

## 2025 NATIONAL LULAC AMENDMENTS COMMITTEE

[PLEASE CHECK THE APPROPRIATE PROPOSED AMENDMENT ACTION BELOW]

### 1. PROPOSED NEW AMENDMENT   3

(New Amendment Article and/or Section and resequencing required, as appropriate, if adopted: Provide Details in Rational portion of the Template)

### 2. PROPOSAL TO AMEND to STRIKE OUT OLD LANGUAGE \_\_\_\_\_ and/or INSERT NEW LANGUAGE \_\_\_\_\_

(Existing Article to Amend or Section language to strike or insert change: Provide Details in Rationale portion of the Template)

CURRENT ARTICLE/LANGUAGE	PROPOSED LANGUAGE OR STRIKEOUT	NEW WORDING IF ADOPTED
<p>[Include Article #, Section # etc., affected by proposed amendment change(s) and current language as written in the Constitution/Bylaws.</p> <p>You may use “...” (ellipsis) for portions not affected by this proposed change.]</p> <p>Article VIII—NATIONAL OFFICERS, Section 9—Duties &amp; Responsibilities of the National Officers:</p>	<p>[If new Article or Section, provide exact language and proper numbering. If current language is to be deleted, please use ‘<del>strike-out</del>’ font feature for portion(s) to be deleted (this is an example of ‘strike-out’); Underline language for ‘new’ insertion(s); Use ‘bold’ feature for additions or substitute language.]</p> <p>Article VIII—NATIONAL OFFICERS, Section 9—Duties &amp; Responsibilities of the National Officers:</p> <p><b>Subsection I. Whistleblower Protection for National Board Members: National Board members are explicitly protected when reporting in good faith any suspected misconduct, fraud, abuse, or violations of LULAC's Constitution, Bylaws, or policies, particularly concerning fiduciary compliance, integrity, governance, and transparency. Any existing Non-Disclosure Agreements (NDAs) are superseded by this constitutional protection for such disclosures. This ensures accountability and promotes ethical conduct at the highest levels of the organization.</b></p>	<p>[Clean copy of new language to appear in Constitution and Bylaws if adopted]</p> <p>Article VIII—NATIONAL OFFICERS, Section 9—Duties &amp; Responsibilities of the National Officers:</p> <p>Subsection I. Whistleblower Protection for National Board Members: National Board members are explicitly protected when reporting in good faith any suspected misconduct, fraud, abuse, or violations of LULAC's Constitution, Bylaws, or policies, particularly concerning fiduciary compliance, integrity, governance, and transparency. Any existing Non-Disclosure Agreements (NDAs) are superseded by this constitutional protection for such disclosures. This ensures accountability and promotes ethical conduct at the highest levels of the organization.</p>

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SUBMITTED BY: [List Council(s) # and Location(s)]

TX LULAC Council 688 Houston

RATIONALE: [Please provide concise impact that this proposed change can improve for the benefit of the LULAC organizational operations.]

This amendment is crucial to foster an environment of transparency and accountability within LULAC's leadership. It empowers National Board members to report potential wrongdoings without fear of retaliation, which is essential for maintaining public trust and ensuring the organization's financial and operational integrity. By expressly overriding NDAs in these critical areas, LULAC reinforces its commitment to ethical governance and protects its mission from internal abuses.

Amendments and Constitution Committee Recommendation<sup>2</sup>: Submitted as required by Constitution and Committee Instructions. Do Not Recommend adoption.  
The Board should develop policies; LULAC needs flexibility as laws change - Constitution takes time

**For Amendments and Constitution Committee Recommendation USE ONLY:**

Date Received @ National		
Date of Committee Consideration		
Committee NOTES:		

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<sup>2</sup> Amendments Committee's consideration criteria set out in the LULAC Constitution and Bylaws Article XIV, Section 2(f).