

Adopted: November 2017

ARTICLE I - NAME

1. The name of this club will be Texas A&M University Club Swimming, and may also be known as the Texas A&M Club Swim Team, TAMU Club Swimming, TAMU Club Swim, or TAMCS. (Hereafter, this organization is referred to as "the Club.")

ARTICLE II - PURPOSE

- 1. To provide students of Texas A&M University the opportunity to compete in championship meets at the National level.
- 2. To enable students to continue rigorous training while refining performance techniques.
- 3. To create a supportive, friendly, and all-inclusive team environment at Texas A&M University that prioritizes team unity and emphasizes student excellence.
- 4. To develop Collegiate Club Swimming together with US Masters Swimming, the Southwest Swim League, and fellow collegiate teams.

ARTICLE III - MEMBERSHIP

1. Eligibility

a. Undergraduate and graduate students enrolled at Texas A&M University are eligible to join the team. The definition of each student are provided in Chapter 3 Membership Guidelines and Standards of Conduct of the Texas A&M Sport Clubs Guidebook:

Only registered graduate and undergraduate students at Texas A&M who have paid Rec Center fees are eligible for membership.

- A&M Undergraduate AND Graduate students MUST be enrolled in at least 6 credit hours. Blinn TEAM students MUST be enrolled in at least 3 credit hours at Texas A&M. Exception: graduating seniors, may be taking less.
- Blinn TEAM & Affiliated Co-Curricular students are eligible to participate as long as they pay University fees, they are considered students at Texas A&M, but are enrolled and take classes at both Texas A&M, as well as Blinn or other locations.
- b. Performance Requirements
 Athletes must demonstrate proficiency (at the discretion of the Coach) in the four strokes with correct transitions and flip turns.
- c. Age
 Members must be 18 or older at the time of registration because of travel liability requirements set by the University and College Club Swimming requirements.

2. Active Membership

a. In order to maintain active membership, all athletes must follow the guidelines set forth in Article IV ("Expectations").

3. Non-Discrimination Statement

- a. The Club does not discriminate on the basis of race, color, religion, national origin, sex, age, status as a disabled individual, sexual orientation, gender identity/expression, genetic information or protected veteran status in membership.
- b. Additionally, the Club endeavors to provide reasonable accommodations and ensure equal access to qualified persons with disabilities. Inquiries concerning perceived discrimination or requests for disability accommodations may be referred to the Club President.

ARTICLE IV - EXPECTATIONS

1. Code of Conduct

- a. Athletes are, at all times, expected to be good representatives of Texas A&M University and of the Club. This includes adhering to our core values of Respect, Commitment, and Community.
 - Failure to adhere to the core values at any point in the season may result in disciplinary action.
- b. As students of Texas A&M, club athletes will abide by the Codes of Conduct set forth in the University's <u>Student Rules</u> and <u>Sport Club Guidebook</u>.
- c. Communication
 - i. Athletes are expected to use club swim modes of communication in an appropriate and respectful manner
 - ii. If we send you two emails and you do not respond, it is assumed you have quit and you will be removed from the team roster.
- d. Hazing Policy
 - i. Bullying, hazing, or any other situation that does not foster an inclusive atmosphere will not be tolerated.
- e. Alcohol and Illegal Substance Policy
 - The use and/or transaction of alcoholic beverages at any Club activity is strictly prohibited to all members, including those over the legal age of consumption.
 - ii. The use and/or transaction of illegal substances in the Club is strictly prohibited.

2. Disciplinary Action

- a. All Code of Conduct policies outlined in the University's <u>Student Rules</u> and <u>Sport Club Guidebook</u> apply to all members, officers, and student coaches.
- b. The Club implements a "three strike" process for disciplinary actions. Any breach of conduct can incur a "strike" as determined by the President and one other officer (ideally, one who was present at the incident). Strikes are cumulative over the respective school year.
- c. At each strike, the offender has the right to present their perspective. With permission from the offender, each disciplinary hearing may be videotaped in case Sport Club administrative staff or the Club Advisor need to arbitrate *ex post facto*.
- d. Strike and Consequence
 - i. Strike 1 Formal verbal warning from the President and/or Vice-President of the Club.
 - ii. Strike 2 Minimum two-week suspension from the Club and all of its associated practices, meets, and events with an additional verbal warning.
 - iii. Strike 3 Offender is removed from the roster for the remainder of the season. Offender may re-apply for membership to the Club at the start of the next season, but must make a formal appeal to the Executive Board and can only be reinstated by a unanimous vote.
- e. A third-strike offense will result in removal from the roster and all Club activities. Official Club activities include:
 - i. Practices
 - ii. Competitions (including the entire duration of travel competitions)

