



Bylaws

Incorporated April 14, 1927

Latest Revisions – February 12, 2025

Certified by National Association of REALTORS® (February 12, 2025)

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BYLAWS
REALTORS® of South Central Kansas
(Incorporated April 14, 1927)

REVISED

May 18, 1939; September 17, 1940; November 7, 1940; December 20, 1945; February 8, 1947; March 26, 1947; June 3, 1948; November 23, 1948; April 26, 1949; March 15, 1951; May 16, 1955; February 20, 1958; June 4, 1959; September 17, 1959; June 2, 1960; September 20, 1962; January 1, 1965; September 15, 1966; May 15, 1969; February 18, 1974; October 30, 1974, March 6, 1975; October 29, 1975; March 23, 1976; October 29, 1976; October 19, 1977; October 31, 1980; March 31, 1981; November 23, 1981; March 30, 1982; October 28, 1982; October 27, 1983; May 17, 1984; September 19, 1985; September 9, 1986; September 15, 1987; September 1, 1988; September 7, 1989, September 12, 1990; September 19, 1991; March 5, 1992; September 24, 1992; September 16, 1993; September 1, 1994; September 21, 1995; January 18, 1996; April 18, 1996; September 26, 1996; September 25, 1997; May 7, 1998; September 24, 1998; October 15, 1998; September 23, 1999; September 11, 2000; July 19, 2001; September 14, 2001; September 20, 2002; September 19, 2003; September 17, 2004; February 2, 2006; September 21, 2007; February 5, 2009; February 4, 2010; September 23, 2010; November 11, 2013; September 11, 2014, May 5, 2015, September 8, 2016, September 21, 2017, March 9, 2018, December 19, 2019, February 24, 2022, April 29, 2024, February 12, 2025.

ARTICLE 1 - Name

Section 1. Name. The name of this organization shall be the REALTORS® of South Central Kansas, Incorporated, hereinafter referred to as the "Association."

Section 2. REALTORS®. Inclusion and retention of the Registered Collective Membership Mark REALTORS® in the name of the Association shall be governed by the Constitution and Bylaws of the NATIONAL ASSOCIATION OF REALTORS® as from time to time amended.

ARTICLE II - Objectives

The objectives of the Association are:

Section 1. To unite those engaged in the recognized branches of the real estate profession for the purpose of exerting a beneficial influence upon the profession and related interests.

Section 2. To promote and maintain high standards of conduct in the real estate profession as expressed in the Code of Ethics of the NATIONAL ASSOCIATION OF REALTORS®.

Section 3. To provide a unified medium for real estate owners and those engaged in the real estate profession whereby their interests may be safeguarded and advanced.

Section 4. To further the interest of home and other real property ownership.

Section 5. To unite those engaged in the real estate profession in this community with the Kansas Association of REALTORS® and the NATIONAL ASSOCIATION OF REALTORS®, thereby furthering their own objectives throughout the state and nation and obtaining the benefits and privileges of membership therein.

Section 6. To designate, for the benefit of the public, individuals authorized to use the terms REALTOR® and REALTORS® as licensed, prescribed, and controlled by the NATIONAL ASSOCIATION OF REALTORS®.

ARTICLE III - Jurisdiction

Section 1. The territorial jurisdiction of the Association as a Member of the NATIONAL ASSOCIATION OF REALTORS® is as follows:

- a) Sedgwick County, Kansas
- b) Butler County, Kansas
- c) Harvey County, Kansas
- d) All of the Northerly part of Cowley County, Kansas, the Southerly Boundary of which begins on the West line of Cowley County and follows County Highway #4 eastward to U.S. Highway #77, thence South on said #77 to County Highway #20, thence following Hwy 20 East to County Road #14, thence along County Hwy #14 to County Hwy 7, thence South on 71 to U.S. Hwy 166, thence East on 166 to the East County line, except the City of Dexter, Kansas as it may encroach across this line.
- e) The Southern one-half (1/2) of Cowley County, Kansas.
- f) Barton County, Kansas
- g) Chase County, Kansas
- h) Cloud County, Kansas
- i) Ellsworth County, Kansas
- j) Jewell County, Kansas
- k) Lincoln County, Kansas
- l) Marion County, Kansas
- m) Mitchell County, Kansas
- n) Morris County, Kansas
- o) Ottawa County, Kansas
- p) Republic County, Kansas
- q) Russell County, Kansas
- r) Saline County, Kansas

Section 2. Territorial jurisdiction is defined to mean:

The right and duty to control the use of the terms REALTOR® and REALTORS® subject to the conditions set forth in these Bylaws and those of the NATIONAL ASSOCIATION OF REALTORS®, in return for which the Association agrees to protect and safeguard the property rights of the National Association in the terms.

ARTICLE IV - Membership

Section 1. Membership

a) **REALTOR® Members.** REALTOR® Members, whether primary or secondary shall be:

- 1) Individuals who, as sole proprietors, partners, corporate officers, or branch office managers, are engaged actively in the real estate profession, including buying, selling, exchanging, renting or leasing, managing, appraising for others for compensation, counseling, building, developing or subdividing real estate, and who maintain or are associated with an established real estate office in the state of Kansas or a state contiguous thereto. All persons who are partners in a partnership, or all officers in a corporation who are actively engaged in the real estate profession within the state or a state contiguous thereto shall qualify for REALTOR® Membership only, and each is required to hold REALTOR® Membership (except as provided in the following paragraph) in an Association of REALTORS® within the state or a state contiguous thereto unless otherwise qualified for Institute Affiliate Membership.

In the case of a real estate firm, partnership, or corporation, whose business activity is substantially all commercial, only those principals actively engaged in the real estate business in connection with the same office, or any other offices within the jurisdiction of the association in which one of the firm's principals holds REALTOR® membership, shall be required to hold REALTOR® membership unless otherwise qualified for Institute Affiliate membership.

Individuals who are engaged in the real estate profession other than as sole proprietors, partners, or corporate officers, or as branch office managers, and are associated with a REALTOR® Member and meet the qualifications.

- 2) **Franchise REALTOR® Membership.** Corporate officers (who may be licensed or unlicensed) of a real estate brokerage franchise organization with at least one hundred fifty (150) franchisees located within the United States, its insular possessions, and the commonwealth of Puerto Rico, elected to membership pursuant to the provisions in the NAR Constitution and Bylaws. Such individuals shall enjoy all the rights, privileges and obligations of REALTOR® membership (including compliance with the Code of Ethics) except: obligations related to association mandated education, meeting attendance, or indoctrination classes or other similar requirements; the right to use the term REALTOR® in connection with their franchise organization's name; and the right to hold elective office in the local association, state association and National Association.
 - 3) **Primary and Secondary REALTOR® Members.** An individual is a primary member if the Association pays state and National dues based on such Member. An individual is a secondary Member if state and National dues are remitted through another Association. One of the principals in a real estate firm must be a Designated REALTOR® member of the Association in order for licensees affiliated with the firm to select the Association as their "primary" Association.
 - 4) **Designated REALTOR® Members.** Each firm (or office in the case of firms with multiple office locations) shall designate in writing one REALTOR® Member who shall be responsible for all duties and obligations of Membership including the obligation to arbitrate pursuant to Article 17 of the Code of Ethics and the payment of Association dues. The "Designated REALTOR®" must be a sole proprietor, partner, corporate officer, or branch office manager acting on behalf of the firm's principal(s) and must meet all other qualifications for REALTOR® Membership.
- b) **Institute Affiliate Members.** Institute Affiliate Members shall be individuals who hold a professional designation awarded by an Institute, Society or Council affiliated with the NATIONAL ASSOCIATION OF REALTORS® that addresses a specialty area other than residential brokerage or individuals who otherwise hold a class of membership in such Institute, Society or Council that confers the right to hold office. Any such individual, if otherwise eligible, may elect to hold REALTOR® membership, subject to payment of applicable dues for such membership.
 - c) **Affiliate Members.** Affiliate Members shall be real estate owners and other individuals or firms who, while not engaged in the real estate profession as defined in paragraph (a) or (b) of this Section, have interests requiring information concerning real estate, and are in sympathy with the objectives of the Association. Affiliate Membership shall also be granted to individuals licensed or certified to engage in real estate practice who, if otherwise eligible, do not elect to hold REALTOR® membership in the Association, provided the applicant is engaged exclusively in a specialty of the real estate business other than brokerage of real property.
 - d) **Public Service Members.** Public Service Members shall be individuals who are interested in the real estate profession as employees of or affiliated with educational, public utility, governmental or other similar organizations, but are not engaged in the real estate profession on their own account or in association with an established real estate business.
 - e) **Honorary Members.** Honorary Members shall be individuals not engaged in the real estate profession who have performed notable service for the real estate profession, for the Association, or for the public.
 - f) **Student Members.** Student members shall be individuals who are seeking an undergraduate or graduate degree with a specialization or major in real estate at institutions of higher learning, and who have completed at least two years of college and at least one college level course in real estate but are not engaged in the real estate profession on their own account or not associated with an established real estate office.
 - g) **Honorary Life Members.** Honorary Life Members shall be individuals who have been REALTOR® members of the REALTORS® of South Central Kansas who are no longer actively engaged in the real estate profession.

