



Constitution

2008-2009

Mission

The mission for the Baylor Spirit Squads is to promote school spirit and athletic traditions, motivate and lead the crowd and serve as ambassadors for the university while fostering Christian commitment and care.

Section I Spirit Squads

A. Duties and Behaviors

1. The Spirit Squads will promote spirit and represent the students, alumni, faculty, administration and friends of Baylor University while they support the endeavors of athletes who represent the University.
2. The Spirit Squads will work with other organized spirit groups to promote school spirit and traditions at athletic events and at other University activities. The Spirit Squads will be called on at various times throughout the year to promote spirit and represent the University at community or public relations appearances as directed by the Director of Spirit and Athletic Traditions.
3. The Spirit Squads will properly represent the University at all home games and at designated away games. Anyone smoking, drinking, or behaving improperly while representing the University or while on a University sponsored trip will be subject to immediate disciplinary action from the Office of the Dean for Student Judicial Affairs and may be further disciplined by the Director of Spirit and Athletic Traditions (possible sanctions to include immediate removal from the program). Any student who is not in good standing with Judicial Affairs will be immediately dismissed from the team and will not be allowed to tryout in the future.

B. Responsibilities

1. Coed Yell Leaders are responsible for home/away football games, and men and women's basketball games and tournaments as directed by the Director of Spirit and Athletic Traditions. The squad will also perform at all pep rallies and spirit events as well as represent the University at various civic and community functions.
2. All Girl Yell Leaders are responsible for home football games, home volleyball games, home men and women's basketball games and any travel games/ tournaments as directed by the Director of Spirit and Athletic Traditions. The squad will also perform at all pep rallies, spirit events as well as represent the University at various civic and community functions.
3. Songleaders are responsible for home football games, home men and women's basketball games and any away games/tournaments as directed by the Director of Spirit and Athletic Traditions. The squad will also perform at all pep rallies, spirit events as well as represent the University at various civic and community functions.

4. Mascots will attend all home and away football games, home volleyball games, men and women's home basketball games, tournament games and other activities as directed by the Director of Spirit and Athletic Traditions. The mascot will also perform at all pep rallies and spirit events as well as represent the University at various civic and community functions.

NOTE: The Big 12 Basketball Tournament is generally scheduled proximate to Baylor's Spring Break. **A squad member's responsibilities to the squad and the tournament will take precedence over personal vacation plans.** Do not disregard the tournament and your teammates in making your plans for Spring Break.

C. Qualifications for Squad Members

1. **Full-Time Student-** All candidates for each squad must be full-time Baylor students at the time of their candidacy. Transfer students must be admitted to Baylor for the fall of 2008. Incoming students must also be admitted to the university prior to the selection process.
2. **GPA Requirement**—Students must have and maintain a current and cumulative minimum grade point average of 2.00 in order to participate in the selection process and to maintain membership in the program.
3. **Transfer Students-** In order to serve as a member of the spirit squads a student who is selected must be fully admitted to Baylor with a current and cumulative grade point average of 2.0.
4. **Former Squad Members-** A candidate who has formerly been selected as a member of the Baylor Spirit Squads must have satisfactorily fulfilled all obligations to their squad. This includes completion of the term to which they were selected along with fulfillment of specific duties. Any member who does not fulfill these responsibilities (i.e., resigns) must have returned all clothing, shoes, and other items given to him/her and will have to petition to the Director of Spirit and Athletic traditions to be reinstated for try-outs.
5. **Term Commitment-**Candidates must commit to one year. One year term will begin at the time of the Selection Process and will end at the beginning of the following year's selection process. Candidates planning on graduating the end of the fall semester must petition the Director of Spirit and Athletic Traditions for a waiver.
6. **Eligibility-**Each candidate will have 8 semesters of eligibility and will have to petition the Director of Spirit and Athletic Traditions for an extension.

