Jharkhand of South Carolina shall not have paid members as defined under the South Carolina Nonprofit Corporation Act. However, the Board of Directors may establish categories of supporters or community participants.

Section 2. Membership Eligibility

Membership shall be open to any individual who supports the mission and purpose of the BJSC and has a root from the Indian state of Bihar and Jharkhand. Membership is not restricted by race, religion, gender or any other protected characteristic.

Preference shall be given to individuals who have cultural, familial, or ancestral ties to the Indian states of Bihar or Jharkhand, or who actively support the cultural heritage and community engagement goals related to those regions.

Section 3. Classes of Membership

The Organization may establish one or more classes of membership, including but not limited to:

- Yearly Members
 - Any member of BJSC who has taken annual membership by paying an annual membership fee.
- General Members
 - Any member who has not paid for the yearly membership but are part of the BJSC group.
 - General members can participate in all the BJSC events. For the paid events, general members will be required to pay a participation fee.

Section 4. Yearly Membership Rights

Members may be granted the right to:

- Nominate to be part of the Board of members
- Vote on certain matters as defined by the Board or bylaws
- Vote in the election process based on the election steps defined below
- Attend member meetings and events
- Receive communications and updates
- Provide Feedback

Section 5. Dues

The Board of Directors may establish annual membership dues and a schedule for payment. Dues may vary by class of membership.

Section 6. Termination of Membership

Membership may be terminated by:

- Nonpayment of dues (if applicable)
- Conduct deemed detrimental to the BJSC organization by a majority vote of the Board of Directors

Section 7. Non-Transferability

Membership is not transferable or assignable.

Section 8. Do's for Community Members

- **Respect Others**: Treat all members with dignity, kindness, and fairness regardless of background, beliefs, or opinions.
- **Participate Actively**: Engage in events, meetings, and volunteer opportunities to help strengthen the community.

- **Communicate Constructively**: Use respectful language and tone in all group communications (in person, on social media, or messaging platforms).
- **Support Inclusivity**: Welcome and encourage participation from all individuals who have ties to Bihar and Jharkhand, regardless of language, region, or religion.
- **Promote Culture**: Contribute to preserving and promoting the rich cultural heritage of Bihar and Jharkhand.
- **Follow Guidelines**: Adhere to organizational rules, event protocols, and code of conduct.
- **Volunteer in Good Faith**: Offer help with a spirit of collaboration, not for personal recognition or influence.

Section 9. Don'ts for Community Members

- **No Discrimination or Bias**: Avoid favoritism, groupism, or exclusion based on caste, region, language, gender, or religion.
- **No Negative Campaigning**: Do not spread rumors, gossip, or false information about other members or organizers.
- **No Self-Promotion**: Refrain from using community platforms for personal business promotion or political agendas unless explicitly permitted.
- **No Disruption**: Avoid behavior that disrupts meetings, events, or online platforms.
- **No Harassment or Bullying**: Zero tolerance for any form of harassment, intimidation, or inappropriate conduct.
- **Don't Misrepresent the Organization**: Do not speak on behalf of the group without proper authorization.
- **No Misuse of Resources**: Use organizational funds, tools, and platforms responsibly and only for approved purposes.
- **Do Not Use Community Platforms for Personal Agenda**
Do not promote personal or political views using Bihar Jharkhand of South Carolina Platform or resources.

Section 10. Member Disclaimer & Liability Waiver

Food Consumption Disclaimer & Liability Waiver

By attending this event and consuming food provided by Bihar Jharkhand of South Carolina a nonprofit organization, you acknowledge and agree to the following:

- Voluntary Participation
 - You understand that consuming food at the event is entirely voluntary.
- Assumption of Risk

- You acknowledge that food may be prepared by volunteers or members and may not be subject to commercial food safety standards. You accept all risks associated with consumption, including but not limited to food allergies, foodborne illness, or other adverse reactions.
 - Health Responsibility
 - You are responsible for determining any personal dietary restrictions or food allergies prior to consumption. The organization is not responsible for any allergic reactions or health issues arising from food consumption.
 - Release of Liability
 - To the fullest extent permitted by law, you agree to release, waive, and hold harmless Bihar Jharkhand of South Carolina, its officers, members, volunteers, and affiliates from any and all liability, claims, demands, or causes of action arising out of or related to food consumption at this event.
 - No Legal Action
 - You agree not to file any lawsuit, claim, or complaint against the organization or its representatives for any illness, injury, or damages allegedly caused by food consumed at the event.
 - Acknowledgment
 - By attending the event and/or consuming food, you confirm that you have read, understood, and agreed to this disclaimer.
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Article IV: Board of Directors (BOD)

Section 1. General Powers The affairs of the ~~corporation~~ organization shall be managed by its Board of Directors.