- iii. Service Projects
- iv. Social Events administered by the Executive Board
- v. Fundraisers
- vi. Executive Board Meetings
- vii. Executive Committee Meetings
- viii. Any activity detailed in official Club communications, such as email and text reminders.
- f. The Club maintains a zero-tolerance policy with respect to violations including, but not limited to, <u>Title IX and VAWA</u> policies -- any violation or allegation of such conduct will be reported to appropriate University authorities.
- 3. Athletic Performance

(See Article III - Eligibility: Section 1 - Performance Requirements)

- 4. Financial Obligations
 - a. In a situation where the Club pays for athlete expenses, it is a requirement that the member athlete(s) fulfills the purpose for which they were given funding. If the athlete fails to complete that task (e.g., the athlete fails to attend a meet for which they were funded), the Treasurer reserves the right to levy fines against the athlete in an amount less than or equal to the amount which they were provided in Club funds. Extenuating circumstances may apply.

5. Attendance

- a. Practices
 - i. The Club recommends each member to attend at least one practice per week.
 - ii. Workouts may be published so athletes can continue their training through scheduling conflicts with practices.

b. Meets

- i. All athletes are eligible to compete in meets, provided they have active status, are not on probation at the time of the competition, and qualify with any applicable time standards.
- ii. All athletes are required to participate in at least one meet per semester. Extenuating circumstances apply.
- iii. All Club members are expected to be an active participant in any non-travel meets hosted by the Club with the exception of time trials held during practice. If members do not wish to compete, they may volunteer to help with the setup and administration of the meet.
- c. Mandatory Activities
 - i. All athletes are required to attend a mandatory Athlete Orientation Meeting at a date and time determined by the Club Executive Board. All parties will be informed of the date and time, and reasonable accommodations will be made for those unable to attend.
 - ii. In some cases, the Executive Board may elect to make externalactivities mandatory. These activities include events such as service projects, philanthropy projects, and fundraisers. Athletes will be notified of mandatory events (including time and date) at least one month prior so they can make necessary arrangements.
 - iii. If an athlete is unable to attend an event, an excusal request must be submitted to the Executive Board at least 48 hours prior to the event. Extenuating

circumstances apply. If an athlete does not provide an excuse before the 48-hour time period, they may recieve disciplinary action or be requested to make up the event.

6. Tryout Period

- a. There will be a tryout period at the beginning of the Fall and Spring semesters. Recruits will be allowed to practice with the team for free, using this time to determine if they want to commit to the Club. After this period, they are required to pay season dues.
 - i. The length of the trial period is at the discretion of the Executive Board.
- b. General components of the trial period follow. Specifics are left to the discretion of the Coaches.
 - i. Period 1: Information Sessions
 - ii. Period 2: General practice, and self-evaluation
 - iii. Period 3: Stroke-proficiency demonstration

ARTICLE V - MEETINGS

- 1. Team Meetings
 - a. Mandatory Informational Meetings
 - The Executive Board may schedule meetings as they deem necessary for general information. Attendance is subject to all members of the Club.
 - b. Specialized Meetings
 - The Executive Board may schedule additional, miscellaneous meetings in preparation of upcoming meets and other activities. Attendance is subject to members of the Club participating in the aforementioned upcoming activities.

2. Practices

- a. Usual practice times will occur per the schedule determined by the Executive Board at the start of each semester.
- b. Weekly practice times are dependent upon Campus Rec facility availability.
- 3. Executive Board Meetings
 - a. Executive Board meetings will occur on a weekly basis, at a time determined by the board at the start of the season.
 - b. A simple majority of board members must be present for an Executive Meeting to take place.

