

## **GRAWA MEMBERSHIP HARDSHIP POLICY**

(Adopted by the board of directors, January 2005)

*Some potential members and returning members have indicated that our dues are too high for them to pay due to financial hardship and they have thus not joined. There is no definition of “financial hardship” and we do not want to review our members’ finances. We do, however, want to encourage membership to the fullest extent possible and do not want a temporary condition to prevent someone from enjoying the privileges of membership.*

### **Hardship Policy**

If any renewing member or potential new member indicates on his or her application that a financial hardship exists, his or her dues will be prorated over two months. It will be in the discretion of the current membership committee chair to grant an additional time period for payment of dues, if requested. Dues cannot be waived according to the bylaws of the Women’s Bar Association of New York (“WBASNY”) and the bylaws of GRAWA. However, in an extreme case the current membership committee chair will have the authority to reduce the actual dues to the current per person charge by WBASNY. For example, if dues are \$85 to join GRAWA and the WBASNY charge is \$50, the GRAWA membership chair can reduce that person’s dues to \$50 and prorate payments over two months.

Full membership privileges will not be granted until dues are paid in full. That is, the member will be added to the database and receive event notices and the calendar, and may attend all events, but will not be eligible for the reduced member fees (such as for CLEs) until dues are paid in full. Voting privileges shall be withheld as well.