- h) **Member Councils:** A Member Council shall be any Council within the State of Kansas, all the REALTOR® Members of which hold membership in the Association and in the Kansas and National Association of REALTORS®.
- i. Council Establishment: Effective June 1, 2015, the following Associations will be granted Council Membership status: Arkansas City, Butler, Newton, and Winfield. Effective July 1, 2024, Council Membership status will be granted to Saline County.
 - ii. APPLICATION AND APPROVAL OF ADDITIONAL MEMBER COUNCILS: Any Member Council seeking recognition by the Association under these Bylaws must file an application for approval with the Association and be approved by a majority vote of the Board of Directors. The Board of Directors shall have the discretion to approve or reject any application submitted to the Association by any Member Council that seeks recognition under these Bylaws.
 - iii. REQUIREMENTS FOR MEMBER COUNCILS: The Board of Directors shall have the authority to adopt requirements that must be satisfied by any Member Council that seeks to obtain or maintain recognition as a Member Council under these Bylaws.
 - iv. REVOCATION OF MEMBER COUNCIL RECOGNITION: The Board of Directors shall have the authority to revoke the recognition of any Member Council that fails to satisfy the requirements adopted by the Board of Directors to maintain recognition as a Member Council.

Section 2. REALTOR® Emeriti Status. The dues of REALTOR® members who are REALTOR® Emeriti (as recognized by the National Association), past presidents and past treasurers of the National Association or recipients of the Distinguished Service Award shall be as determined by the board of directors.

ARTICLE V - Qualification and Election

Section 1. Application.

(a) Application for membership shall be made in such manner and form as may be prescribed by the Board of Directors and made available to anyone requesting it. The application form shall contain among the statements to be signed by the applicant (1) that he has or has had access to, has carefully reviewed, and if elected a member, will abide by the Constitution and Bylaws and the Rules and Regulations of the Association, the Constitution and Bylaws of the State Association, and the Constitution and Bylaws of the NATIONAL ASSOCIATION OF REALTORS®, and if a REALTOR®, will abide by the Code of Ethics of the NATIONAL ASSOCIATION OF REALTORS®, including the obligation to arbitrate controversies arising out of real estate transactions as specified by Article 17 of the Code of Ethics, and as further specified in the Code of Ethics and Arbitration Manual of the National Association of REALTORS®, as from time to time amended, and (2) that applicant consents that the Association, through its Membership Committee or otherwise, may invite and receive information and comment about applicant from any Member or other persons, and that applicant agrees that any information and comment furnished to the Association by any person in response to the invitation shall be conclusively deemed to be privileged and not form the basis of any action for slander, libel or defamation of character and (3) that the applicant certifies the information furnished is true and correct. If the applicant fails to provide complete and accurate information as requested, or there is any misstatement of fact, this shall be grounds for review by the Board of Directors and may lead to revocation of the membership, if granted. The applicant shall, with the form of application, have access to a copy of the Bylaws, Constitution, Rules and Regulations, and Code of Ethics referred to above.

Section 2. Qualification.

(a) An applicant for REALTOR® Membership who is a sole proprietor, partner, corporate officer or branch office manager of a real estate firm shall supply evidence satisfactory to the Association, through its Membership Committee or otherwise, that he/she is actively engaged in the real estate profession, and maintains a current, valid real estate broker's or salesperson's license or is licensed or certified by an appropriate state regulatory agency to engage in the appraisal of real property, has a place of business within the state or a state contiguous to (unless a secondary member), has no record of recent or pending bankruptcy, has no record of official sanctions involving unprofessional conduct, agrees to complete a course of instruction covering the Bylaws and Rules and Regulations of the Association, the Bylaws of the State Association, and the Constitution and Bylaws and Code of Ethics of the NATIONAL ASSOCIATION OF REALTORS®, and shall pass such reasonable and non-discriminatory written examinations thereon as may be required by the Membership Committee, and shall agree that if elected to membership, he/she will abide by the Constitution, Bylaws, Rules and Regulations, and Code of Ethics.

(b) Individuals who are actively engaged in the real estate profession other than as sole proprietors, partners, corporate officers, or branch office managers, in order to qualify for REALTOR® Membership, shall at the time of application, be associated either as an employee or as an independent contractor with a Designated REALTOR® Member of this Association, or a Designated REALTOR® Member of another association (if a secondary member) and must maintain a current, valid real estate broker's or salesperson's license or be licensed or certified by an appropriate state regulatory agency to engage in the appraisal of real property, shall complete a course of instruction covering the Bylaws and Rules and Regulations of the Association, the Bylaws of the State Association, and the Constitution and Bylaws and Code of Ethics of the NATIONAL ASSOCIATION OF REALTORS®, and shall pass such reasonable and non-discriminatory written examinations thereon as may be required by the Membership Committee, and shall agree in writing that if elected to membership, he will abide by such Constitution, Bylaws, Rules and Regulations, and the Code of Ethics.

(c) The Association will also consider the following in determining an applicant's qualifications for REALTOR® Membership:

1. All final findings of Code of Ethics violations and violations of other membership duties in this or any other REALTOR® association with the past three (3) years
2. Pending ethics complaints (or hearings)
3. Unsatisfied discipline pending
4. Pending arbitrations requests
5. Unpaid arbitration awards or unpaid financial obligations to any other association, association MLS, or association CIE.
6. Any misuse of the term REALTOR® or REALTORS® in the name of the applicant's firm.

“Provisional” membership may be granted in instances where ethics complaints or arbitration requests (or hearings) are pending in other associations or where the applicant for membership has unsatisfied discipline pending in another association (except for violations of the Code of Ethics; See Article V, Section 2 (a) NOTE 2) provided all other qualifications for membership have been satisfied. Associations may reconsider the membership status of such individuals when all pending ethics and arbitration matters (and related discipline) have been resolved or if such matters are not resolved within six months from the date that provisional membership is approved. Provisional members shall be considered REALTORS® and shall be subject to all of the same privileges and obligations of REALTOR® membership. If a member resigns from another association with an ethics complaint or arbitration request pending, the association may condition membership on the applicant's certification that he/she will submit to the pending ethics or arbitration proceeding (in accordance with the established procedures of the association to which the applicant has made application) and will abide by the decision of the hearing panel.

(d) Nominees for Honorary Life Membership shall supply evidence that they have been a member of the REALTORS® of South Central Kansas for at least 25 years, have attained the age of 70, and have served RSCK as either president, a member of the Board of Directors, or on numerous committees on the local, state or national level. At the discretion of the Board of Directors, Honorary Life Membership may be awarded for outstanding leadership or accomplishment to a nominee who fails to meet these criteria.

Section 3. Election.

The procedure for election to membership shall be as follows.

(a) The chief staff executive (or duly authorized designee) shall determine whether the applicant is applying for the appropriate class of membership. Applicants for REALTOR® membership may be granted provisional membership immediately upon submission of a completed application form and remittance of applicable association dues and any application fee. Provisional members shall be considered REALTORS® and shall be subject to all of the same privileges and obligations of membership. Provisional membership is granted subject to final review of the application by the board of directors.

