



**REDEFINING
ATHLETIC STANDARDS**

Redefining-Athletic-Standards



2019-2020

Constitution

Preamble

Redefining Athletic Standards is a student organization that supports students that strive to give African American athletes a voice. We want to come together and discuss issues on campus and create events that help us become defined by more than our sports.

The organization meets once a month and focuses on new events, social issues, growth, and mental issues. In addition, RAS aims to enhance the knowledge and experiences of OSU Black male athletes by creating an area where we can come together and speak with no judgement. We also want to create events that make it possible to be more involved in our Black community on campus that correlates with an athlete's schedule.

Article I: Name of Organization

The name of this organization shall be Redefining Athletic Standards at The Ohio State University. Hereafter referred to as RAS.

Article II: Purpose

The sole purpose of RAS is to create a voice for our Black male student-athletes; to change the box that most people place athletes in. We want to create opportunities for our athletes off the field and help them deal with real life scenarios. We want to create a strong bond between our athletic teams, and break the divide from individual teams. By doing this we want to strengthen the understanding of one another from different teams and come together as one family. In addition, RAS aims to enhance the knowledge and experiences of OSU student-athletes by providing events, forums, and programming which encourages social interaction between student-athletes.

Article III: Goals

1. Provide a comfortable environment that encourages dialogue around local and global issues as well as highly sensitive subjects.
2. Promote fair, open-minded, knowledge-seeking, and unbiased attitudes.
3. Provide arenas where student-athletes may network with other students, student-athletes, and business professionals.
4. Host events that promote fun, educational, and engaging interactions between student-athletes of various cultures, and personal ideology.

Article IV: Membership

A. General Membership

General membership into RAS is open to ALL Ohio State students in recognition of the rights of all individuals to mutual respect; RAS does not discriminate on the basis of age, ancestry, color, disability, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, race, religion, sex, sexual orientation, protected veteran status, or any other bases under the law, in its activities, programs, admission, and employment.

B. Leadership Board Membership

1. To be a Leadership Board Member, one must:
 - a. Attend each monthly executive board meeting and all RAS meetings or events during the academic year.
 - b. Have exhausted at least one year of athletic eligibility.
 - c. Have at least one more year of athletic eligibility left **OR** be in their last year of athletic eligibility.

C. Officer Membership

1. To be an Officer, one must:
 - a. Attend each monthly executive board meeting and all RAS meetings or events per academic year.
 - b. Have exhausted at least one year of athletic eligibility.
 - c. Have at least one more year of athletic eligibility left **OR** be in their last year of athletic eligibility.

Article V: Executive Board

A. Composition

1. The Executive Board is the sum of the Officers and the Leadership Board. The Executive board will consist of an athletic department staff advisor and ten (10) additional positions. Four (4) of which are the Leadership Board members: Internal Communications Specialist, Social Chairs, and Director of Community Outreach. The remaining six (6) are the Officer positions: President, Vice President, Director of Strategic Partnerships, Creative Chairs, and Treasurer.

B. Powers

1. The executive power of RAS is vested in the Executive Board.

C. Executive Board Responsibilities

1. All Executive Board members must attend the scheduled Executive Board meetings.
2. All Executive Board Members must attend RAS General Body meetings and events.

3. All Executive Board members must uphold professional conduct in the event of a conflict. Otherwise, the persons involved may be subject to impeachment proceedings, in accordance with the guidelines of this constitution.
4. All Executive Board members are responsible for reading, knowing, and adhering to the RAS constitution.
5. All Executive Board members are responsible for recruiting the amount general members needed to assist with the planning and execution of events and meetings.
6. All Executive Board members are responsible for informing their team about upcoming RAS events and meetings.

D. Executive Board Absenteeism and Tardiness

1. All Executive Board members may not be absent from more than two (2) Executive Board Meetings per semester. If an Executive Board member violates this policy, the member will automatically be impeached unless an appeal is made to the General Body.
2. All Executive Board members are expected to attend Executive Board and General Body meetings promptly. No Executive Board member is to be more than ten (10) minutes late to two (2) consecutive meetings. This will be equivalent to an absence.
3. All conflicts due to class or sport participation are to be made known to the Executive Board within a reasonable amount of time prior to the scheduled meeting to be considered excused.

