

CONSTITUTION
CREATED IN OCTOBER 2008
(REVISED IN OCTOBER 2014)

ARTICLE I: NAME OF THE ORGANIZATION

The name of the organization herein shall be called Precision Step Team, or Precision.

ARTICLE II: DEFINITION OF “STEPPING”

(verb) a form of percussive dance in which the participant’s entire body is used as an instrument to produce complex rhythms and sounds through a mixture of footsteps, spoken word, and hand claps. Though stepping may be performed by an individual, it is generally performed by groups of three or more, often in arrangements that resemble military precision.

ARTICLE III: MOTTO

Our motto comes directly from Antoine de Saint-Exupery, a great writer and aviator. His quote sums up the meaning of the Step Team, as well as the qualities that we employ: *“One man may hit the mark, another blunder; but heed not these distinctions. Only from the alliance of the one, working with and through the other, are great things born.”*

ARTICLE IV: PURPOSE AND OBJECTIVES

The step team (Precision) strives to incorporate several universal themes within its existence, these themes being that of diversity of culture, competition, unity, dedication, discipline, responsibility, and personal fulfillment. The many elements that this organization comprises of are condensed to the four main initiatives that we wish to employ. They are as follows:

ARTICLE IV, § 1: TRADITION

As our forefathers and foremothers in Historically Black Greek Letter Organizations, as well as National Greek Letter Organizations, have done, we will strive to create a stronger, more fulfilling brother- and sisterhood amongst ourselves and amongst our peers; hence, a main goal of Precision is to uphold a tradition of unifying diverse students with a common interest by means of stepping.

ARTICLE IV, § 2: HONOR

We may not be able to have HBGLOs on campus, but having a step team will foster an honor somewhat similar. We will be able to cultivate our heritage, celebrate “crossing over” into adulthood, and create a legacy for future Lafayette Steppers. Self-fulfilling honor will be

revealed through winning competitions and performances to service the Easton and Lafayette communities.

ARTICLE IV, § 3: INTEREST AND ENTERTAINMENT

Interesting and innovative events with Greek Life, ACACIA, ABC, NIA, BOL, HSL, ACA, ISA and/or other organizations will prove beneficial to the emergence and integration of cross-cultural opportunities on Lafayette's campus. Plus, it's fun! Competitions are one of the main purposes and interests of this club. The team will compete against other step teams at different schools in the east coast. Precision will also hold a step competition of their own at Lafayette College.

ARTICLE IV, § 4: SATISFACTION

Between jobs, classes, and studying, it could be tricky trying to find something enjoyable to take away the daily hassles of college life. A step team is an easily fun way to relieve stress. By exercising, being around company that is supportive, and developing sought after skills (time-management, discipline, responsibility, etc.) the member will make the most out of his or her free time.

ARTICLE V: MEMBERSHIP

All members of the Lafayette student and staff body are welcome to participate at the start of the semester by trying out at the official Precision Step Team fall and spring semester tryouts.; however, due to the rigor and dedication required for The Step Team, membership will be limited to those who exhibit excellence in coordination, precision, unification, and stepping, as decided by the executive board. Resolute dedication and hard-work are a must as well. This being said, The Step Team does not discriminate on the basis of race, color, creed, gender, national origin, or sexual orientation. Memberships will begin in the Fall Semester of each school year.

ARTICLE VI: OFFICERS

ARTICLE VI, § 1: ELECTIONS

To enter a position, applicants are required to submit A Stepper's Manifesto (a public declaration of principles and intentions), and give a speech, which will be directly followed by a vote. The applicant with the most votes earns the position. All executive board members are required to attend each meeting, practice session, and performance. Additionally, all event planning is a collaborative effort wherein each officer will have a duty to fulfill.

ARTICLE VI, § 1, CLAUSE A: THE PRESIDENT

The President leads the meetings, acts as liaison between The Step Team and other organizations – be they on- or off-campus, creates agendas for general body and executive meetings (should

they be necessary), makes sure that all officers are performing their roles professionally, makes decisions in ordinance with the groups best interests in mind when a consensus cannot be reached.

ARTICLE VI, § 1, CLAUSE B: THE VICE-PRESIDENT

The Vice-President works with the president to plan meetings, steps in when the president cannot be present, represents The Step Team at other organizations' meetings interchangeably with the president, monitors the progress of The Step Team performances, and succeeds to the office of President should the vacancy occur.