ARTICLE VI - EXECUTIVE BOARD

- 1. The Executive Board will consist of the following officers:
 - a. President
 - b. Vice-President
 - c. Treasurer
 - d. Secretary
 - e. Marketing Director
 - f. Captain
 - g. Meet Coordinator
 - h. Special Events Coordinator
- 2. General Expectations
 - a. Officers will represent the Club to the best of their ability and promote its success through their actions and commitment.
 - b. Officers must communicate with their fellow Board members in a timely and effective manner in order to accomplish their duties.
 - c. Each officer must take part in staffing workouts when a coach is unavailable/has not been appointed.
- 3. Academic Expectations
 - a. The officers of this organization must meet the following requirements, or otherwise be ineligible to hold office:
 - i. Have a minimum cumulative and semester grade point ratio (GPR) as stated below and meet that minimum cumulative and semester GPR in the semester immediately prior to the election/appointment, the semester of election/appointment and semesters during the term of office.
 - 1. For undergraduate students, the minimum cumulative and semester GPR is 2.00. In order for this provision to be met, at least six hours (half-time credits) must have been taken for the semester under consideration. In one limited circumstance, summer semester hours may be applied to this provision. In order for summer coursework to qualify toward a grade point ratio prior to election/appointment, at least six credit hours must have been taken during the course of either the full or two summer session(s).
 - 2. For graduate level students the minimum cumulative and semester GPR is a 3.00 and for first professional students the minimum cumulative and semester GPR is 2.50. In order for this provision to be met, at least four hours (half-time credits) must have been taken for the semester under consideration. In one limited circumstance, summer semester hours may be applied to this provision. In order for summer coursework to qualify toward a grade point ratio prior to election/appointment, at least four credit hours must have been taken during the course of either the full or two summer session(s) unless fewer credits are required as they complete the final stages of their degree.
 - ii. Be in good standing with the university and enrolled:
 - 1. At least half time (six or more credit hours), if an undergraduate student (unless fewer credits are required to graduate in the spring and

- fall semesters) during the term of office. Students enrolled in the Blinn TEAM program are also eligible to hold an office, as long as the student is meeting all applicable Blinn TEAM requirements and is in good standing with the program.
- 2. At least half time (four or more credits), if a graduate level student (unless fewer credits are required in the final stages of their degree as defined by the Continuous Registration Requirement) during their term of office.

4. Attendance

- a. Officers must attend all weekly meetings at a time specified at the beginning of each semester.
 - i. Officers will only be excused from meetings if they have reasonable cause.
 - ii. If an officer is unable to attend a meeting, they are expected to either submit an officer report detailing their progress on assignments or remotely participate in the meeting.
- b. Officers must attend at least one activity hosted by the Club each week. Extenuating circumstances may apply.
- 5. The duties of each officer will be as follows:

a. President

- i. Head facilitator and delegator of the Club. It is their duty to assist the officers with whatever tasks are given and ensure the organization is achieving progress.
- ii. Serve as liaison between the Club, Department of Recreation Sports (DRS) professional staff, and advisor(s).
- iii. Ensure that all DRS and constitutional policies and procedures are implemented and enforced.
- iv. Furnish copies of facility requests for all meets, meetings, and practices to the DRS office.
- v. Inform Club members of the policies and procedures outlined in the Sport Club Guidebook.
- vi. Submit required Sport Clubs Trip Request form and similar forms in a timely manner.
- vii. Submit all Risk and Insurance Management forms in a timely manner.
- viii. Participate in Coaches' Training (if applicable).
- ix. Schedule a monthly meeting with the Sport Club Advisor to evaluate the previous month and review goals for the next month.
 - x. Ensure that elections are conducted as per Club bylaws.
- xi. Responsible for all internal Club communication, and must ensure the Club is well-informed of upcoming events.
- xii. Responsible for the decisions involving Club apparel.
- xiii. Maintain active relations with other clubs, in order to secure competition opportunities and promote the state of Collegiate Club swimming.
- xiv. Serve as the Club's representative on the Sport Club Executive Council.