(b) If the board of directors determines that the individual does not meet all of the qualifications for membership as established in the association's Bylaws, or, if the individual does not satisfy all of the requirements of membership (for example, completion of a mandatory orientation program) within 125 days from the association's receipt of their application, membership may, at the discretion of the board of directors, be terminated. In such instances, dues shall be returned to the individual less a prorated amount to cover the number of days that the individual received association services and any application fee. The board of directors shall vote on the applicant's eligibility for membership. If the

applicant receives a majority vote of the board of directors, he/she shall be declared elected to membership and shall be advised by written notice.

(c) The board of directors may not reject an application without providing the applicant with advance notice of the findings, an opportunity to appear before the board of directors, to call witnesses on his/her behalf, to be represented by counsel, and to make such statements as he/she deems relevant. The board of directors may also have counsel present. The board of directors shall require that written minutes be made of any hearing before it or may electronically or mechanically record the proceedings.

(d) If the board of directors determines that the application should be rejected, it shall record its reasons with the chief staff executive (or duly authorized designee). If the board of directors believes that denial of membership to the applicant may become the basis of litigation and a claim of damage by the applicant, it may specify that denial shall become effective upon entry in a suit by the association for a declaratory judgment by a court of competent jurisdiction of a final judgment declaring that the rejection violates no rights of the applicant.

Section 4. Status Changes

(a) A REALTOR® who changes the conditions under which he holds membership shall be required to provide written notification to the Association within 30 days. A REALTOR® (non-principal) who becomes a principal in the firm with which he has been licensed or, alternatively, becomes a principal in a new firm which will be comprised of REALTOR® principals, may be required to satisfy any previously unsatisfied membership requirements applicable to REALTOR® (principal) Members, but shall, during the period of transition from one status of membership to another, be subject to all of the privileges and obligations of a REALTOR® (principal). If the REALTOR® (non-principal) does not satisfy the requirements established in these Bylaws for the category of membership to which they have transferred within 60 days of the date they advised the Association of their change in status, their new membership application will terminate automatically unless otherwise so directed by the Board of Directors.

A REALTOR® who is transferring their license from one firm comprised of REALTOR® principals to another firm comprised of REALTOR® principals shall be subject to all of the privileges and obligations of membership during the period of transition. If the transfer is not completed within 30 days of the date the association is advised of the disaffiliation with the current firm, membership will terminate automatically unless otherwise so directed by the Board of Directors. (The Board of Directors, at its discretion, may waive any qualification which the applicant has already fulfilled in accordance with the Association's Bylaws.)

(b) Any application fee related to a change in membership status shall be reduced by an amount equal to any application fee previously paid by the applicant.

(c) Dues shall be prorated from the first day of the quarter in which the member is notified of election by the Board of Directors and shall be based on the new membership status for the remainder of the year.

ARTICLE VI - Privileges and Obligations

Section 1. Privileges of REALTOR® Members.

REALTOR® members, whether primary or secondary, in good standing are entitled to vote and to hold elective office in the association; and may use the terms REALTOR® For purposes of this section, the term “good standing” means the member satisfies the Obligations of REALTOR® Members”, is current with all financial and disciplinary obligations to the association and MLS, has completed any new member requirements, and complies with NAR’s trademark rules.

Section 2. Obligation of REALTOR® Members.

It shall be the duty and responsibility of every REALTOR® member of this association to safeguard and promote the standards, interests, and welfare of the association and the real estate profession, and to protect against conduct that may cause a lack of public confidence in the real estate profession or in REALTORS®. REALTOR® members also must abide by the governing documents and the policies of the association, the State Association, and the NATIONAL ASSOCIATION OF REALTORS®, as well as the Code of Ethics of the NATIONAL ASSOCIATION OF REALTORS®, including the duty to arbitrate controversies arising out of real estate transactions as specified by Article 17 of the Code of Ethics, and in accordance with the procedures set forth in the Code of Ethics and Arbitration Manual.

Every REALTOR® member shall maintain a high level of integrity and adhere to the association's membership criteria. Any violent act or threat of violence to person or property, hateful conduct, or acts of moral turpitude impacting the public shall not be tolerated and may be cause for disciplinary action, up to and including termination of membership.

Any Member of the Association may be reprimanded, fined, placed on probation, suspended, or expelled by the Board of Directors for a violation of these Bylaws and Board Rules and Regulations not inconsistent with these Bylaws, after a hearing as provided in the Code of Ethics and Arbitration Manual of the Association. Although Members other than REALTORS® are neither subject to the Code of Ethics nor its enforcement by the Association, such Members are encouraged to abide by the principles established in the Code of Ethics of the NATIONAL ASSOCIATION OF REALTORS® and conduct their business and professional practices accordingly. Further, Members other than REALTORS® may, upon recommendation by a hearing panel of the Professional Standards Committee, be subject to discipline as described above, for any conduct which in the opinion of the Board of Directors, applied on a non-discriminatory basis, reflects adversely on the terms REALTOR® and REALTORS®, and the real estate industry, or for conduct that is inconsistent with or adverse to the objectives and purposes of the local Association, the State Association, and the NATIONAL ASSOCIATION OF REALTORS®.

Section 3. Resignations of Members shall become effective when received in writing by the Association office, provided, however, that if the Member submitting the resignation is indebted to the Association for dues, fees, fines, or other assessments of the Association or of any of its services, departments, divisions, or subsidiaries, the Association may condition the right of the resigning Member to reapply for membership upon payment in full of all such monies owed.

Section 4. If a member resigns from the association or otherwise causes membership to terminate with an ethics complaint pending, the complaint shall be processed until the decision of the association with respect to disposition of the complaint is final by this association (if respondent does not hold membership in any other association) or by any other association in which the respondent continues to hold membership. If an ethics respondent resigns or otherwise causes membership in all Boards to terminate before an ethics complaint is filed alleging unethical conduct occurred while the respondent was a REALTOR®, the complaint, once filed, shall be processed until the decision of the association with respect to disposition of the complaint is final. In any instance where an ethics hearing is held subsequent to an ethics respondent's resignation or membership termination, any discipline ratified by the Board of Directors shall be held in abeyance until such time as the respondent rejoins an association of REALTORS®.

(a) If a member resigns or otherwise causes membership to terminate, the duty to submit to arbitration (or to mediation if required by the association) continues in effect even after membership lapses or is terminated, provided that the dispute arose while the former member was a REALTOR®.

Section 5. REALTOR® Members. REALTOR® Members, whether primary or secondary, in good standing whose financial obligations to the Association are paid in full shall be entitled to vote and to hold elective office in the Association; may use the terms REALTOR® and REALTORS® which use shall be subject to the provisions of Article VIII; and have the primary responsibility to safeguard and promote the standards, interests, and welfare of the Association and the real estate profession.

(a) If a REALTOR® Member is a sole proprietor in a firm, a partner in a partnership, or an officer in a corporation, and is suspended or expelled, the firm, partnership, or corporation shall not use the terms REALTOR® or REALTORS® in connection with its business during the period of suspension, or until readmission to REALTOR® Membership, or unless connection with the firm, partnership, or corporation is severed, or management control is relinquished, whichever may apply. The membership of all other principals, partners, or corporate officers shall suspend or terminate during the period of suspension of the disciplined Member, or until readmission of the disciplined Member, or unless connection of the disciplined Member with the firm, partnership, or corporation is severed, or unless the REALTOR® who is suspended or expelled removes himself from any form or degree of management control of the firm for the term of the suspension, or until readmission to membership, whichever may apply. Removal of an individual from any form or degree of management control must be certified to the Association by the Member who is being suspended or expelled and by the individual who is assuming management control, and the signatures of such certification must be notarized. In the event the suspended or expelled Member is so certified to have relinquished all form or degree of management control of the firm, the membership of other partners, corporate officers, or other individuals affiliated with the firm shall not be affected, and the firm, partnership or corporation may continue to use the terms REALTOR® and REALTORS® in connection with its business during the period of suspension or until the former Member is admitted to membership in the Association. The foregoing is not intended to preclude a suspended or expelled Member from functioning as an employee or independent contractor, providing no management control is exercised. Further, the membership of REALTORS® other than principals who are employed by or affiliated as independent contractors

with the disciplined Member shall suspend or terminate during the period of suspension of the disciplined Member, or until readmission of the disciplined member, or unless connection of the disciplined Member with the firm, partnership, or corporation is severed, or management control is relinquished, or unless the REALTOR® Member (non-principal) elects to sever his connection with the REALTOR® and affiliate with another REALTOR® Member in good standing in the Association, whichever may apply.

