

Lafayette Women's Rugby
Lafayette College
CONSTITUTION

ARTICLE I: Name

The name of this organization shall be Lafayette Women's Rugby.

ARTICLE II: Purpose and Scope

Section 1: Purpose Statement

The purpose of this club is to provide a safe space for women and non-binary Lafayette students to learn, practice, play, and compete in the sport of rugby.

Section 2: Goals/Objectives

In pursuit of this general purpose, Lafayette Women's Rugby will aim to:

- A. Indiscriminately support and recruit interested players
- B. Teach new and experienced players how to safely play and compete in the sport of rugby
- C. Compete against other collegiate rugby clubs throughout the region

Section 3: Relationship & Policy Agreement

As a recognized Lafayette College student organization, the Lafayette Women's Rugby will have access to advising and resources through the Division of Student Life and the Lafayette College Student Government, however, the Lafayette Women's Rugby activities are not supervised by Lafayette College staff or Student Government Representatives. The members of the organization itself are responsible for following all College policies and state laws and for ensuring the safety, security, and appropriate and lawful behavior of the membership as well as any students involved in activities sponsored by the organization.

Section 4: Affiliation

Lafayette Women's Rugby is affiliated with the Eastern Pennsylvania Rugby Union (EPRU), which acts as a governing body. The EPRU organizes and schedules the tournaments attended by Lafayette Women's Rugby. Lafayette Women's Rugby is also provided with referees through association with the EPRU. The EPRU also requires Lafayette Women's Rugby and its affiliated players to be registered with National Collegiate Rugby (NCR). NCR provides Lafayette Women's Rugby and affiliated players with liability and accident insurance.

ARTICLE III: Membership

Section 1: Nondiscrimination

In keeping with Lafayette College's policy of nondiscrimination, membership in Lafayette Women's Rugby is open to all students of Lafayette College, regardless of race, color, national or ethnic origin, disability, religion, age, military or veteran status, sex, sexual orientation, gender identity or expression, marital or familial status, pregnancy, genetic information, or any other characteristic protected by law.

Section 2: Active Members

- A. Active membership in the Lafayette Women's Rugby shall be limited to students who are currently enrolled at Lafayette College. Membership shall be retained until the student severs relations with Lafayette College whether by graduation, leave of absence, voluntary or

involuntary separation from the College. Membership will be retained during the vacation and recesses of the College; however, per College policy, if a student is on an official leave from the College due to suspension of an involuntary separation, they are not permitted to participate in the organization.

- B. Members must register on DoSportsEasy via <https://recreation.lafayette.edu/join-a-sports-club/> and OurCampus before partaking in any practice or competition. In addition, members must be registered with National Collegiate Rugby and follow the required insurance procedures before partaking in any practice or competition.
- C. During the season, members are required to attend practice regularly to ensure proper safety and preparedness on the field.
- D. Active members are eligible to vote and hold office. Other members of Lafayette College such as faculty, staff, and alumni may participate but only as non-voting associate or honorary members.

Section 3: Selection of New Members

There is no need for previous rugby experience and there are no requirements for obtaining active member status. The Lafayette Club Fair and Lafayette Women's Rugby's social media will be utilized to recruit new members in the fall and spring.

Section 4: Hazing

Lafayette College requires that no student participate in and that no student organization allow any of its prospective members, new members, members, or others to participate in any ceremony or practice that involves mental or physical exhaustion or abuse, or in any way interferes with the students' mental or physical ability to perform their work at Lafayette College. These rites must not reflect unfavorably upon either the group or the College or be of a dangerous, rude, or demeaning nature. Hazing, whether it occurs on or off campus, is prohibited and will be subject to sanctioning through the conduct process.

Section 5: Voluntary Member Withdrawal

Any member can, at any time, voluntarily withdraw their membership from the organization.

Section 6: Non-Voluntary Member Withdrawal

A member can be removed from the organization in the event that the member of the team creates a hostile environment. The Coach and President will address their concerns with the player and give an official decision about their membership status. These decisions are final. The team also reserves the right to deny membership to any student who presents a danger to the team based on prior actions or behaviors.