b. Vice-President

- i. Coordinate home meets and invitationals, including facility reservations, outreach to visiting teams, and obtaining official sanctions.
 - ii. Oversee all duties pertinent to the recruitment of new athletes.
 - iii. Assist the President with any tasks they are unable to complete.
 - iv. Oversees athlete registration and recruitment to Club, manages team roster in Drive/TeamManager.
 - v. Manages the Club's computer.

c. Treasurer

- i. Prepare and maintain the Club's annual (season) budget.
- ii. Determine membership dues at the start of the season.
- iii. Collect and deposit dues and all other fees that may arise throughout the year. When submitting a cash deposit, take a picture and submit it to the drive and/or slack communication.
- iv. Ensure athletes have paid all applicable fees.
- v. Serve as a liaison with Student Organization Finance Center staff.
- vi. Keep accurate and up-to-date records of the Club's finances.
- vii. Forecast the costs necessary to travel to Nationals and other away meets.
- viii. Ensure that the Club stays within its budget.
- ix. Prepare Funding Assistance Applications to submit to the Student Organization Finance Assistance Board.
- x. Any additional financial duties that may arise.

d. Secretary

- i. Draft agendas for weekly meetings, and ensure meetings are run smoothly.
- ii. Take notes during meetings and make notes accessible to other officers.
- iii. Delegate tasks to their respective officers at the end of each meeting, and micromanage the Board to ensure tasks are completed.
- iv. Coordinate all communications and provide regular updates to Club advisors.
- v. Assist the Board with any business needing to be accomplished.
- vi. Fulfill the duties of the Club's Safety Officer as mandated by DRS. The duties are as follows:
 - 1. Attend DRS Safety Officer training.
 - 2. Ensure AORs are completed prior to practices.
 - 3. Maintain emergency contact information for each club member and all coaches/affiliates.
 - 4. Contact the Sport Club Director or associated staff in the event of a medical incident.
 - 5. Fill out the Medical Incident Form anytime there is an injury during a club activity.
 - 6. Work with the Sport Club Staff to stock first aid kit for travel events if no trainer is available.

e. Marketing Director

- i. Direct all activities related to the promotion and public image of the Club.
- ii. Manage the designing, ordering, collecting and distribution of team merchandise.
- iii. Store and keep inventory of team merchandise.
- iv. Photograph and video record members of the Club during events.

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- v. Plan and coordinate the team photograph.
- vi. Create graphics to promote recruitment and team events.
- vii. Manage the Club's social media and website.

f. Captain

- i. Serve as the primary advocate for the swim team to the rest of the Executive Board.
- ii. Plan and coordinate weekly Club social events.
- iii. Promote team unity using resources available to the team and TAMU students.
- iv. Be an exemplary athlete in practice and competition.
- v. Fulfill the duties of the Club's Safety Officer as mandated by DRS. The duties are as follows:
 - 1. Attend DRS Safety Officer training.
 - 2. Ensure AORs are completed prior to practices.
 - 3. Maintain emergency contact information for each club member and all coaches/affiliates.
 - 4. Contact the Sport Club Director or associated staff in the event of a medical incident.
 - 5. Fill out the Medical Incident Form anytime there is an injury during a club activity.
 - 6. Work with the Sport Club Staff to stock first aid kit for travel events if no athletic trainer is available.

g. Meet Coordinator

- i. Research upcoming meets and create a competition schedule to submit to Campus Recreation.
- ii. Manage Club registration for meets.
- iii. Obtain results of competitions and submit them to DRS.
- iv. Update the Club records and "best times" page found on the website whenever applicable.
- v. Coordinate home meets and invitationals, including facility reservations, outreach to visiting teams, and obtaining official sanctions.
 - 1. This may also entail any tasks related to running the meet timing systems, including Meet/Team Manager. For larger meets, the Club may choose to appoint a professional meet manager.
- vi. Coordinate travel meets and invitationals, including sending entries to hosting team, sanctioning meet in Club Assistant, and sending results to College Club Swimming

h. Special Events Coordinator

- i. Plan and coordinate major Club social events (e.g. Kickoff, Formal)
- ii. Plan and coordinate Club service projects.
- iii. Research and manage sponsorship and fundraising efforts.
- iv. Manage the team's alumni connections and keep them involved in the community.
- v. Aid the Captain with any social projects.