E. Executive Board Positions and Duties: Officers and Athletic Department Staff Advisor

President

1. Maintain communication throughout the Executive Board.
2. Represent RAS at other organization meetings & events.
3. Serve as a spokesperson on behalf of the entire group.
4. Lead the organization in determining the tasks and objectives.
5. Oversee the execution of these tasks and objectives.
6. Check the progress of each officer; keep in contact with them.
7. Recommend and appoint individuals to board positions.
8. Plan and organize events and meetings.
9. Introduce new material that he or the members have suggested.
10. Guide RAS in creating a mission, strategy, and constitution to abide by at all times.

Vice-President

1. Enforce Guidelines outlined by this constitution.
2. Assure Executive Board delegated responsibilities are complete.
3. In the absence of the president, assume his duties.
4. Succeed to the Presidency if the position becomes vacant.
5. Represent RAS at student organization meetings along with President.
6. Associate with the different campus student organizations for networking, collaborating, and awareness.

7. Assist President in planning and organizing events and meetings.
8. Recommend and recruit individuals to become a part of the organization.

Director of Strategic Partnerships

1. Serve as main point of contact with other organizations.
2. Liaison for all communication, correspondence and advertising about RAS events.
3. In absence of the Vice President, assume his duties.
4. Succeed to Vice President if the position becomes vacant.

Creative Chair (2 positions)

1. Responsible for all creative marketing for each event including posters, video, and social media. Lead development of creative ideas and marketing that are innovative and consistently promote RAS.
2. Create a strong understanding of the RAS brand, ensuring the content reflects monthly meeting goals and objectives.
3. Direct and/or execute all phases of creative work from concept through production.

Treasurer

1. Prepare the annual RAS budget
2. Monitor the RAS budget
 3. Complete annual financial report
 4. Collect funds and depositing in RAS account
 5. Maintain a record of all transactions

Athletic Department Staff Advisor

1. Maintain relations between the Department of Athletics and the student-athlete body.
2. Advise the Executive Board.
3. Give input and assist the elections process.
4. Secure financial resources.
5. Research the legalities of events within NCAA, Big Ten, and University regulations.
6. Research the liabilities and authorization of events

F. Executive Board Positions and Duties: Leadership Board

Internal Communications Specialist

1. Responsible for the publication of announcements, advertising, flyers, and informational handouts when necessary.
2. Ensure RAS maintains the status of a legitimate campus student organization.
3. Maintain minutes on file for the Executive Board meetings.
4. Take minutes and attendance at all general meetings or events.
5. Maintain a log/journal of every event that organization hosts.
 - a. This log is to consist of the description of the event/meeting, the outcome, the overall success of the event/meeting, etc.

6. Send mass, informational emails provided by the President.

Social Chairs

1. Work to identify strategies to engage members of the department
2. Responsible for increasing the number of student athletes in attendance at each event to promote diverse viewpoints
3. Serve as the recruiter and facilitator of performers, guests, guest speakers, etc. for RAS events.
4. Responsible for the organization of the aspects of a social event that are visible to an audience.
5. Recruit, train, and retain

Director of Community Outreach

1. Encourage volunteer opportunities and experiences among student- athletes
2. Seek community events in which members of the organization can be involved.
3. Organize at least two (2) community service opportunities per academic year.

G. Attendance

According to the outlined roles and responsibilities, each member will be held accountable to the three-strike policy. The three-strike policy includes the following:

1. Acceptable absences include sports competitions and practices, exam and exam reviews, or a reviewable commitment approved by the Athletic Department Staff Advisor.
2. For last minute absences (illness, impromptu practices, etc.) must be declared or communicated to the RAS President or Vice President within two hours of event or meeting.
3. A full strike will be given for an absence of Executive Board or RAS meetings without notification.
4. A half strike will be given for missing a given deadline or not accomplishing title role or assigned responsibility that has been given.
5. The Internal Communications Specialist will keep track of the point system.

H. Impeachment

1. RAS member(s) may bring specific impeachment charges against Executive Board members(s) who have not fulfilled their duties, engaged in conduct that violates the RAS constitution, or the general well-being of the organization.
2. Impeachment will be initiated in the following manner:
 - a. A formal letter or email must be typed by the member(s) bringing the charges to the Athletic Department Staff Advisor, calling for impeachment of the Executive Board member(s) specifically stating the reasons for impeachment.