D. Meetings, Practices, and Performances

1. The Spirit Squads will meet and/or practice and workout two to three times each week in addition to scheduled performances. Weekly meetings will be held during the fall and spring semesters. The Director of Spirit and Athletic Traditions, Strength and Conditioning coaches, cheer and dances coaches will determine meetings, practices and performance schedules. **Meetings, practices and performances must take precedence over all other activities.** The only excused absences will be for academic related activities, death in the family, illness, or injury (must have a doctor's note if you are missing more than one event). Members are expected to be all practices unless they are contagious. Unexcused absences from a practice, game or event may result in being benched from an event as determined by the coach/Director of Athletic Traditions. The Director of Spirit and Athletic Traditions will have the final say in individual situations.
2. Every effort is made to schedule meetings, practices and performances well in advance so members can make arrangements around the scheduled events. However, circumstances often dictate changes in the schedule of events. Members are expected to remain flexible in their planning to accommodate changes such as those caused by the weather, television coverage, game schedules, bowl games, pre- or post-season tournaments, scheduling

conflicts or others. As in all cases, the interests of the squad must supersede the interests of individual members.

3. If a Spirit Squad member is suspended for a game, they must attend that game and report to the Director of Spirit and Athletic Traditions, coach, and/or captains who may ask for their assistance.
4. **Chain of command**-If an issue arises, the team member should discuss it with the coach. The coach and the Director of Spirit and Athletic Traditions will work with the member to come to a resolution. Parents of team members are not consulted or invited to become involved in the process. Members may have an appeals process through the athletic department.
5. Members of the Spirit Squads may not use the name of the "Baylor Spirit Squads", "Baylor Coed Yell Leader", "Baylor All Girl Yell Leaders", "Baylor Songleader", "Baylor Mascots/Bruiser/Judge" or any variation while participating in events without the prior approval of the Director of Spirit and Athletic Traditions.

NOTE: If a squad member needs to miss a game, practice, or scheduled event, due to a death in the family, illness, injury, or family obligation, or for any other reason that member must notify the Director of Spirit and Athletic Traditions, coach, and captains prior to the event by email and phone.

E. Summer Time Commitment

All Spirit Squad members will be required to complete summer work-outs, attend summer camp, participate in work week prior to camp and work week prior to the first week of school as directed by the Director of Spirit and Athletic Traditions.

Summer 2008 mandatory dates are; work week prior to camp July 16, 17 and 18, summer camp July 19, 20, 21, and 22 and work week August 18 , 19 20, 21, and 22 (**do not plan other activities on any of the mandatory summer dates**).

F. Uniforms and Equipment

1. All uniforms, megaphones, pom-poms, etc. purchased by the University under the Spirit Squads budget are the property of the University and must be returned upon completion of the member's term. Members that leave the squad before they have completed their one year term commitment will have 48 hours to return all university issued items clean and in good repair. It will be the responsibility of the member to pay full price for any lost, damaged, dirty or misplaced items at the time they are due. Failure to do so within the 48 hours will result in an athletic and financial hold being placed on your account. A late fee of 25 dollars per week will be assessed to all members failing to meet the deadlines stated above.

G. Travel

1. **Traveling is a privilege.**
2. A limited squad of Coed Yell Leaders and one Mascot will travel to out-of-town football games as determined by the Director of Spirit and Athletic Traditions and coaches with consideration to the budget and opposing team restrictions.
3. All-Girl Yell Leaders and Songleaders may travel to the Big 12 Conference Basketball Tournament. Travel to the tournament shall be determined by the Director of Spirit and Athletic Traditions and coaches with respect to tournament regulations, equity, and availability of funds. The conference tournament is generally scheduled during or near Baylor's Spring Break. **Members of each squad should give priority to the tournament and any other post-season play during their Spring Break.**

4. The Director of Spirit and Athletic Traditions and coaches will determine who will be on the travel team for each trip. Determining variables may include but are not limited to: squad type/needs of the fans, seniority, and availability to miss classes, academic standing, attitude, past performance, and skill.

H. Selection Process

In addition to specific selection process procedures for each squad in the following sections of the Spirit Squads Constitution, each person desiring to become a member of the Baylor Spirit Squads will fulfill the following responsibilities in order to become an eligible candidate for the Baylor Spirit Squads.