ARTICLE VI, § 1, CLAUSE C: CHOREOGRAPHER(S)/STEP MASTER(S)

The Choreographer(s)/Step Coordinator(s) organizes and directs routines for The Step Team, in addition to taking note of each member's progress in performing the steps. Should there be any members having difficulty learning the routines, the Choreographer(s)/Step Coordinator(s) selects up to three volunteer assistants at their discretion. However, if no one wants to take on the role as step master, it is up to the team to come up with original choreography collectively.

*ARTICLE VI, § 1, CLAUSE D: THE SECRETARY (MEETING AND PRACTICE ESCRITOIRE)/
HISTORIAN*

The Secretary e-mails the members about announcements (upcoming meetings, events, etc.), takes notes at each meeting, recording suggestions and/or conflicts, and dates for performances; creates a historical archive (video, audio, and/or written descriptions) of events and performances, and opens each meeting with a brief fact about the history of Stepping.

ARTICLE VI, § 1, CLAUSE E: THE TREASURER (FINANCIAL COORDINATION SPECIALIST)

The Treasurer acts as financial advisor in regards to expenditures, keeps a record of all financial transactions, serves as liaison between the Student Government and The Step Team, seeks ways to co-sponsor events with other organizations on- or off-campus, creates financial reports for budget allocations for each off campus event, and draws up an annual budget..

ARTICLE VII, § 2: CONSEQUENCES: WARNINGS AND SUSPENSION

Should the following occur, it is necessary for the President, Vice President, or the entire board to utilize the following consequences in order to maintain discipline and structured practices within the Stepping community:

ARTICLE VII, § 1, CLAUSE A: DURING PRACTICES

Of course practices will have some moments in which fun and play are in effect; however, there are times when playing becomes more of a distraction than a relief, and the step member fails to quit his or her antics. In those cases, it is up to the President to put the stepper "On the Wall". Being "On the Wall" consists of the insubordinate member of the team squatting with both arms straight forward with his/her palms facing downward, and using the wall as support for his/her back. Being put "On the Wall" twice in one setting will result in dismissal from that practice, in addition to a warning.

ARTICLE VII, § 1, CLAUSE B: OUTSIDE OF PRACTICES

Missing practices are unacceptable, unless they are for the following reasons:

- Academic related events (tutorials, mandatory learning experiences (i.e. movies or performances, “field experiences,” or study hall)
- Physical constraints (sickness, swollen ligaments)

Missing a practice without notifying the President, Vice President, and/or Board members results in a warning. Three missed practices results in the step member not being able to try out for the next upcoming performance or competition, which will be known as performance suspension.

ARTICLE VIII, § 3: REMOVAL AND REPLACEMENT

Officers of The Step Team in violation of the organization’s purpose or Constitution, or failure to fulfill duties as stated may be removed from office by the following process:

- A.) At least 2/3 of the members, or 3/5 of the executive board, must submit a written request to the President explaining why the executive officer should be removed.
- B.) The executive board must be notified of this event, and a written letter of notification should be given to the officer in question.
- C.) The officer in question must attend the next executive board meeting, prepared to speak on his or her own behalf in defense. A 3/5 vote is required should the executive members deem it necessary to remove the officer in question, and the faculty advisor should be notified.

Should an officer resign or be removed, a special election will be held within two weeks of the vacancy.

ARTICLE IX: MEETINGS

As deemed necessary by the President in consultation with the Choreographer(s)/Step Coordinator, general body practice and meetings shall take place no less than twice a week and no less than 36 meetings an academic year. The Executive Board is mandated to meet once every two weeks in addition to the aforementioned meetings.

ARTICLE X: AMENDMENTS

Should it be deemed necessary, 2/3 of the total body’s votes are required to amend articles in this constitution.

ARTICLE XI: Risk Management

Section I: Injuries: In order to mitigate the risk of personal injuries, at least one CPR or First Aid certified member will be in attendance at all practices, performances, and/or competitions. A first aid kit will be taken to all off campus events. A folder with emergency contact information and medical history information will be taken to all off campus events.

Section II: Finances: In order to mitigate the risk of running a deficit in the area of finances, we will hold the treasurer responsible for keeping track of the money and financial expenses so that we are never in a compromising position. The treasurer will also keep the other board members

updated with the finances and how much remains in the budget after performances and competitions.

Section III: Hazing: Precision step team absolutely does not deem hazing as acceptable. Precision step team will not haze any of its members or board members. If an act of behavior has been viewed as hazing we will take immediate action to address the situation and release the person involved with the hazing act.

Kameisha Jerae Hodge, Founder

LaMika Robinson, Co-Founder