If a REALTOR® Member other than a sole proprietor in a firm, partner in a partnership, or an officer of a corporation is suspended or expelled, the use of the terms REALTOR® and REALTORS® by the firm, partnership, or corporation shall not be affected.

(b) In any action taken against a REALTOR® Member for suspension or expulsion under Section 6(d) hereof, notice of such action shall be given to all REALTORS® employed by or affiliated as independent contractors with such REALTOR® Member and shall be advised that the provisions in Article VI, Section 6(d) shall apply.

Section 6. Institute Affiliate Members. Institute Affiliate Members shall have rights and privileges and be subject to obligations prescribed by the Board of Directors consistent with the Constitution and Bylaws of the NATIONAL ASSOCIATION OF REALTORS®.

Note: Local associations establish the rights and privileges to be conferred on Institute Affiliate Members except that no Institute Affiliate Member may be granted the right to use the term REALTOR® or the REALTOR® logo; to serve as President of the local association; or to be a participant in the local association's Multiple Listing Service.

Section 7. Affiliate Members. Affiliate Members shall have rights and privileges and be subject to obligations as prescribed by the Board of Directors.

Section 8. Public Service Members. Public Service members shall have rights and privileges and be subject to obligations as prescribed by the Board of Directors.

Section 9. Honorary Members. Honorary Membership shall confer only the right to attend meetings and participate in discussions.

Section 10. Student Members. Student Members shall have rights and privileges and be subject to obligations prescribed by the Board of Directors.

Section 11. Honorary Life Members. Honorary Life Membership shall confer no rights except the right to attend meetings and participate in discussions and shall impose no obligations. Honorary Life Members who are actively engaged in the real estate industry and who wish to remain REALTOR® members shall have all the privileges and obligations of their membership classification.

Section 12. Member Councils. There will be committees of RSCK known as "Member Councils." Primary members within the jurisdiction of a former Association will be members of the council. The council will be responsible for advocacy and community outreach in the area, as well as networking. RSCK will submit the member councils for recognition in KAR.

Section 13. Certification by REALTOR®. Designated REALTOR® Members of the Association shall certify to the Association during Q3, on a form provided by the Association, a complete listing of all individuals licensed or certified in the REALTOR®'s office(s) and shall designate a primary Association for each individual who holds membership. Designated REALTORS® shall also identify any non-member licensees in the REALTOR®'s office(s) and if Designated REALTOR® Dues have been paid to another Association based on said non-member licensees, the Designated REALTOR® shall identify the Association to which dues have been remitted. These declarations shall be used for the purpose of calculating dues under Article X, Section 2(a) of the Bylaws. Designated REALTOR® Members shall also notify the Association of any additional individual(s) licensed or certified with the firm(s) within 15 days of the date of affiliation or severance of the individual.

Section 14. Harassment. Any member of the Association may be reprimanded, placed on probation, suspended, or expelled for harassment of an Association employee or an employee of any wholly owned subsidiary of the Association or any Officers or Director of the Association or any wholly owned subsidiary of the Association after an investigation in accordance with the procedures of the Association. As used in this Section, harassment means any verbal or physical conduct including threatening or obscene language, unwelcome sexual advances, stalking, actions including strikes, shoves, kicks, or other

similar physical contact, or threats to do the same, or any other conduct with the purpose or effect of unreasonably interfering with an individual's work performance by creating a hostile, intimidating or offensive work environment. The decision of the appropriate disciplinary action to be taken shall be made by the investigatory team comprised of the President, President-Elect, Chief Executive Officer and one member of the Board of Directors selected by the highest-ranking officer not named in the complaint, upon consultation with counsel for the Association. Disciplinary action may include any sanction authorized by the Association's Code of Ethics and Arbitration Manual. If the complaint names the President or President-Elect, they may not participate in the proceedings and shall be replaced by the Immediate Past President, or, alternatively, by another member of the Board of Directors selected by the highest-ranking officer not named in the complaint.

ARTICLE VII – Code of Ethics: Professional Standards and Training

Section 1. New Member Code of Ethics Orientation Applicants for REALTOR® membership and provisional REALTOR® membership shall complete an orientation program on the Code of Ethics of not less than two (2) hours and thirty (30) minutes of instructional time. This requirement does not apply to applicants for REALTOR® membership or provisional members who have completed comparable orientation in another association, provided that REALTOR® membership has been continuous, or that any break in membership is for one (1) year or less.

Failure to satisfy this requirement within 60 days of the date of application (or alternatively the date that provisional membership was granted) will result in denial of the membership application or termination of provisional membership.

Note: Orientation programs must meet the learning objectives and minimum criteria established from time to time by the NATIONAL ASSOCIATION OF REALTORS®.

Section 2. Continuing REALTOR® Code of Ethics Training. Effective January 1, 2019, through December 31, 2021, and for successive three-year periods thereafter, each REALTOR® member of the association (with the exception of REALTOR® members granted REALTOR® Emeritus status by the National Association) shall be required to complete ethics training of not less than two hours and thirty minutes of instructional time. This requirement will be satisfied upon presentation of documentation that the member has completed a course of instruction conducted by this or another REALTOR® association, the State Association of REALTORS®, or the NATIONAL ASSOCIATION OF REALTORS® which meets the learning objectives and minimum criteria established by the NATIONAL ASSOCIATION OF REALTORS® from time to time. REALTOR® members who have completed training as a requirement of membership in another association and REALTOR® members who have completed the New Member Code of Ethics Orientation during any three-year cycle shall not be required to complete additional ethics training until a new three-year cycle commences.

Failure to satisfy the required periodic ethics training shall be considered a violation of a membership duty. Failure to meet the requirement in any three year cycle will result in suspension of membership for the first two months (January and February) of the year following the end of any three year cycle or until the requirement is met, whichever occurs sooner. On March 1 of that year, the membership of a member who is still suspended as of that date will be automatically terminated.

Section 3. New Member Fair Housing Orientation. Applicants for REALTOR® membership and provisional REALTOR® members (where applicable) shall complete Fair Housing training of not less than two (2) hours of instructional time. This requirement will be satisfied upon presentation of documentation that the member has completed a course of instruction conducted by this or another REALTOR® association, the State Association of REALTORS®, the NATIONAL ASSOCIATION OF REALTORS®, or the Institutes, Societies, and Councils, which meets the learning objectives and minimum criteria established by the NATIONAL ASSOCIATION OF REALTORS® from time to time. Fair Housing training approved by a state licensing authority for an existing Fair Housing requirement to gain or maintain licensure shall also fulfill this requirement, provided it also meets the learning objectives and minimum criteria established by the NATIONAL ASSOCIATION OF REALTORS® from time to time. This requirement does not apply to applicants for REALTOR® membership or provisional members who have completed comparable orientation in another association, provided that REALTOR® membership has been continuous, or that any break in membership is for one (1) year or less.

Failure to satisfy this requirement within 60_ days of the date of application (or, alternatively, the date that provisional membership was granted), will result in denial of the membership application or termination of provisional membership.

Section 4. Continuing Fair Housing Training. Effective January 1, 2025, through December 31, 2027 and for successive three year periods thereafter, each REALTOR® member of the association (with the exception of REALTOR® members granted REALTOR® Emeritus status by the National Association) shall be required to complete Fair Housing training of not

less than two (2) hours of instructional time. This requirement will be satisfied upon presentation of documentation that the member has completed a course of instruction conducted by this or another REALTOR® association, the State Association of REALTORS®, the NATIONAL ASSOCIATION OF REALTORS®, or the Institutes, Societies, and Councils, which meets the learning objectives and minimum criteria established by the NATIONAL ASSOCIATION OF REALTORS® from time to time. Fair Housing training approved by a state licensing authority for an existing Fair Housing requirement to maintain licensure shall also fulfill this requirement, provided it also meets the learning objectives and minimum criteria established by the NATIONAL ASSOCIATION OF REALTORS® from time to time. REALTOR® members who have completed Fair Housing training as a requirement of membership in another association shall not be required to complete additional Fair Housing training until a new three year cycle commences.