- ☐ Establish committees and appoint members.
- ☐ Delegate authority to officers, committees, or others as needed.
- ☐ Develop and enforce policies and procedures.
- ☐ Ensure compliance with all applicable laws and regulations.
- ☐ Approve contracts and other binding agreements.
- ☐ Manage assets and property of the organization.
- ☐ Take any other action necessary to carry out the mission and purpose of the Organization.

Section 2. Number and Qualification The Board shall consist of 9 members only. 4 members will serve as Officers and 5 members will serve as Executive members.

- Possess a genuine interest in promoting the mission and objectives of the Organization.
- Demonstrate a commitment to actively participate in the governance and activities of the Organization.
- Should have been part of Event Committee and/or Executive member committee at large for at least 1 year.
- Be an individual with personal or familial connections to the Indian states of **Bihar or Jharkhand**, or have a strong interest in supporting the cultural, educational, and community goals of people from those regions.
- Should have Yearly membership.

Section 3. Term Directors shall serve for a term of Two (2) years and are eligible for re-election.

Section 4. Election:

1: Self Nomination for the 9 Board of Directors

1.1: Yearly membership group will be requested to nominate themselves for the position of Board of Director(BOD).

1.2: More than 1 member from the same family cannot nominate to be part of the BOD.

1.3: Based on the nominations, if there are exactly 9 nominations for the BOD then there will be no further elections required for the BODs.

1.3.1: Within the 9 self-nominated BODs, further self-nomination will be required for the 4 ‘Officer’ position.

NOTE: Election of individual officer position is further defined in section ‘Article V Officer’ of this document.

1.3.2: Remaining 5 BODs will serve as Executive Committee.

1.4: Based on the nominations, if there are more than 9 nominations for the BOD then there will be further election required to finalize the 9 BODs.

1.4.1: Yearly members will be requested to vote for 9 members only.

1.4.1.1: Based on the maximum number of votes for the self-nominated members, final 9 BODs will be elected to form a BOD group.

1.5: Based on the nominations, if there are less than 9 nominations for the BOD then the elected BOD will work with the Yearly BJSC organization to pick and fill the vacant positions.

Section 5. Resignation and Removal Any Director may resign at any time by giving written notice to the President or Secretary of the Organization. Such resignation shall take effect at the time specified in the notice, or if no time is specified, then upon receipt. Unless otherwise specified in the notice, the acceptance of the resignation shall not be necessary to make it effective.

The Board may remove a director by a two-thirds (2/3) vote of the remaining directors.

Section 6. Vacancies: Vacancies shall be filled by a majority vote of the remaining directors.

Section 7. Guiding Principles for Board Members

1. **Act in the Best Interest of the Organization**
Make decisions that support the mission, vision, and values of BJSC, not personal interests.
2. **Maintain Confidentiality**
Respect the privacy of board discussions, sensitive information, and internal matters.
3. **Be Accountable and Transparent**
Ensure that actions, financial decisions, and policies are clear and accessible to members when appropriate.
4. **Fulfill Fiduciary Duties**
Act with care, loyalty, and obedience in managing the organization's assets and ensuring legal compliance.
5. **Participate Actively**
Attend board meetings, respond to communications, and contribute to decision-making and strategic planning.
6. **Support Organizational Events and Programs**
Volunteer, promote, and participate in community events and initiatives.
7. **Declare Conflicts of Interest**
Disclose any potential personal or financial interest that may affect impartial judgment.
8. **Foster Inclusiveness and Fairness**
Promote an environment of respect, diversity, and neutrality in leadership decisions.
9. **Lead by Example**
Model ethical behavior, professionalism, and teamwork in all community interactions.

10. **Encourage Constructive Dialogue**

Promote open, respectful discussion and welcome differing viewpoints for better decision-making.

Section 8. Noncompliant Actions for Board of Directors

1. **Do Not Use Position for Personal Gain**

Avoid using board status to influence decisions for personal or business benefit.

2. **Do Not Engage in Favoritism or Bias**

Refrain from showing preference toward certain individuals or groups based on personal relationships.

3. **Do Not Undermine Fellow Board Members**

Avoid gossip, backchanneling, or negative talk about other board or committee members.

4. **Do Not Miss Meetings Repeatedly**

Excessive absences without valid reason reflect disengagement and affect board productivity.

5. **Do Not Ignore Member Feedback**

Avoid dismissing concerns or suggestions from the community; instead, listen and respond constructively.

6. **Do Not Violate Bylaws or Policies**

Ignoring the organization's governing rules undermines its integrity and functionality.

7. **Do Not Act Without Board Consensus**

Refrain from making unilateral decisions or representing the board without proper authorization.

8. **Do Not Discriminate**

Avoid any actions or statements that could be seen as discriminatory based on race, gender, religion, region, or language.