ARTICLE VII - ELECTIONS

1. Candidacy

- a. Elections for each season will take place at the end of the spring semester prior to the following season. Any athlete who pays team dues and is considered an active member of the team is eligible to run.
 - i. For the position of President, any individual wishing to run must have served on the Executive Board in the season prior to the one they are running for.
- b. The candidate application will be closed 2-3 weeks prior to the election. After this point, every candidate must participate in an interview with the current Executive Board to determine if they are qualified for their position. At least one week prior to the election, the Executive Board will select the most qualified candidates for each position, and their names will be placed on the ballot.
- c. All candidates must be able to fulfill the requirements of an Executive Board officer established in Article VI, Section III.

2. Job Shadowing

- a. Once the new Executive Board has been elected, it is their duty to begin learning the responsibilities of their job from the officer preceding them. The Executive Board will work through the summer season to learn their respective positions and plan for the fall semester.
- b. In some cases, officers may choose to have members begin shadowing them in the fall and spring semester preceding the election. All eligible members are to be given ample notice if a shadowing position opens up, and every member will be given an equal opportunity to shadow.
- c. For the position of President, it is an expectation that all interested candidates begin shadowing in the fall preceding the election, in order to fully understand the responsibility of the President.

3. Elections

- a. Election results are typically announced during the end-of-year banquet. (In the case of the first season, elections will be held after three semesters so the Club is securely established.) Elections Time
- b. Election Timeline
 - i. February: announce open positions with written application.
 - ii. March: applications due; interviews.
 - iii. April: digital and remote elections; announce results at banquet.
- c. The positions of Captain, Marketing Director, Secretary, Treasurer and Vice President are to be decided by a popular vote among the active roster of members.
 - i. The ballot for each position will allow for team members to rank candidates for each position.
 - a. The candidate with the lowest sum ranking will win the position
- d. In the event a candidate wins multiple positions, the candidate will choose the position they wish to fulfill. The unchosen position will be awarded to the 2nd place candidate.
- e. In the event of a tie, the current Executive Board will vote between the tied candidates. The candidate receiving the majority of Exec votes will be elected to the position.

- i. In the event that the Executive Board ties, the advisor will break the tie.
- f. The position of President will effectively be decided by three votes. The entire active roster (excluding the current executive board) will vote on their ballots, and the candidate who receives the majority of their votes will be given one vote. The incumbent President will also vote for a candidate, with his/her vote counting for one vote. If the President and the members agree, that candidate will be elected. If they disagree, the previous year's Executive Board will vote on the candidates and serve as a tiebreaker. Whichever candidate receives a majority of the Executive Board's vote will be elected.

4. Appointment Clause

a. In the circumstance that no candidate receives a majority vote of confidence from the Executive Board for position, the Board reserves the right to appoint the position from the general membership.

5. Non-Completion of Term

- a. If, for whatever reason, an officer is unable to continue their term, ample notice must be given to the Executive Board so arrangements can be made for a new appointment.
- b. If an officer fails to complete their assigned term, any compensation they are receiving for their service may be revoked accordingly (e.g. official polos). Extenuating circumstances may apply.
- c. In any case where an officer does not complete their term, the Executive Board reserves the right to appoint a replacement.

6. Special Clause During Sport Club Application Period

a. During the application period for TAMCS to become a recognized Sport Club by the Campus Rec, the Executive Board reserves the right to directly appoint new and/or replacement officers for the sake of establishing the Club securely within the University.

ARTICLE VIII - COACHES

- 1. Prospective Coach(es) must participate in at least one interview with one member of the Executive Board in order to be considered for appointment. Additional interviews may be scheduled at the discretion of the officers.
- 2. A plus-one majority vote of the officers is required to appoint a coach.
- 3. Coaches must represent the best interests of the team and be understanding of athletes' schedules, as well as provide a supportive yet challenging atmosphere.
 - a. Coaches, especially student coaches, will conduct themselves professionally.
 - b. Coaches will develop useful workouts for athletes. (Coaches may need to accommodate a wide-range of skill and ability sets.)
 - c. Coaches will integrate and contribute their training plan into any pre-existing training regimen outlined by the Executive Board. If no training regimen has been established, the Coach will be responsible for developing a training plan congruent to the meet schedule.
 - d. Coaches must be able to lead each official practice held by the team. Tardiness and unexcused absences are prohibited. Failure to comply will result in suspension from the team.
- 4. Coaches are a valuable asset to the Executive Board but have no executive power in the Club. Apart from their coaching duties, they serve to give advice to the current officers about matters pertaining to the Club.

