



The Constitution of Ohio State Crew



Last ratified 04/09/23

Article 1. Name

Section 1. The official name of the organization will be The Ohio State Crew. The organization will be referred to in this document as “The Team”.

Section 2. The official crest of The Ohio State Crew is contained at the top of this document. The logo created and approved by The Ohio State University Office of Branding and Licensing is also contained at the top of this document.

Article 2. Purpose

Section 1. Physical fitness, competition, and teamwork are vital to the overall health of the individual. The Team is formed to teach and practice the fundamentals of rowing, sportsmanship, competition, and maintain good mental and physical health.

Section 2. These goals are pursued through disciplined instructional programs combining basic and advanced rowing techniques with high-level physical fitness training as well as participation in national-caliber rowing competitions.

Section 3. The Team seeks to become not only the best collegiate club rowing program, but also compete with and consistently perform at a level comparable to fully funded competition.

Section 4. The Team will provide a positive atmosphere for collegiate athletes to compete and learn Teamwork as well as one that promotes the idea of fair competition and sportsmanship.

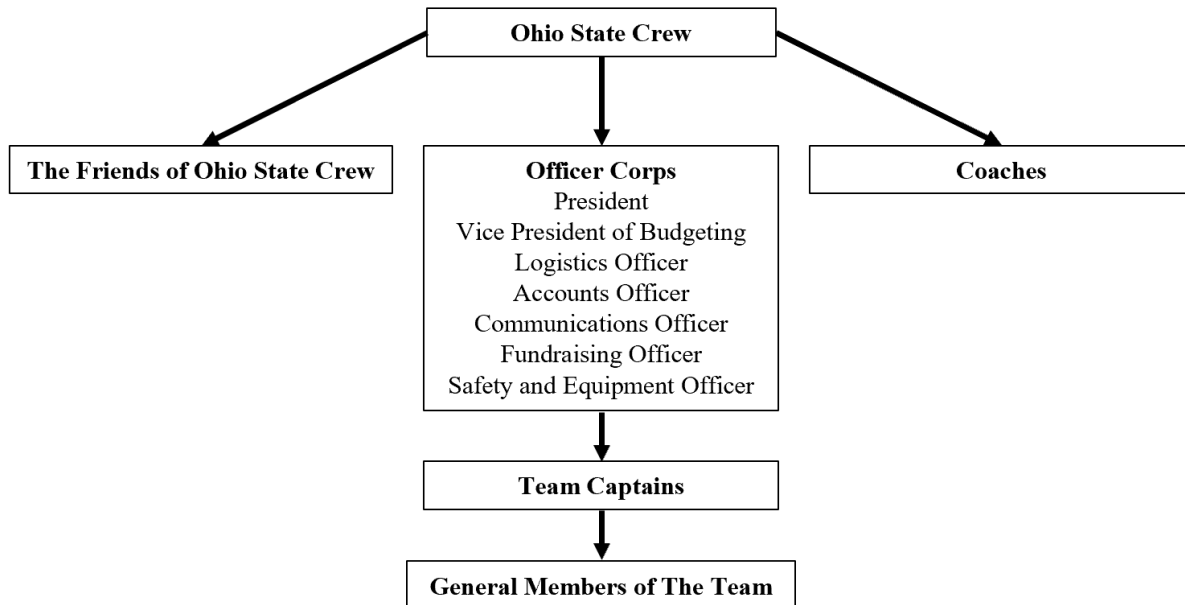
Section 5. The Team will seek to cultivate rowing throughout the Ohio State Student Body and support collegiate rowing throughout the United States.

Section 6. Through the sport of rowing, The Team will strive to teach discipline, leadership, commitment, responsibility, and professionalism, which will ultimately enrich the lives of the members of The Team.

Section 7. Above all, the ideas and goals of The Team will always be placed before that of the individual.

Article 3. Organizational Overview

Section 1. The Team Organizational Overview is as follows:



Section 2. Team Leadership consists of the Officer Corps and any directors and Team Captains.

Section 3. Coaches are not part of The Team leadership as they are employees of The Team, reporting to The Friends of Ohio State Crew.

Section 4. The Team Leadership and Coaches will have the responsibility to provide its dues-paying members with coaching, equipment, transportation, lodging for events, facilities, status within the University, and clear expectations of membership responsibilities as well as performance goals.

