



**CALIFORNIA STATE UNIVERSITY  
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**DATE:** October 3, 2005  
**TO:** Ryan Sorba  
**FROM:** Christine Hansen   
Director  
**SUBJECT:** Christian Student Association Constitution

This memo was prepared at your request. Student clubs and organizations that wish to be chartered and recognized by the university must submit a constitution, and the constitution must include a non-discrimination statement. Below is the text from the charter packet that addresses this specifically:

“Each organization is required to submit and maintain an organization constitution. This constitution will assist in the general operations, membership criteria and election procedures for each organization. Sample constitutions are available in the SLD Office. The most current copy of the constitution should be on file in the SLD Office. Any changes should be submitted to the office no later than 2 weeks from the effective date of change.

Officers and members of student organizations also have a responsibility to follow all university policies and direction from the Director of Student Leadership and Development, or designee(s). In addition, organizations must comply with all Federal, State, and local laws. For example, since CSUSB is a public, state funded university, every organization must include a non-discrimination statement in their constitution. In addition, student organizations must comply with the Americans with Disabilities Act and Section 504 of the Rehabilitation Act and provide reasonable accommodations to attendees of organization-sponsored events and its members with disabilities. And, of course, CSUSB has zero tolerance of hazing.”

I understand that you do not wish to include, “religion,” or, “sexual orientation,” as groups included in the Christian Student Association constitution non-discrimination statement. When we met earlier today, I clarified the difference between discrimination based on a person's status versus their beliefs, and I explained that the club would not be required to admit members who did not support the purpose of the organization (beliefs) but that the club could not discriminate against potential members because of their status as a non-Christian or as a homosexual.

As I further described, your organization is not required to admit potential members who do not support the purpose of the organization. This is innate in the freedom of association. I understand that this is a complex issue, and encourage you to contact me if you need additional clarification or have other questions.