Failure to satisfy the required periodic Fair Housing training shall be considered a violation of a membership duty. Failure to meet the requirement in any three year cycle will result in suspension of membership for the first two months (January and February) of the year following the end of any three year cycle or until the requirement is met, whichever occurs sooner. On March 1 of that year, the membership of a member who is still suspended as of that date will be automatically terminated.

Section 5. Discipline of REALTOR® Members. Any REALTOR® Member of the Association may be disciplined by the Board of Directors for violations of the Code of Ethics or other duties of membership, after a hearing as described in the *Code of Ethics and Arbitration Manual* of the Association, provided that the discipline imposed is consistent with the discipline authorized by the Professional Standards Committee of the NATIONAL ASSOCIATION OF REALTORS® as set forth in the Code of Ethics and Arbitration Manual of the National Association.

Section 6. Enforcement of the Code. The responsibility of the Association and of Association members relating to the enforcement of the Code of Ethics, the disciplining of members, the arbitration of disputes, and the organization and procedures incident thereto, shall be governed by the Code of Ethics and Arbitration Manual of the NATIONAL ASSOCIATION OF REALTORS®, as amended from time to time, which is by this reference incorporated into these Bylaws, provided, however, that any provision deemed inconsistent with state law shall be deleted or amended to comply with state law.

ARTICLE VIII - REALTOR® Trademark

Section 1. Inclusion and retention of the Registered Collective Membership Mark REALTORS® in the name of the association shall be governed by the Constitution and Bylaws of the NATIONAL ASSOCIATION OF REALTORS® as from time to time amended.

Use of the terms REALTOR® and REALTORS® by Members shall, at all times, be subject to the provisions of the Constitution and Bylaws of the NATIONAL ASSOCIATION OF REALTORS® and to the Rules and Regulations prescribed by its Board of Directors. The Association shall have the authority to control, jointly and in full cooperation with the NATIONAL ASSOCIATION OF REALTORS®, use of the terms within its jurisdiction. Any misuse of the terms by members is a violation of a membership duty and may subject members to disciplinary action by the Board of Directors after a hearing as provided for in the association's Code of Ethics and Arbitration Manual.

Section 2. REALTOR® Members of the Association shall have the privilege of using the terms REALTOR® and REALTORS® in connection with their places of business within the state or a state contiguous thereto so long as they remain REALTOR® Members in good standing. No other class of Members shall have this privilege.

Section 3. A REALTOR® principal member may use the terms REALTOR® and REALTORS® only if all of the principals of such firm, partnership, or corporation, who are actively engaged in the real estate profession within the state or a state contiguous thereto are REALTOR® Members or Institute Affiliate Members.

(a) In the case of a REALTOR® principal member whose business activity is substantially all commercial, the right to use the term REALTOR® or REALTORS® shall be limited to office locations in which a principal holds REALTOR® membership. If a firm, partnership, or corporation operates additional places of business in which no principal holds REALTOR® membership, the term REALTOR® or REALTORS® may not be used in any reference to those additional places of business.

Section 4. Institute Affiliate Members shall not use the terms REALTOR® or REALTORS® nor the imprints of the emblem seal of the NATIONAL ASSOCIATION OF REALTORS®.

ARTICLE IX - State and National Membership

Section 1. The Association shall be a Member of the NATIONAL ASSOCIATION OF REALTORS® and the Kansas Association of REALTORS®. By reason of the Association's Membership, each REALTOR® Member of the Member Board shall be entitled to membership in the NATIONAL ASSOCIATION OF REALTORS® and the Kansas Association of REALTORS® without further payment of dues. The Association shall continue as a Member of the State and National Associations, unless by a majority vote of all of its REALTOR® Members, decision is made to withdraw, in which case the State and National Associations shall be notified at least one month in advance of the date designated for the termination of such membership.

Section 2. The Association recognizes the exclusive property rights of the NATIONAL ASSOCIATION OF REALTORS® in the terms REALTOR® and REALTORS®. The Association shall discontinue use of the terms in any form in its name, upon ceasing to be a member of the National Association, or upon a determination by the Board of Directors of the National Association that it has violated the conditions imposed upon the terms.

Section 3. The Association adopts the Code of Ethics of the NATIONAL ASSOCIATION OF REALTORS® and agrees to enforce that Code among its REALTOR® Members. The Association and all of its Members agree to abide by the Constitution, Bylaws, Rules and Regulations, and policies of the National Association.

ARTICLE X - Dues

Section 1. Application Fee. The Board of Directors may adopt an application fee for REALTOR® membership in reasonable amount, not exceeding three (3) times the amount of the annual dues for REALTOR® membership, which shall be required to accompany each application for REALTOR® membership and which shall become the property of the Association upon final approval of the application.

Section 2. Dues. The annual dues of Members shall be as follows:

- a) **Designated REALTOR® Members Dues.** The annual dues of each Designated REALTOR® member shall be in such amount as established annually by the board of directors, plus an additional amount to be established annually by the board of directors times the number of real estate salespersons and licensed or certified appraisers who (1) are employed by or affiliated as independent contractors, or who are otherwise directly or indirectly licensed with such REALTOR® member, and (2) are not REALTOR® members of any association in the state or a state contiguous thereto or Institute Affiliate members of the association. In calculating the dues payable to the association by a designated REALTOR® member, non-member licensees as defined in (1) and (2) of this paragraph shall not be included in the computation of dues if the designated REALTOR® has paid dues based on said non-member licensees in another association in the state or a state contiguous thereto, provided the designated REALTOR® notifies the association in writing of the identity of the association to which dues have been remitted. In the case of a designated REALTOR® member in a firm, partnership, or corporation whose business activity is substantially all commercial, any assessments for non-member licensees shall be limited to licensees affiliated with the designated REALTOR® (as defined in (1) and (2) of this paragraph) in the office where the designated REALTOR® holds membership, and any other offices of the firm located within the jurisdiction of this association.

- (1) A REALTOR® member of a Member Board shall be held to be any member who has a place or places of business within the state or a state contiguous thereto and who, as a principal is actively engaged in the real estate profession as defined in Article III, Section 1 of the Constitution of the NATIONAL ASSOCIATION OF REALTORS®. An individual shall be deemed to be licensed with a REALTOR® if the license of the individual is held by the REALTOR®, or by any broker who is licensed with the REALTOR®, or by any entity in which the REALTOR® has a direct or indirect ownership interest and which is engaged in other aspects of the real estate business provided that such licensee is not otherwise included in the computation of dues payable by the principal of the entity.

A REALTOR® with a direct or indirect ownership interest in an entity engaged exclusively in soliciting and/or referring clients and customers to the REALTOR® for consideration on a substantially exclusive basis shall annually file with the association on a form approved by the association a list of the licensees affiliated with that entity and shall certify that all of the licensees affiliated with the entity are solely

engaged in referring clients and customers and are not engaged in listing, selling, leasing, renting, managing, counseling, or appraising real property. The individuals disclosed on such form shall not be deemed to be licensed with the REALTOR® filing the form for purposes of this section and shall not be included in calculating the annual dues of the designated REALTOR®. Designated REALTORS® shall notify the association within three (3) days of any change in status of licensees in a referral firm.

The exemption for any licensee included on the certification form shall automatically be revoked upon the individual being engaged in real estate licensed activities (listing, selling, leasing, renting, managing, counseling, or appraising real property) other than referrals, and dues for the current fiscal year shall be payable.

Membership dues shall be prorated for any licensee included on a certification form submitted to the association who during the same calendar year applies for REALTOR® membership in the association. However, membership dues shall not be prorated if the licensee held REALTOR® membership during the preceding calendar year.

- b) **REALTOR® Members Dues.** The annual dues of REALTOR® members other than the Designated REALTOR® shall be as established annually by the Board of Directors.
- c) **Institute Affiliate Member Dues.** The annual dues of each Institute Affiliate Member shall be as established in Article II of the Bylaws of the NATIONAL ASSOCIATION OF REALTORS®.
- d) **Honorary Life Members.** There shall be no dues payable for Honorary Life Members unless they wish to retain the right to use the term REALTOR®, in which case, local dues will be waived, but state and national dues will be collected.
- e) **Other Classes of Members.** The annual dues for all other classes of membership shall be an amount established annually by the Board of Directors.
- f) **Member Councils.** There will be no annual dues assessed for Member Councils.