1. **Tryout Fee and Application-** A non-refundable \$25.00 fee to cover tryout expenses will be required of all candidates before workshop training begins. Please make checks payable to Baylor University. Your application and fee are due by March 28, 2008.
2. **Mandatory Clinic-** It is mandatory that all candidates for Spirit Squads attend clinic(s). These workshops will be used to teach tryout requirements and other skills useful to the specific squads. It is not mandatory for candidates to attend all open gyms or interest clinics but may be in the best interest of the candidate. The Director of Spirit and Athletic Traditions and coach will determine the schedule of clinic sessions and the attendance requirements for those sessions in order for a person to become an eligible candidate for the specified spirit squad.
3. **Interview-** Each candidate will be interviewed by a panel. Interviews are a mandatory part of the selection process.
4. **Fitness Assessment-**Each candidate must participate in the fitness assessment as part of the selection process.
5. **Skills Evaluation-**Skills will be evaluated for each candidate for each squad by a panel of judges that may include the following; outside evaluator(s), cheer coach, dance coach, and the Director of Spirit and Athletic Traditions.
6. **Squad Selection-**The selection process will conclude after the skills evaluation with a panel of judges that may include the Director of Spirit and Athletic Traditions, cheer coach, dance coach, and outside evaluator(s). They will use information from each step of the process that may include the interview, fitness assessment, and skills evaluation to determine the best fit for each team. A point system will not be used during the process. Therefore, there will be **no scores available to view after the process has concluded**. The overall attitude and ability to work with others as demonstrated through this process along with the potential to be an outstanding ambassador for Baylor will also be contributing factors in the final decision making process. **All decisions are final**. The entire selection process is closed to the public and may not be recorded in any way. No contact should be made with the Director of Spirit and Athletic Traditions and coaches one week immediately following the Selection Process. After one full week of the Selection Process the candidate may contact the office of the Director of Spirit and Athletic Traditions to schedule a meeting between the candidate and the Director of Spirit and Athletic Traditions. **All decisions are final**.
7. Conflicts with the tryout date will be dealt with on an individual basis before March 15, 2008.
8. During the selection process the following will be selected to serve on the Baylor Spirit Squads: Coed Yell Leaders will be composed of up to 18 members, All Girl Yell Leaders up to 20 members, Songleaders up to 16 members and up to 4 members for Mascots. The Director of Spirit and Athletic Traditions has the final say in the number of members for each squad.

NOTE:

The Director of Spirit and Athletic Traditions with input from the coaching staff reserves the right to add or subtract or change the lineup/composition of any squad at

any point in the season. (Variable Factors may include but are not limited to: academic performance, workout performance, talent, skill level, fitness level, conduct/behavior)

I. Fitness and Appearance

1. The Baylor University Spirit Squads are committed to promoting and fostering healthy lifestyles and eating habits for squad members. Conduct which opposes this philosophy may result in appropriate counseling and/or disciplinary action.
2. Squad members should have sufficient strength and athleticism to perform skills.
3. All Spirit Squad members are expected to maintain significant exercise regimens outside of practice during off season. Fitness assessments will be administered at the beginning of the fall and spring semesters by the Strength and Conditioning coach.
4. Members are expected to pass fitness assessments and to maintain their physical fitness at all times. Members may be given additional requirements if their personal fitness falls below the acceptable level as determined by the Strength and Conditioning and Spirit staff.
5. The use of any illegal drugs is contrary to the healthy lifestyles supported by the program. Participants in the Baylor Spirit Squads are subject to random drug testing.
6. Members of the Spirit Squads may be asked to attend a free nutrition counseling session with designated staff members on campus, in order to guide them in their recommended eating habits and healthy lifestyle as needed.
7. There are no height or weight requirements to be on the Spirit Squads, but as a member the student is expected to maintain their bodies to be physically fit, toned, and appropriately proportioned for height and weight. Spirit Squad members may not have tattoos exposed during any games, events, practices and or performances. Spirit Squads may not acquire additional tattoos after they are selected to be a member of Baylor Spirit Squads.
8. No body piercing jewelry may be worn during any games, events, practices and or performances. Spirit Squad members may not acquire additional body piercing after they are selected.
9. Males must keep their hair cut short and may not be styled or colored in a way that is distracting from the overall look of team.
10. Males must also keep their face clean shaven at all games, events, practices and/or performances.
11. Females must also keep their personal appearances in a professional manner for all games, events, practices and/or performances.
12. In the event that a squad member changes sizes, it will be his or her responsibility to have his or her uniform altered and paid for or seek another uniform from the Director of Spirit and Athletic Tradition.