Article 4. The Officer Corps

Section 1. The Officer Corps will be the administrative body of The Team, with assistance from the Director of Rowing/Head Coach, Faculty Advisor, FOSC, Captains, and the Novice Representative as necessary.

Section 2. The individuals of the Officer Corps will be held to a higher standard in regards to the matter of general attendance and commitment to the team. If a member of the Executive Board, as defined by Article 4 Section 3, fails to meet expectations set by the Director of Rowing/Head Coach, the following steps should be taken sequentially until the issues are resolved:

- A. A conversation between the individual and the Captains will take place with the goal of resolving the issues regarding attendance and commitment.
- B. A conversation between the individual, the President, and The Director of Rowing/Head Coach will take place with the goal of resolving the issues regarding attendance and commitment.
- C. The President will initiate the officer removal procedure outlined below in Article 4 Section 8.

Section 3. Officer Positions

- A. The Officer Corps consists of the elected officers of President, Vice President of Budgeting, Logistics Officer, Accounts Officer, Communications Officer, Fundraising Officer, Safety & Equipment Officer, and any appointed directors.
- B. The Executive Board refers to the seven elected officers.

Section 4. Officer Responsibilities

- A. President: The President has responsibility for interaction with the Department of Recreational Sports, oversight of The Team as a whole, and oversight of the Officer Corps and delegation of their duties. The President will lead the Officer Corps in their representation within the FOSC. The President or their designee is solely responsible for reserving campus space for any team event, practice, or recruitment event.
- B. Vice President of Budgeting: The Vice President of Budgeting must create and maintain a yearly budget and manage The Team's financial wellbeing. The Vice President of Budgeting will maintain Team accounts, cards, and incoming funds apart from member dues. The Vice President of Budgeting should make efforts to operate in accordance with Article 5. The Vice President of Budgeting or their designee will book travel and reservations.
- C. Logistics Officer: The Logistics Officer plans and oversees all Team travel in collaboration with the Director of Rowing/Head Coach, Vice President of Budgeting, and President. The Logistics Officer will coordinate practice and travel transportation and associated vehicle assignments, and overnight room assignments as applicable. The Logistics Officer will coordinate practice schedules with the Captains and Director of Rowing/Head Coach. The Logistics Officer will be responsible for planning and executing The Team's Erg Sprints event.
- D. Accounts Officer: The Accounts Officer oversees the collection of all member dues. The Accounts Officer works with the Vice President of Budgeting to establish a dues schedule for the year. It is then the Accounts Officer's responsibility to enforce the dues schedule.
- E. Communications Officer: The Communications Officer oversees communications within The Team and may assist communications with any other entity with which The Team interacts as needed by the Director of Rowing/Head Coach or President. The Communications Officer

manages Team social media including but not limited to Instagram, Facebook, Twitter, TikTok, and The Team website. The Communications Officer may act as an additional liaison between The Team and the FOSC and may assist in alumni and parent correspondence. The Communications Officer will work with the Fundraising Officer to coordinate Parent's Club donations.

- F. Fundraising Officer: The Fundraising Officer oversees all Team fundraisers including the Rent-A-Rower program. The Fundraising Officer will work with the Communications officer to coordinate Parent's Club donations.
- G. Safety & Equipment Officer: The Safety & Equipment Officer develops and reviews safety procedures and ensures that they are carried out by members of The Team. The Safety & Equipment Officer is a registered Risk Manager with the Department of Recreational Sports and oversees all other registered Risk Managers on The Team. The Safety & Equipment Officer is responsible for managing The Team's fleet including assessing damages to equipment and maintaining a Fleet Plan in collaboration with the FOSC and the Director of Rowing/Head Coach.
- H. Officers may appoint directors to help them fulfill their duties. Directors are nominated by the officer who wishes to delegate their responsibilities and are appointed by the majority vote of the Officer Corps. Director positions will be subjected to reappointment after officer elections each year. Directors will not have a vote in decisions that require a two-thirds majority of Officer votes. Only the seven elected officers will vote in these cases.
- I. Novice Representative: An ex officio Novice Representative will be elected at the conclusion of the autumn rowing season. The Novice Representative will operate as the liaison between all novices and the Team leadership entities outlined in Article 4 Section 1. The vote will follow the Captain election procedure outlined in Article 6 Section 5, with the exception that one Novice Representative is elected, not two.