Section 7: Dues

Members must pay dues amounting to no more than \$50 in the fall and \$50 in the spring season. These funds go towards the club as whole and the members individually such that all necessary gear and equipment will be provided.

ARTICLE IV: Organizational Leadership

Section 1: Officers

The officers of the Lafayette Women's Rugby shall be the President, the Vice President, the Secretary, and the Treasurer, which will serve as the Executive Committee.

Section 2: The President shall be:

- A. Serve as Program Chair and as the primary liaison with the Office of Student Involvement
- B. The president is the official representative of the team off the field and oversees that all members of the board are fulfilling their positions. The president is a member of the executive board, and is therefore not allowed to vote. The president is responsible for delegating such that all requirements mandated by the college to act as an active club are met.

Section 3: The Vice-President shall:

- A. Serve as the primary safety officer.
- B. The vice president must be both CPR and First-Aid certified. The vice president is responsible for vocalizing any concern about the safety of practice or game environment. Vice president must delegate a fill-in safety officer should she be unable to attend a practice or game. The vice president should not allow any match to proceed (home or away) without the presence of an ambulance on site. The vice president is a member of the executive board, and is therefore not allowed to vote. The vice president is in charge of fundraising activities for the club.

Section 4: The Captains shall:

- A. Organize and lead practices.
- B. The responsibilities of the captains include: confirming location of practice is reserved and safe, overlooking conduct of players during practices and games, acting as the sole liaison between team and match official, as well as monitoring general morale of the team. There will be two captains; one from the back and one from the pack. The captains are not members of the executive board, and are therefore allowed to vote.

Section 5: The Secretary shall:

- A. Work with the head coach in order to arrange the season game schedule and tournament participation.
- B. The secretary is responsible for maintaining all primary contact information for members, affiliating teams in the region, and alumni. The secretary is also the primary distributor of major information to members, other teams, and alumni. The secretary is a member of the executive board, and is therefore not allowed to vote.

Section 6: The Treasurer shall:

- A. Manage the allocated amount of money the school has set aside for the team, register new players with National Collegiate Rugby, collect dues, reserve vehicles for off campus expeditions, and deposit donations and any fundraiser money.
- B. The treasurer is also responsible for submitting the annual budget request to the Student Government. The treasurer is a member of the executive board, and is therefore not allowed to vote.

Section 7: The Social Media Chair shall:

- A. Manage the team's Instagram, Facebook, and website, and interact with other rugby organizations on these platforms.
- B. Their duties also include creating posters advertising the team and sponsored events. The Social Media Chair will work hand-in-hand with the Secretary in alumni outreach. The social media chair must consult with the team for any non-rugby related content before posting. They may engage with any content relating to the sport of rugby or Lafayette College.

Section 8: The Recruitment Chair shall:

- A. Contact potential recruits, scout for new members, and organize activities relating to the activities fair.

Section 9: The Head Coach shall:

- A. A coach shall be hired on behalf of the team and enter into an agreement approved by the majority of the team's members after an evaluation. The head coach is a member of the executive board, and is therefore not allowed to vote. This contract shall be a yearly commitment starting at the beginning of the school year. Duties are as follows:
 - a. Develop and supervise practices in-season
 - b. Determine field positions on game days
 - c. Guide captains on technique, training, practice design
 - d. Organize off season training and advise athletes on athletic goals
 - e. Emphasize to members the significance of regular attendance
 - f. Teach basic skills, proper form, and laws the sport of rugby
 - i. This includes being updated on any law changes

ARTICLE V: Advisor

Section 1: The Lafayette Women's Rugby will be advised by a Lafayette College faculty, staff, or a full-time employee.

Section 2: The organization is free to select any eligible employee to serve as the advisor to the organization. Upon selection, the advisor must be approved by the Director of Student Involvement.

Section 3: The Advisor shall:

- A. Provide guidance and support
- B. Advise the group on College policies and procedures and risk management
- C. Attend meetings and major functions of the Lafayette Women's Rugby

ARTICLE VI: Officer Terms and Election Procedures

Section 1: Term

The terms of all officers of the Lafayette Women's Rugby shall be one calendar year. Officers may serve multiple consecutive terms.