J. Vacancy

1. A replacement to fill a vacancy will be appointed by the Director of Spirit and Athletic Traditions and coaching staff.
2. A member's inability to participate for medical purposes will be determined by documentation from a medical doctor and/or under the advisement from the Athletic Trainer in consultation with the Director of Spirit and Athletic Traditions. If a member is unable to perform the usual tasks of their squad, they may be replaced.
3. Any injuries or accidents acquired during practices or performances must be reported to coaches in charge.
4. Injured members must present a valid release from their doctor or trainer before returning to scheduled practices or performances.

5. All members MUST carry health insurance. A copy will be kept on file with the Director of Spirit Athletic Traditions in addition to squad members keeping a copy with them at all times.

K. Safety

The increased popularity and competitiveness of the Collegiate Spirit Squads leading to more complicated and riskier elements has also increased concern and awareness for safety of the participants. Baylor University employs coaches that are safety certified by the AACCA (American Association of Cheerleader Coaches and Administrators), the governing body for this sport. Safety is an important aspect in the administration of the activities of the Spirit Squads. Membership in the Baylor University Spirit Squads involves a variety of gymnastics, motions, partner stunts, rotations, pyramids, dance moves and heights. Thus, participation requires specific skill sets and a high level of fitness. It also involves an amount of danger of personal injury up to and including death.

L. Insurance and Liability

Being a participant of the Spirit Squad has significant risks for injury, some of which are very severe or catastrophic in their nature. Baylor University does not maintain comprehensive or group health insurance on Spirit Squad members that would provide first dollar payment of medical bills. Spirit Squad members are required to maintain comprehensive or group health insurance in order to participate as a member of the squad or related activities such as try-outs, etc. with the express purpose of providing first-dollar or primary medical coverage in the event of injury.

The NCAA provides catastrophe insurance for squad members while participating in its events after a \$75,000 deductible is satisfied. The NCAA has placed conditions on applicability of coverage in the form of strict safety standards and rules. Spirit Squad members are responsible for payment of any applicable deductible pursuant to this insurance coverage. Baylor University may, at its own discretion based on availability of approved budget funding, without obligation, provide limited monetary assistance to squad members for payment of the deductible under this coverage.

Recognizing the Spirit Squad is involved in a variety of activities not related to NCAA activities that benefit the entire Baylor community, Baylor University has purchased an insurance policy that covers the NCAA policy's \$75,000 deductible. This policy is designed to respond due to injuries sustained that are not related to NCAA sponsored or related activities in payment after members' primary insurance and after a \$5,000 deductible is satisfied. Spirit Squad members are responsible for payment of any applicable deductible pursuant to this insurance coverage. Baylor University may, at its own discretion based on availability of approved budget funding, without obligation, provide limited monetary assistance to squad members for payment of the deductible under this coverage.

Section II Captain and Co-Captain

1. A captain and co-captain will be selected from each squad to serve in a leadership capacity in cooperation with the Director of Spirit and Athletic Traditions and coaches.
2. To apply for positions of captain and co-captain, candidates must meet the following requirements:
 - A. Have one year experience on the squad
 - B. Apply for Leadership

- C. Interview with Director of Spirit Athletic Traditions and coaching staff
 - D. Demonstrate Leadership and Organizational Skills
 - E. Receive a favorable ranking from current and incoming squad
 - F. Available to meet with coaching staff during summer months
3. The captain and co-captain will meet throughout the summer to help plan for upcoming activities/events and meet weekly throughout the season with the coaching staff
 4. The captain and co captain are expected to be at all scheduled events/games 15 minutes before the team to prepare.
 5. The captain will serve as the leader during all athletic events on the field or floor and should be respected as the authority in those situations. The co-captain will assist the captain and will be ready to lead in the absences of the captain.
 6. The captain and co-captain's behavior inside and outside of "team time" should be exemplary and represent the same values that they would expect from their team. They should conduct themselves at the highest standard while representing Baylor University.

Section III Athletic Department Policies

1. Baylor Athletics Department Policy on Facebook, MySpace, and other social networking websites agreement must be signed by all Spirit Squad members.
2. Buckley Amendment agreement must be signed by all Spirit Squad members.
3. Assumption of Risk Statement and Release Claim agreement must be signed by all Spirit Squad members.
4. A yearly general physical examination must be completed for all Spirit Squad members.
5. Baylor University Athletic department medical history packet must be completed by each Spirit Squad member.

The Director of Spirit and Athletic Traditions reserves the right to add/delete or amend the above policies at any time.