Section 3. Dues Payable. Dues for all members shall be payable annually in advance as designated by the Board of Directors. Dues shall be computed from the date of application and granting of provisional membership and shall be prorated for the remainder of the year. If a newly affiliated individual chooses not to become a member, the Designated REALTOR® will report the individual as a non-member within 30 days of affiliation.

(a) In the event a sales licensee or licensed or certified appraiser who holds REALTOR® membership is dropped for nonpayment of Board dues, and the licensee remains with the Designated REALTOR'S® firm, the dues obligation of the Designated REALTOR® (as set forth in Article X, Section 2 (a)) will be increased to reflect the addition of a non-Member licensee. Dues shall be calculated from the first day of the current calendar year and are payable within 30 days of the notice of termination.

Section 4. Nonpayment of Dues. If a REALTOR® Member's dues remain unpaid at the close of business on the 15th day of the month due, a 20% fine will be assessed on the amount of unpaid local dues. If the dues remain unpaid on the last day of the month due, the member will be suspended. Upon suspension of a sales licensee or licensed or certified appraiser for nonpayment, the Designated REALTOR® shall be notified that his dues have been adjusted to reflect the addition of the non-member licensee, and membership of the Designated REALTOR® shall automatically terminate unless the amounts due are remitted within 30 days. If a newly affiliated individual does not make application for REALTOR® membership and remit dues within 30 days of affiliation, and the Designated REALTOR® fails to report the individual as a non-member to the Association within that time, a fine of 20% of the unpaid local dues shall be assessed. Thirty days after the delinquent date, membership of the Designated REALTOR® may be terminated at the discretion of the Board of Directors. However, no action shall be taken to suspend or expel a member for non-payment of disputed amounts until the accuracy of the amount owed has been confirmed by the Board of Directors.

Section 5. Transfer Fees. A transfer fee as determined from time to time by the Board of Directors shall be charged each REALTOR® who changes affiliation. The transfer fee is due at the time a transfer is requested from the Real Estate Commission.

Section 6. Reinstatement Fees. Reinstatement fees for REALTOR® membership shall be in the amount determined from time to time by the Board of Directors.

Section 7. Non-Payment of Financial Obligations. If dues, fees, fines, or other assessments including amounts owed to the Association, or the Association's Multiple Listing Service are not paid within one month after due date, the nonpaying member is subject to suspension. Two (2) months after the due date, membership of the non-paying member shall automatically terminate unless within that time the amount due is paid. However, no action shall be taken to suspend or expel a member for nonpayment of disputed amounts until the accuracy of the amount owed has been confirmed by the Board of Directors. A former Member who has had his membership terminated for nonpayment of dues, fees, fines or other assessments duly levied in accordance with the provisions of these Bylaws or the provisions of other rules and regulations of the Association or any of its services, departments, divisions or subsidiaries may reinstate by making payment of the reinstatement fee, any outstanding fees, fines or other assessments plus pro-rated dues for the remainder of the term.

Section 8. Notice of Dues, Fees, Fines, Assessments, or Other Financial Obligations of Members. All dues, fees, fines, assessments, or other financial obligations of the Association or Association Multiple Listing Service shall be noticed to the delinquent Association Member in writing setting forth the amount owed and due date.

Section 9. Deposit. All money received by the Association for any purpose shall be deposited to the credit of the Association in a financial institution or institutions selected by the Board of Directors of the Association.

Section 10. Expenditures. The Board of Directors shall administer the finances of the Association.

ARTICLE XI - Officers and Directors

Section 1. Officers. The officers of the Association shall be: a President, Immediate Past President, President-Elect, and Secretary/Treasurer. They shall serve for a term of one year. The President-Elect will automatically succeed to the office of President and the Secretary / Treasurer to the office of President-Elect on January 1st of the following year.

(a) If a retiring President is in the final year of his or her term as a Director, the retiring President shall be held over without election for one year succeeding the term of office as President to serve as Past President.

(b) If the President-Elect is in his or her final year of a term as Director, the President-Elect shall be held over without election to serve as President and Past President.

(c) The position of Secretary/Treasurer of the Board will be filled if those applying meet the following criteria: 1) they must be a member of the incoming Board of Directors and 2) they must have served a minimum of one full year as a Director at the time of taking office (January 1).

Section 2. Duties of Officers. The duties of the officers shall be such as their titles, by general usage would indicate and such as may be assigned to them by specific job descriptions as approved and amended from time to time by the Board of Directors.

Section 3. Executive Committee. There shall be an Executive Committee composed of the President, immediate Past President, President-Elect, Secretary/Treasurer, and the Chief Executive Officer. The Executive Committee shall conduct the affairs of the Association in accordance with the policies and instructions of the Board of Directors. The Committee shall meet upon call of the President, the Board of Directors, or any two of its members. The President shall act as the chairman of the Committee; two (2) voting members constitute a quorum. No more than one member of a firm may serve as an Officer of the Board at any one time; however, a duly elected Officer who changes firms (including mergers and acquisitions) during his or her term shall not become ineligible to continue to serve the remainder of their succession to the offices elected to. The Chief Executive Officer shall be a non-voting member.

Section 4. Chief Executive Officer. The Executive Committee, with the approval of the Board of Directors, shall employ a Chief Executive Officer who shall be the Chief Paid Staff Officer. The Chief Executive Officer under the direction of the President and the Board of Directors shall have active charge of the administrative affairs of the Association and shall receive such compensation for services as determined from time to time by the Board of Directors. The Chief Executive Officer shall have custody of all records and documents which are considered Association property; render any and all necessary reports to the Board of Directors upon call, and such other duties as provided for in a job description as amended and approved from time to time by the Board of Directors. The Chief Executive Officer may be bonded.

Section 5. Board of Directors. The governing body of the Association shall be a Board of Directors consisting of not more than 17 Directors from the REALTOR® membership, at least one of whom shall be a REALTOR® who specializes in commercial investment real estate, to be elected to serve a three (3) year term; one Director Representative from each Member Council respectively. Council Directors shall be chosen by each Council and will serve a three (3) year term. Directors may not serve more than two (2) consecutive terms. A Director having served two (2) consecutive terms may submit their name for consideration after one year following the completion of their second term. The immediate Past President shall serve as a voting Director. With the exception of the President-Elect of RSCK, no Director may simultaneously serve as a Director of both RSCK and SCK MLS. No more than two members of a firm may serve as an elected Director of the Board at any one time; however, a duly elected Director who changes firms (including mergers and acquisitions) during his or her term shall not become ineligible to continue to serve the remainder of his or her term by virtue of this limitation. Director representation from Member Councils may serve without regard to company affiliation provided not more than three members of a firm are serving on the Board at any one time, however this limitation shall not apply if it is exceeded only because one or more Directors changes firms during his or her term to a firm in which three members already serve as Directors.

Section 6. Election of Directors.

(a) A Leadership Development Committee shall be appointed by the President composed of three carry-over Directors, one Past President, and two REALTOR® Members from the Association Membership at large. The Immediate Past President shall serve as Chair. No more than one member of a firm may serve on the Leadership Development Committee at any one time. The Leadership Development Committee should secure at least two (2) candidates for each open Director position from the eligible membership. The report of the Leadership Development Committee shall be noticed to each REALTOR® Member at least four (4) weeks preceding the election. Notification to the Membership of the qualified candidates will be delivered by any of the following including, but not limited to: newsletter, electronic mail or other appropriate means as approved from time to time by the Board of Directors. The ballot will be designed so that Member Company position limitations will be followed. No person who serves on the Leadership Development Committee shall be eligible for election.

(b) The election of Directors shall be by electronic ballot prior to the Annual Meeting. Voting by electronic ballot shall be pursuant to rules and procedures established by the Board of Directors, which, among other things, shall establish where, when, and by what means the electronic ballot shall be cast.

All ballots shall contain the names of all candidates and the offices for which they are nominated. Votes may be cast only for those candidates whose names appear on the ballot. Votes for write-in candidates are not permitted. Ballots containing votes for write-in candidates and ballots containing fewer or more votes than the number to be elected shall be invalid. In years in which the ballot contains multiple candidates who are specialists in commercial investment real estate, their names shall be segregated on the ballot, with all members to vote for one. Remaining votes shall be cast for the REALTORS® at large on the other section of the ballot, as indicated.