Section 2: Election Timeline

All officers shall be elected on or before December 1st of each year, with their term effective beginning February 1st. The club will then follow a president-elect, past president system to ensure the reliable and accurate transfer of information needed to run the club. A representative from the Office of Recreation Services can be made available to audit the election process and count votes, upon request.

Section 3: Officer Criteria

All officers shall be elected from the active members. Any student seeking to hold office must have and maintain good academic and judicial standing.

Section 4: Election Process

- A. Officers shall be elected by a majority vote annually by the members of the group. Formal elections shall be preceded by a nomination period, in which potential candidates are nominated for a position on the ballot by any member of the team.
- B. The term of office for board members shall start on the first day of the Spring season. Newly-elected captains will begin their role the following fall.
- C. All active members of the roster are eligible to vote in elections. This includes graduating seniors, but does not include the coach. All active members are eligible for any board position. Captains must be a rising senior or junior.

Section 5: Officer Resignation

Any officer can, at any time, voluntarily resign from their position with proper notice given to the other officers and Advisor.

Section 6: Officer Impeachment

If an officer is not performing the duties outlined above, the team may vote on their impeachment. If a request is made to a board member that an officer be impeached, the decision will go to a vote by the team's members. A two-thirds vote by members will result in immediate impeachment.

Section 7: Officer Succession

If an officer resigns or is impeached the team will then elect a new officer. Once elected the new officer's inauguration is effective immediately. The newly elected officer can be a pre existing member of the board, should they express their interest in changing positions, and a new election will be held for the open position.

ARTICLE VII: Meetings and Programs

Section 1: The first meeting of the fall semester shall be within two weeks after classes start.

Section 2: This organization shall meet twice a week for practice. Outdoor practice will be held at Metzgar Field at 4:30pm. Indoor practice in Kirby Sports Center may be held instead if weather interferes with outdoor practice and if court availability allows.

Section 3: Quorum: A minimum of 7 active members must be present for meetings and voting.

ARTICLE VIII: Constitutional Amendments

Section 1: Amendments to the Constitution must be proposed in writing by an active member of the Lafayette Women's Rugby at any regular meeting at which two-thirds ($\frac{2}{3}$) of the active members are present.

Section 2: Proposed amendments shall be voted upon only after two regular meetings following the introduction of the proposal and discussion period.

Section 3: Proposed amendments will become effective following a three-fourths ($\frac{3}{4}$) affirmative vote of the active members.

Article IX: Risk Management

Section 1: Injuries

- A. In order to mitigate the prospect of personal injury, the rugby team practices four times a week. Thus, ensuring the development of proper technique, while allowing team members to revitalize during off days. In conjunction with practices and games, the club utilizes the trainer on staff and on site at Metzgar field. No competition (home or away) shall proceed without an ambulance on standby to reduce time of response should an injury occur. Also, a member of the board is required to report any major injuries to the Sport's Club office. The club will have no less than two active members of the board who are trained and certified in both CPR and First Aid.

Section 2: Finances

- A. In an effort to eliminate the risk of running a financial deficit or compromising the college in the event of a financial audit, the club keeps a balanced budget and the treasurer will consult with all members of the board before any major purchases are made.

Section 3: Hazing

- A. Lafayette College and Pennsylvania State Law requires that no student participates in and that no student organization allows any of its new members, members, or others to participate in any pre-membership ceremony or practice that involves mental or physical exhaustion or abuse, or in any way interferes with the students' mental or physical ability to perform their work at Lafayette College. These rites must not reflect unfavorably upon either the group or the College or be of a dangerous, rude, or demeaning nature. The President is responsible for ensuring that members understand this policy and that (1) members will be held responsible for violations of this policy and (2) the student organization itself may face charges for violating this policy. For a more comprehensive list of examples of hazing, refer to the Student Handbook.
- B. The club does not support, condone, or tolerate any activity that may be categorized as hazing. Any applicable incident reported to a member of the team or board will result in thorough investigation.
- C. Any member investigated and determined by the board to participate in any activity that may be categorized as hazing will be immediately terminated for the duration of one year.

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