- b. The Executive Board will have a meeting and discuss the matter with the Executive Board member(s) and/or the general member(s) who have brought the charges, and attempt to resolve the matter, if possible.
- c. The President will present the matter at the next general Meeting from date of letter calling for impeachment, and call for an impeachment vote from the General membership. In the event that the President is being impeached the Vice-President will present the matter at the next general Meeting.
- d. A majority vote of the general membership will remove the Executive Board member(s) from office.

I. Resignation and Position Switching

1. Resignation

- a. The Executive Board Member(s) who is/are resigning must give their remaining members two-week prior notice.
- b. A formal letter or email must be typed by the member(s) resigning, briefly outlining the reasons for resignation.
- c. The Executive Board member resigning must complete all delegated responsibilities made prior to the resignation letter or email before the date of resignation.

2. Position Switching

- a. Position switching is unconstitutional
- b. In order to obtain another Executive Board position, the interested Executive Board member(s) must first resign from their original Executive Board position, and elections will then be held for the recently opened positions following the election proceeding outlined in this constitution.

J. Terms of Office

1. Executive Board members will assume their positions for the new academic year after the final RAS general membership meeting/event of the academic year.
2. All constituents of the Executive Board will hold their positions for one full academic year (Fall-Spring semesters). Eligibility is based on the election proceedings outlined in this constitution.
3. Executive Board members will remain on the Executive Board, as long as the election proceedings outlined in this constitution are followed at the end of the academic year and an Executive Board member is legitimately re-elected through the process.

Article VI: Elections Process

A. Selection Process

1. At the end of each spring semester, prospective student-athlete will complete an application form provided by RAS.
2. The application will be returned to the RAS Advisor for review.

3. Selected candidates for Executive Board Membership will undergo an interview process and be chosen for the following academic term by the RAS Advisor and Executive Board representatives
4. Once the applicant has been selected for an interview, an interview will be scheduled. Interviews will be conducted by the RAS Advisor and members of the Executive Board.
5. Following the selection, the Head Coach (Assistant Coach acceptable upon approval) and team's assigned Academic Advisor must sign given documentation confirming appointment approval.

Article VII: Organizational Structure

A. General Meetings, Activities and Events

1. General meetings, activities, and events must start in a timely manner and be properly organized.

B. Officer Meetings

1. The Officers will meet following each RAS event to reflect on meeting, talk about areas of opportunity and begin planning process for next meeting/event.

C. Executive Board Meetings

1. The Executive Board meetings will be scheduled to discuss plans and arrangements for upcoming events.

D. Changes to the RAS Constitution

1. To change the RAS Constitution, three-fourths (3/4) of the Executive Board must vote in agreement with the amendments to the constitution.
2. Finally, the Student Organization Office must receive a copy and approve of the new Constitution.

E. Interpreting the Constitution

1. If there are discrepancies concerning the Constitution, the Executive Board must vote in agreement with the amendments to the Constitution.

F. Chain of Command

1. Executive Board: Officers

- a. President
- b. Vice President
- c. Director of Strategic Partnerships
- d. Creative Chairs
- e. Treasurer
- f. Athletics Department Staff Advisor

2. Executive Board: Leadership Board

- a. Internal Communications Specialist
- b. Social Chairs
- c. Director of Community Outreach

3. General Members

G. Grievances

1. Any member or organization that has a grievance with RAS shall have his concern(s) addressed at the next scheduled Executive Board meeting.

Article VIII: Non-Discrimination Policy

A. Policy

1. RAS does not discriminate on the basis of age, ancestry, color, disability, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, race, religion, sex, sexual orientation, protected veteran status, or any other bases under the law, in its activities, programs, admission, and employment. For information purposes, the University's policy is quoted as follows: "The Ohio State University is

committed to building and maintaining a diverse community to reflect human diversity and to improve opportunities for all. The university is committed to equal opportunity, affirmative action, and eliminating discrimination. This commitment is both a moral imperative consistent with an intellectual community that celebrates individual differences and diversity, as well as a matter of law.

Ohio State does not discriminate on the basis of age, ancestry, color, disability, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, race, religion, sex, sexual orientation, protected veteran status, or any other bases under the law, in its activities, programs, admission, and employment.”