(c) The President, with the approval of the Board of Directors, shall appoint an election committee of three (3) REALTOR® Members to conduct the election. In case of a tie vote, the issue shall be determined by lot.

Section 7. Election of Officers. The newly elected directors together with the Directors who hold over shall comprise the Board of Directors for the ensuing year. This Board of Directors shall meet after the Annual Meeting, the date, place and hour to be designated by the Board of Directors, for the purpose of electing the Secretary / Treasurer for the ensuing year.

Section 8. Installation. The installation of the newly elected Officers and Directors shall be held as soon as possible after this election, at such time and place as the Directors may decide.

Section 9. Vacancies. Vacancies among the Officers and the Board of Directors shall be filled by a simple majority vote of the Board of Directors until the next annual election.

Section 10. Removal of Officers or Directors. In the event that an Officer or Director is deemed to be incapable of fulfilling the duties for which elected, but will not resign from office voluntarily, the Officer or Director may be removed from office under the following procedure.

(a) A petition requiring the removal of an Officer or Director and signed by not less than one-third of the voting membership or a majority of all Directors shall be filed with the President, or if the President is the subject of the petition, with the next-ranking officer, and shall specifically set forth the reasons the individual is deemed disqualified from further service.

(b) Upon receipt of the petition, and not less than twenty (20) days or more than forty-five (45) days thereafter, a special meeting of the voting membership of the Association shall be held, and the sole business of the meeting shall be to consider the charge against the Officer or Director and to render a decision on such petition.

(c) The special meeting shall be noticed to all voting Members at least ten (10) days prior to the meeting and shall be conducted by the President of the Association unless the President's continued service in office is being considered at the meeting. In such case, the next-ranking officer will conduct the meeting of the hearing by the Members. Provided a quorum is present, a three-fourths vote of Members present and voting shall be required for removal from office.

ARTICLE XII – Meetings

Section 1. Annual Meetings. The annual meeting of the Association shall be held during Q3 or Q4 of each year, the date, place, and hour to be designated by the Board of Directors.

Section 2. Meetings of the Directors. The Board of Directors shall designate a regular time and place of meetings, eight (8) or more of whom shall constitute a quorum to conduct business. Absence from three (3) regularly scheduled meetings by an Officer or Director during each calendar year shall be construed as resignation there from and the Officer or Director may petition the Board for reinstatement within 30 days from the third absence. The President may call a special meeting of the Directors at any time, either verbally, by telephone, or by written notice.

Section 3. Other Meetings. Meetings of the Members may be held at other times as the President or the Board of Directors may determine, or upon written request of at least ten percent (10%) of the Member eligible to vote.

Section 4. Notice of Meetings. Notice shall be given to every member entitled to participate in the meeting at least one (1) week preceding all meetings by any of the following including, but not limited to: newsletter, electronic mail or other appropriate means as approved from time to time by the Board of Directors. If a special meeting is called, it shall be accompanied by a statement of the purpose of the meeting.

Section 5. General Membership Meetings. Meetings of the Members may be held at other times as the President or the Board of Directors may determine, or upon the written request of at least 10% of the Members eligible to vote.

Section 6. Quorum. A quorum for the transaction of business at a General Membership Meeting shall consist of 30 Members eligible to vote.

ARTICLE XIII - Committees

Section 1. Standing Committees. The President shall appoint from among the REALTOR® Members, subject to confirmation by the Board of Directors, standing committees as set out in the Policies and Procedures Manual of the Association as from time to time amended.

Section 2. Special Committees. The President shall appoint, subject to confirmation by the Board of Directors, special committees as deemed necessary.

Section 3. Organization. All committees shall be of such size and shall have such duties, functions, and powers as may be assigned by the President or the Board of Directors, except as otherwise provided in these Bylaws.

Section 4. President. The President shall be an ex-officio member of all standing committees and shall be notified of their meetings.

ARTICLE XIV - Fiscal and Elective Year

Section 1. The fiscal and elective year of the Association shall be January 1st to December 31st.

ARTICLE XV - Rules of Order

Section 1. *Robert's Rules of Order*, latest edition, shall be recognized as the authority governing the meetings of the Association, its Board of Directors, and committees, in all instances wherein its provisions do not conflict with these Bylaws.

ARTICLE XVI - Amendments

Section 1. These Bylaws may be amended by the majority vote of the REALTOR® Members present and qualified to vote at any meeting at which a quorum is present, provided the substance of such proposed amendment or amendments shall be plainly stated in the call for the meeting and shall be in legislative format, striking deletions and underlining additions, except that the Board of Directors may, at any regular or special meeting of the Board of Directors at which a quorum is present, approve amendments to the Bylaws which are mandated by NAR policy.

Section 2. Notice of all meetings at which amendments are to be considered shall be delivered by any of the following including, but not limited to: newsletter, electronic mail or other appropriate means as approved from time to time by the Board of Directors to every Member Eligible to vote at least one (1) week prior to the meetings.

Section 3. Amendments to these Bylaws affecting the admission or qualification of REALTOR® and Institute Affiliate Members, the use of the terms REALTOR® and REALTORS®, or any alternation in the territorial jurisdiction of the Association shall become effective upon their approval as authorized by the Board of Directors of the NATIONAL ASSOCIATION OF REALTORS®.

ARTICLE XVII - Dissolution

Section 1. Authority. Upon the dissolution or winding up of the affairs of this Association, the Board of Directors, after providing for the payment of all obligations, shall distribute any remaining assets to the Kansas Association of REALTORS® or, within its discretion, to any other non-profit tax-exempt organization.

ARTICLE XVIII - Multiple Listing Service

Section 1. Authority. The Association of REALTORS® shall maintain for the use of its members a Multiple Listing Service (MLS) which shall be a lawful corporation of the State of Kansas, all the stock of which shall be owned by this Association of REALTORS®.

Section 2. Purpose. A Multiple Listing Service is a means by which authorized Participants make blanket unilateral offers of compensation to other Participants (acting as subagents, buyer agents, or in other agency or non-agency capacities defined by law); by which cooperation among participants is enhanced; by which information is accumulated and disseminated to enable authorized Participants to prepare appraisals, analyses, and other valuations of real property for bona fide clients and customers; by which Participants engaging in real estate appraisal contribute to common databases; and is a facility for the orderly correlation and dissemination of listing information so participants may better serve their clients and the public. Entitlement to compensation is determined by the cooperating broker's performance as a procuring cause of the sale (or lease).

Section 3. Governing Documents. The Board of Directors shall cause any Multiple Listing Service established by it pursuant to this Article to conform its corporate charter, constitution, bylaws, rules, regulations, policies, practices, and procedures at all times to the Constitution, Bylaws, Rules, Regulations, and Policies of the National Association of REALTORS®. The President-Elect of RSCK shall serve as a non-voting Director on the SCK MLS Board; conversely the SCK MLS President shall serve as a non-voting Director on the RSCK Board.

Section 4. Participation. Any REALTOR® of the REALTORS® of South Central Kansas or any other association who is a principal, partner, corporate officer, or branch office manager acting on behalf of a principal, without further qualification, except as otherwise stipulated in these bylaws, shall be eligible to participate in MLS upon agreeing in writing to conform to the rules and regulations and compliance guidelines thereof and to pay the costs incidental thereto. However, under no circumstances is any individual or firm, regardless of membership status, entitled to MLS "membership" or "participation" unless they hold a current, valid real estate broker's license and offer or accept compensation to and from other Participants or are licensed or certified by an appropriate state regulatory agency to engage in the appraisal of real property pursuant to a real estate transaction. Use of information developed by or published by SCK MLS is strictly limited to the activities authorized under a Participant's licensure(s) or certification and unauthorized uses are prohibited. Further, none of the foregoing is intended to convey "participation" or "membership" or any right of access to information developed by or published by a SCK MLS where access to such information is prohibited by law.

Mere possession of a broker's license is not sufficient to qualify for MLS participation. Rather, the requirement that an individual or firm offers or accepts cooperation and compensation means that the Participant actively endeavors during the operation of its real estate business to list real property of the type listed in the MLS and/or to accept offers of cooperation and compensation made by listing brokers or agents in the MLS. "Actively" means on a continual and ongoing basis during the operation of the Participant's real estate business. The "actively" requirement is not intended to preclude MLS participation by a Participant or potential Participant that operates a real estate business on a part-time seasonal or similarly time-limited basis or that has its business interrupted by periods of relative inactivity occasioned by market conditions. Similarly, the requirement is not intended to deny MLS participation to a Participant or potential Participant who has not achieved a minimum number of transactions despite good faith efforts. Nor is it intended to permit an MLS to deny participation based on the level of service provided by the Participant or potential Participant as long as the level of service satisfies state law.