9. **Do Not Delay Critical Actions**

Avoid inaction on important matters that require timely decision-making or response.

10. **Do Not Use Community Platforms for Personal Agenda**

Do not **promote** personal or political views using Bihar Jharkhand or South Carolina name or resources.

Section 9. Financial Responsibilities of the Board of Directors

The Board of Directors holds ultimate accountability for the financial health, transparency, and legal compliance of the organization. Each board member must fulfill their fiduciary duty with integrity, diligence, and full awareness of their legal and ethical obligations.

1. Oversight of Financial Health

- Monitor the organization's overall financial condition and sustainability.

- Regularly review income, expenses, balance sheets, and budget vs. actuals.
 - Ensure the organization operates within its approved budget and financial capacity.
 - Admin cost (Tax filing fee, Yearly Financial deficit, Fee for website/tools used for Bihar Jharkhand group) needs to be bear by Board of Directors.
2. Budget Approval and Monitoring
- Review and approve the annual budget prepared by the Treasurer or Finance Committee.
 - Monitor financial performance throughout the year and adjust plans as needed.
 - Require periodic financial reporting (monthly, quarterly, annually).
 - Publishing Financial report to during Yearly board meeting and share with other members.
3. Fiduciary Duty
- Board members are legally and ethically bound to:
- Duty of Care: Make informed decisions after appropriate review and deliberation.
 - Duty of Loyalty: Avoid conflicts of interest; act solely in the best interest of the organization.
 - Duty of Obedience: Ensure compliance with applicable laws, regulations, and bylaws.
4. Fundraising and Resource Development
- Support and participate in fundraising efforts as ambassadors of the organization.
 - Help identify potential donors, sponsors, grants, and community partnerships.
 - Approve policies that govern ethical fundraising and use of funds.
5. Internal Controls and Compliance
- Ensure systems are in place for proper accounting, bookkeeping, and financial controls.
 - Approve or review financial policies (e.g., check signing, reimbursements, reserve policy).
 - Oversee adherence to IRS regulations, nonprofit reporting requirements (Form 990), and any state-level filings.
6. Financial Transparency and Accountability
- Ensure financial records are accurate and accessible for audit, member review, or public inspection (where required).
 - Approve the selection of an independent auditor or reviewer, if applicable.
 - Disclose financial information at annual general meetings.
7. Asst Protection and Risk Management
- Safeguard the organization's assets (e.g., cash, equipment, intellectual property).
 - Approve insurance coverage and review risk exposure (liability, property, event risks).

Article V: Officers

Section 1. Officers The officers of the organization shall be a President, a Vice President, a Secretary, and a Treasurer.

Section 2. Election and Term

2.1: Self nomination from the BOD – Every BOD can self-nominate for one or more than one Officer position.

2.1.1 Based on self-nomination, if there is only one member for an officer position, then there will not be any further election.

2.1.2: Based on self-nomination, if there is more than one member for an officer position, then there will be further election for the given officer position.

2.1.2.1: BOD members will be requested to vote for the given officer position based on 2.1.2.

2.1.2.1.1: Based on the voting for a given position, member with the maximum number of votes will serve the given Officer position.

2.2: Term – The Officer position will or can be held for 2 years.

2.2.1: Any BOD cannot serve the same officer position in the next tenure.

Section 3. Duties

- **President:** Shall preside at meetings and represent Bihar Jharkhand of South Carolina.
- **Vice President:** Shall act in the absence of the President.
- **Secretary:** Shall keep records and minutes.
- **Treasurer:** Shall oversee financial affairs and provide financial reports.

Section 4. Resignation and Removal

- Any Officer may resign at any time by submitting a **written notice** to the President or Secretary of the Organization.
 - The resignation shall be effective as of the date specified in the notice, or if unspecified, upon receipt.
 - Acceptance of the resignation shall not be required to make it effective unless otherwise stated.
- An officer may be removed from their position by a two-thirds (2/3) vote of the Board of Directors.

Article VI: Executive member and Event Committee

Section 1. Executive members: 5 BODs will serve as executive members.

Section 2. Election and Term

2.1: Out of the 9 BODs, 5 BOD will serve as Executive members.

2.2: Every executive member will lead an area of cultural activity, comprising of Event, Communication, Food, Cultural and Finance. The cultural activity group is not restricted to 5 areas. As and when needed, the cultural activity group can be redefined, added, or reduced by the BODs with mutual consent.

2.3: Term – The Executive member position will or can be held for 2 years.

2.3.1: Every executive member can lead a cultural activity group only for 2 years.

2.3.1: Executive members can change to lead a different cultural activity group only with the mutual consent between the executive members.

Section 3. Role of Executive Member

Executive Members shall provide strategic support and subject-matter expertise, helping to ensure well-rounded leadership and enhanced operational capacity across all organizational activities.