ARTICLE IX - ADVISORS

1. Advisor(s) will be appointed (or renewed) before each athletic season. In most cases, this will be in the Spring after Officer Elections.

- 2. The Club Advisor(s) must represent the best interests of the Club and be knowledgeable in the sport of swimming to give specific advice and approve financial transactions made by the Executive Board on behalf of the Club.
- 3. The following list is a non-exhaustive description of Advisor Eligibility and Requirements:
 - a. Must be a Texas A&M University employee (full-time faculty or staff) as defined by the Human Resources Department or graduate student and advise at a level consistent with the categorization of the Club.
 - b. Must stay connected with the Executive Board in meetings, correspondence, etc in order to provide relevant consultation and oversight of technical operations of the Club.
 - c. Must participate in Student Organization Finance Center (SOFC) trainings in order to properly review and approve Club financial transactions.
 - d. Must be aware of University Student Rules and Sport Club guidelines.
 - e. Must attend a developmental seminar (offered through StuAct).

ARTICLE X - AFFILIATES

- 1. Affiliates of the Club will assist in administrative capacities, day-to-day operations, and general logistical coordination. Affiliates of the Club include but are not limited to:
 - a. Sport Club Advisors
 - b. Sport Club Graduate Assistants
 - c. Sport Club Program Assistants
 - d. Athletic Trainers
- 2. Note that affiliates have no executive power in the Club. Apart from their duties, they serve to give advice to the current officers about matters pertaining to the Club.

ARTICLE XI - FINANCES

- 1. All monies belonging to this organization shall be deposited and disbursed through a bank account established for this organization at the Student Organization Finance Center and/or the Fiscal Office. All funds must be deposited within 1 business day after collection. The advisor to this organization must approve and sign each expenditure before payment.
- 2. Provisions Made by Team Dues
 - a. By paying team dues, each athlete receives a team shirt and team cap, so that they may represent the team in and out of the water.
 - b. Dues also guarantee entrance to every practice and team activity, provided the athlete pays dues as listed in the registration forms. If an athlete requests accommodations with the team treasurer, some practices and activities may be exempted on a case-by-case basis.
- 3. Optional Items
 - a. Additional apparel items such as team suits and warm-ups will be made available to purchase.
- 4. Budget Appropriations
 - a. Each year, the Treasurer will make allocations from the team budget to serve different purposes. Currently, allocations will be made for:
 - i. Advertising
 - ii. Pool rental
 - iii. Administrative fees
 - iv. Team activities

ARTICLE XII - COMMITTEES

1. No committees exist at the time of this constitution's amendment. The Executive Board reserves the right to appoint committees at its reasonable discretion.

ARTICLE XIII - EXTERNAL AFFILIATIONS

- 1. The Club will be registered with US Masters College Club Swimming for competition.
- 2. The Club will compete with the Southwest Swim League, US Masters Collegiate Club Swimming, and other collegiate club teams.

ARTICLE XIV - RATIFICATION

1. Members will ratify the Club's constitution when they register for the Club. By signing our registration document, members acknowledge that they have read our constitution and accept its terms.

2. The Club Executive Board reserves the right to amend the Constitution and call for members to ratify during the season.

ARTICLE XV - AMENDMENTS

1. An amendment can be proposed either by a 3/4 vote among the body of active members, or by a plus-one majority vote among the current officers.