The key is that the Participant or potential Participant actively endeavors to make or accept offers of cooperation and compensation with respect to properties of the type that are listed on the MLS in which participation is sought. This requirement does not permit an MLS to deny participation to a Participant or potential Participant that operates a "Virtual Office Website" (VOW) (including a VOW that the Participant uses to refer customers to other Participants) if the Participant or potential Participant actively endeavors to make or accept offers of cooperation and compensation. An MLS may evaluate whether a Participant or potential Participant actively endeavors during the operation of its real estate business to offer or accept cooperation and compensation only if the MLS has a reasonable basis to believe that the Participant or potential Participant is in fact not doing so. The membership requirement shall be applied in a nondiscriminatory manner to all Participants and potential Participants.

Section 5. Subscribers and Users. Subscribers and Users of the MLS include non-principal brokers, sales associates, and licensed and certified appraisers affiliated with Participants, Subscribers also include affiliated unlicensed administrative and clerical staff, personal assistants, and individuals seeking licensure of certification as real estate appraisers who are under the direct supervision of an MLS Participant or the Participant's licensed designee.

ARTICLE XIX – Commercial Information Exchange

Section 1. Authority: The Association of REALTORS® may maintain for the use of its members a Commercial Information Exchange (CIE) which shall be administered by the South Central Kansas MLS (SCK MLS), a lawful corporation of the state of Kansas, all the stock of which shall be owned by this Association of REALTORS®.

Section 2. Purpose: The CIE serves as an information exchange. Participants who have been retained by sellers of commercial or industrial property to market those properties may submit information on those properties to the CIE and Participants who have been retained by buyers of commercial or industrial property may submit information on the type(s) of property sought to the CIE. Any compensation agreements related to property included in the Exchange compilation must be made on an individual basis outside the CIE between the Participants involved.

A Commercial Information Exchange is not a Multiple Listing Service. No offers of cooperation and compensation are communicated by filing information on a property with the CIE.

Section 3. Governing Documents: The Board of Directors shall cause any Commercial Information Exchange established by it pursuant to this Article to conform its corporate charter, constitution, bylaws, rules, regulations, policies, practices, and procedures at all times to the Constitution, Bylaws, rules, regulations, and policies of the National Association of REALTORS®.

Section 4. Participation: Any REALTOR® of this or any other Board who is a principal, partner, corporate officer, or branch manager acting on behalf of a principal, without further qualification, except as stipulated otherwise in these bylaws, shall be eligible to participate in the Commercial Information Exchange upon agreeing in writing to conform to the rules and regulations thereof and to pay the costs incidental thereto. However, no individual or firm, regardless of Board membership status, is eligible for CIE participation or membership status unless they hold a current, valid real estate broker's license and are capable of accepting and offering compensation to and from other Participants or to those individuals who are licensed or certified by a state regulatory agency to engage in the appraisal of real property. Licensees affiliated with CIE Participants are not considered "participants" or "members" of the Exchange but rather have access to and use of the Exchange information by virtue of their affiliation with the Exchange Participant. None of the foregoing is

intended to preclude a CIE from providing, as a matter of local determination, access to information from CIE compilations to affiliate members of Boards or to others engaged in recognized fields of real estate practice or in related fields.

A nonmember applicant for CIE participation who is a principal, partner, corporate officer, or branch office manager acting on behalf of a principal, shall supply evidence satisfactory to the Membership Committee that he has no record of recent or pending bankruptcy; has no record of official sanctions involving unprofessional conduct; agrees to complete a course of instruction (if any) covering the CIE rules and regulations and computer training related to CIE information entry and retrieval, and shall pass such reasonable and non-discriminatory written examination thereon as may be required by the CIE; and shall agree that if elected as a Participant, he will abide by such rules and regulations and pay the CIE fees and dues, including the nonmember differential (if any), as from time to time established. Under no circumstances is any individual or firm entitled to CIE participation or membership unless they hold a current, valid real estate broker's license and are capable of offering and accepting compensation to and from other Participants or are licensed or certified by an appropriate state regulatory agency to engage in the appraisal of real property. Use of information developed by or published by a Board CIE is strictly limited to the activities authorized under a Participant's licensure(s) or certification and unauthorized uses are prohibited. None of the foregoing is intended to preclude a CIE from providing, as a matter of local determination, access to information from CIE compilations to affiliate members of Boards or to others engaged in recognized fields of real estate practice or in related fields. Further, none of the foregoing is intended to convey participation or membership or any right of access to information developed by or published by a Board CIE where access to such information is prohibited by law.

Section 5. Subscribers: Subscribers (or users) of the CIE include non-principal brokers, sales associates, and licensed and certified appraisers affiliated with Participants.

Section 6. Orientation: Any applicant for CIE participation and any licensee (including licensed or certified appraisers) affiliated with a CIE Participant who has access to and use of the CIE-generated information shall complete an orientation program of no more than twelve (12) classroom hours devoted to the CIE rules and regulations and computer training related to CIE information entry and retrieval. Neither the Association of REALTORS® nor the SCK MLS shall have any obligation whatsoever to offer or provide any such orientation program unless it/they, in its/their sole discretion, choose to do so.

ARTICLE XX - Indemnification

Section 1. The Association shall indemnify any and all persons who may serve or have served at any time as Directors, Officers, or staff, and their respective heirs, administrators, successors and assigns, against any and all expenses including amount paid upon judgments, counsel fees and amounts paid in settlement (before and after suit has commenced), actually and necessary incurred by such persons in connection with the defense or settlement of any claim, action, suit or proceeding in any of which they, or any of them, are made parties, or a party, or which may be asserted against them or any of them by reason of being or having been an Officer, Director or staff of the Association, except in relation to matters to which any such Officer, Director, or staff member; former Officers, former Directors, or former staff members shall be adjudged in any action, suit or proceeding to be liable for their own negligence or misconduct in the performance of their duties. Such indemnification may be entitled or under any law, Bylaw agreement or any other right to which those indemnified may be entitled under any law, bylaw, or agreement or otherwise.

Section 2. The Association shall have power to purchase and maintain insurance on behalf of any person who is or was a director, officer, employee or agent of the association, or is and was serving at the request of the Association as a director, officer, employee or agent of another corporation, partnership, joint venture, trust or other enterprise against any liability asserted against him and incurred by him in any such capacity, or rising out of his status as such, whether or not the Association would have the power to indemnify him against such liability under the provisions of this Bylaw or under the provisions of any law of the State of Kansas.

ARTICLE XXI - Conflict of Interest

Section 1. Contracts, Sales, and Purchases:

(a) Directors, Officers, Committee Members or Employees of the Association shall not be financially interested in any contract made by them in their official capacity on behalf of the Association, nor shall they be purchasers at any sale or vendors at any purchase made by them in their official capacity on behalf of the Association, unless the full nature and extent of such financial interest and/or status as prospective purchaser or vendor has first been disclosed in writing to the Association.

(b) The Association shall authorize, approve, or ratify a contract in good faith by a vote of its members or Directors sufficient for that purpose without counting the vote or votes of the Director, Officer, Committee Member or Employee who has disclosed said interest and who shall be ineligible to vote thereon.

(c) The processing of one's own MLS listings with the Association's MLS subsidiary and/or the acquisition of standard forms, educational materials, and other materials of similar nature from the Association shall be exempt from the provisions of this paragraph. In addition, the Board of Directors of the Association shall have the power to determine other transactions or classes of transactions to be exempt from the provisions of this paragraph, by means of amendment to this Code.

Section 2. Confidential Information.

(a) Directors, Officers, Committee Members and Employees of the Association shall not disclose to any other person, confidential information acquired by them in the course of their official duties or use any such information for the purpose of pecuniary gain in any manner which is contrary to the best interests of the Association.

(b) This section shall not apply to any disclosure made to any law enforcement agency, nor to any disclosure made pursuant to subpoena or other similar legal process.