Core Responsibilities

- **Support Core Executive Officers**

1. Assist the Officers with planning, program development, and special initiatives.
2. Serve as a resource in focus areas such as cultural programming, community engagement, or sponsorship development.

- **Represent Cultural activity Areas**

1. Convey insights and updates from every cultural area as defined in Article IV, Section 2, 2.2

- **Participate in Executive Decision-Making**

1. Attend BOD meetings regularly.
2. Engage in deliberations and vote on matters within the scope, unless restricted by organizational bylaws.

- **Lead or Liaise with Specific Projects**

1. Take ownership of major initiatives such as signature events, partnership development, or grant opportunities.
 2. Help implement strategic goals established by the Board of Directors.
- **Ensure Communication and Coordination**
 1. Act as a communication liaison within and between the BODs, Executive members and assigned community groups to promote alignment and transparency.
 - **Maintain Fairness and Neutrality**
 1. Treat all members equally and without bias or favoritism.
 - **Respect Confidentiality**
 1. Keep internal discussions and sensitive information private and professional.
 - **Uphold Organizational Values**
 1. Embody the mission, vision, and cultural integrity of the organization.

Section 4. Prohibited Conduct for Executive Committee Member-at-Large

1. **Do Not Use the Role for Personal Gain**
Refrain from using the position to promote business interests, personal agendas, or influence decisions for friends/family.
2. **Avoid Bypassing Chain of Command**
Do not make executive decisions without Board consultation or proper authorization.
3. **Do Not Engage in Groupism or Bias**
Avoid favoritism based on region, language, caste, or affiliations.
4. **No Disruptive Behavior**
Do not undermine board unity or interfere negatively in meetings or event planning.
5. **Do Not Disclose Confidential Information**
Avoid sharing internal decisions, disagreements, or planning discussions with non-board members.
6. **Avoid Inactivity**
Inactive or disengaged members reduce committee effectiveness — consistent participation is expected.
7. **Do Not Misrepresent the Organization**
Refrain from making public statements or decisions on behalf of the organization without approval.
8. **No Undermining of Fellow Officers**
Avoid criticism, gossip, or public disagreement with other committee members.

Section 5. Resignation and Removal

- Any Executive Member may resign at any time by submitting a **written notice** to the President or Secretary of the organization.
 - The resignation shall be effective as of the date specified in the notice, or if unspecified, upon receipt.
 - Acceptance of the resignation shall not be required to make it effective unless otherwise stated.
- An Executive Member may be **removed** from their position by a **two-thirds (2/3) vote** of the Board of Directors.

Section 6. Appointment of Event Committee

The Event Committee shall be appointed by the Board of Directors. The event committee will be lead by an executive member for their respective cultural area. The event committee may also include volunteers from the broader Bihar Jharkhand community group.

Qualifications and Appointment Process

1. **Call for Volunteers:**
Prior to each scheduled Bihar Jharkhand event, a poll or announcement must be published in the main community group inviting interested members to volunteer for organizing the event.
2. **Eligibility Criteria:**
Interested members must:
 - Demonstrate a strong commitment to ~~lead and~~ execute the event with minimal dependency on the Board.
 - Exhibit impartiality, fairness, and neutrality, avoiding favoritism toward any specific individuals or sub-groups.
3. **Selection:**
Event Committee members shall be appointed by the Board of Directors.
4. **Board Authority:**
The Board of Directors retains the final authority to approve, override, or disqualify any selected event committee member at its discretion.

Article VII: Meetings

Section 1. Annual Meeting An annual meeting of the Board shall be held each year at a time and place designated by the President.

Section 2. Special Meetings Special meetings may be called by the President or by any two directors.

Section 3. Quorum A majority of the Board shall constitute a quorum.

Article VIII: Financial Provisions

Section 1. Fiscal Year The fiscal year shall be January 1 to December 31.

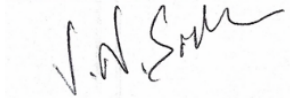
Section 2. No Private Inurement No part of the net earnings shall inure to the benefit of any individual.

Section 3. Dissolution Upon dissolution, assets shall be distributed to another 501(c)(3) nonprofit with a similar mission.

Article IX: Amendments

These Bylaws may be amended by a two-thirds (2/3) majority of the Board at any regular or special meeting, provided that written notice of the proposed amendment is given at least ten (10) days in advance

CERTIFICATION These Bylaws were adopted by the Board of Directors of Bihar Jharkhand of South Carolina on Month DD, 2026.

Name	Title	Signature	Date
Amit K Sharma	President		03-01-2026
Ramesh Prasad	Vice President		03-01-2026
Ajay Verma	Secretary		03-01-2026
Vishweshwar Singh	Treasurer		03-01-2026