- 2. Proposed amendments must be sent to the entire active Club roster, with the exception of updating dates.
 - a. If a 1/2 vote among 2/3 of the active members rejects the amendment, it will removed from the amending process.
- 3. Amendments are ratified by a plus-one majority vote among officers, and ratified by Club members when they sign the constitution at the beginning of each season. New amendments only apply prospectively, i.e. the only laws that affect current members are the laws that they signed at the beginning of each new season.
- 4. All years where an amendment was made will be listed below:
 - a. April 2021
 - b. April 2023

ARTICLE XVI - BYLAWS

- 1. Familiarity with the bylaws of our various affiliations is not required. Rather, these various guidelines are meant to serve as a reference:
 - a. U.S. Masters Swimming Rules: http://www.usms.org/rules/
 - b. College Club Swimming Governance: https://www.clubassistant.com/c/72E6D32/file/2018_College_Club_Swimming_Handbook.pdf
- 2. Compliance with the Texas A&M University Student Rules is required: http://student-rules.tamu.edu/

ARTICLE XVII - GRIEVANCE POLICIES

1. Officer Grievances

- a. If an officer is found to be uncommitted, untrustworthy, unreliable, or otherwise incapable of performing their duties as outlined in the constitution, the officer will be formally notified of their conduct / the grievance by one or multiple officers, and a hearing will be held with the other members of the Executive Board.
- b. A majority of the Executive Board must be present for the hearing to occur. During the hearing, the officer in question will have the chance to testify their perspective and situation. With permission from the offender, the hearing may be videotaped in case Sport Club administrative staff or the Club Advisor need to arbitrate *ex post facto*.
- c. If the Executive Board finds, by means of a plus-one majority vote, that the officer in question is unable to perform their duties, that officer will be placed on probation for a set period to be determined by the Executive Board.
- d. If, at the end of any such probationary period, the officer in question is deemed incapable of performing their duties, that officer can be removed from their position by means of a unanimous vote of the Executive Board. The responsibilities of that position will subsequently be split between the remaining officers until a suitable replacement can be appointed.

2. Individual Grievances

- a. If a member has a grievance with another member, they must report it to the Executive Board. The Executive Board will then hold a hearing with the individuals in question and determine if there is a party at fault.
- b. If a party is found guilty, then they may be placed on probation, suspended from the team, or reported to the Dean of Students office, depending on the severity of his/her misconduct.

3. Coach Grievance

- a. If a member has a grievance with a coach, they must report it to the Executive Board. The Executive Board will then hold a hearing with the individuals in question and determine if there is a party at fault.
- b. If a party is found guilty, then they may be placed on probation, suspended from the team or reported to the Dean of Students office, depending on the severity of their misconduct.

Season	Officers	
2023-2024	President Vice President Treasurer Secretary Captain Marketing Director Meet Coordinator Special Events Coor.	Andrew Jeffery Hannah Marcus Alyssa Bravo Iman Minhas Sam Mohseni Sarah Anderson Nicholas Starvaggi Thomas Davis
2022-2023	President Vice President Treasurer Secretary Captain Marketing Director Meet Coordinator Special Events Coor.	Rachel Sweeney Regan Newton (Andrew Jeffery) Robert Waters Annika Larson Bryce Johnson Sarah Anderson Andrew Jeffery (Hannah Marcus) CJ Pfiel (Andrew Zheng)
2021-2022	President Vice President Treasurer Secretary Captain Marketing Director	Rachel Sweeney Regan Newton Robert Waters Katie Parker Bryce Johnson Cori Eckert
2020-2021	President Vice President Treasurer Secretary Captain Marketing Director	Sam Woolsey Ryan McManus (Rachel Sweeney) Ryan Blanchard Rachel Dexter (Katie Parker) Jarrah Schlosberg Madison Newton
2019-2020	President Vice President Treasurer Secretary Captain Marketing Director	Jeppesen Feliciano Ryan McManus Sam Woolsey Rachel Dexter Alex Remy Madison Newton
2018-2019	President Vice President Treasurer Secretary Captain	Jeppesen Feliciano Connor Schmidt (Madison Newton) Carrson Baldwin Rachel Dexter Ryan McManus

	Marketing Director	Emily Henson
Spring 2018	President	Jeppesen Feliciano
	Vice President	Connor Schmidt
	Treasurer	Carrson Baldwin
	Secretary	Rachel Dexter
	Captain	Courteney Lerch
	Marketing Director	Emily Henson