Section 5. Candidate Stipulations for Officers

- A. All officer candidates must be dues-paying members of The Team and be current on all dues and fees, or have been granted immunity from the sitting Officer Corps and Director of Rowing/Head Coach.
- B. Any first, second, or third-year member of The Team may run for the offices of Vice President of Budgeting, Logistics Officer, Accounts Officer, Communications Officer, Fundraising Officer, or Safety & Equipment Officer. Only second and third-year members of The Team may be candidates for the office of The President.
- C. No candidate may be on academic or disciplinary probation.
- D. Any candidate running for President must have attended three open meetings of the Officer Corps.

Section 6. Officer Elections

- A. Officer elections will be held after Spring Break but no later than 4 weeks before the end of the academic semester. Elections may be postponed by up to two weeks if there is a unanimous vote of the Officer Corps and the consent of the Director of Rowing/Head Coach.
- B. All candidates must nominate themselves in writing to the sitting President at least one week before the election date announced by The President. In this nomination, candidates must indicate

the highest-level officer position for which they plan to run. Additionally, they must indicate all other officer positions for which they intend to run in the case that they do not win the election for the initial position.

- C. The nomination must detail all pertinent skills and experience for all potential positions.
- D. Nominees will be accepted up until four days before elections, at which point The President will announce the candidates to The Team.
- E. The President will declare the election open at the previously announced time unless a quorum (Article 11 Section 3) is not present. If a quorum is not present, the election must be rescheduled at a new date to be decided by The President.
- F. The sitting President will run the election.
- G. Voting for officers will be done one office at a time starting with that of the President. The order of elected positions will follow the sequence outlined in Article 5 Section 2 above.
- H. Each candidate will have five minutes to speak on their qualifications for the office and plans for their service if elected. The five minutes will not include time spent answering questions posed by members of The Team. Voting will take place after each set of candidates has presented his/her case for being elected.
- I. Either two coaches designated by the sitting President, the Faculty Advisor, or a representative from Recreational Sports will act as election moderators and count the votes.
- J. A majority, or plurality in the case of three or more candidates, is required to take office.
- K. If there are an equal number of votes for two or more candidates, there will be a re-vote among the highest voted candidates.
- L. If the re-vote does not decide the election, the incumbent Officer Corps will vote to decide the election.
- M. In the case that a member cannot attend the election but still wishes to vote, they may submit an absentee ballot. This ballot will consider all potential candidates, including those that may trickle down from higher positions. The absentee voter will rank all potential candidates for each position, and their vote will count for the candidate for which they ranked the highest out of those still eligible at that point in the election. Absentee voters must submit their ballots to the election moderator no later than one (1) hour before the scheduled start of the election.
- N. If a member is disabled and cannot vote without assistance, the election moderator may help them write in their choice.
- O. Once written ballots for each office have been tallied and a decision has been made, the winner of the position will be announced. Candidates who lost the election for any office may then enter the candidate pool for the subsequent officer positions for which they previously declared their candidacy. This procedure will continue until the election for the Safety & Equipment Officer is complete.

Section 7. Transition Period

- A. Sitting officers are responsible for training their successors during the transition period lasting from the last day of Spring finals through the last day of sprint racing.
- B. At the end of spring racing, the new Officer Corps will assume their positions.
- C. The transition date may be moved either forward or back with the approval of the sitting Officer Corps and the Director of Rowing/Head Coach.

Section 8. Officer Removal or Departure

- A. If an officer fails to meet the criteria to hold their office, the officer will be asked to step down from his/her position by The President after consultation with the Officer Corps, and a two-thirds majority of the Executive Board in favor.
- B. Grounds to move to remove an officer include but are not limited to: the failure to complete officer duties as outlined, failure to uphold the purpose of The Team as outlined in Article 2, failure to abide by The Team bylaws contained herein, not meeting the expectations regarding commitment outlined in Article 4 Section 2, etc.
- C. The Team President may be removed by the same process as outlined above, but the process must be initiated by the sitting Vice President of Budgeting.
- D. If an officer is removed from his/her position, they are not eligible to run for that officer position in the future.
- E. If an officer steps down from his/her position, they are eligible to run for that officer position in the future.
- F. If an office is empty at any time for any reason, the sitting President will be required to appoint an eligible Team member to fill the office.

Section 9. Officer Corps Meetings

- A. Officer Corps (“Officer”) Meetings are to be held at least once a month.
- B. Officer Meetings are open to all dues paying members. Any voting member may request through motion that the meeting go into executive session. If the motion is seconded, voting members, captains, and the Director of Rowing/Head Coach will move to executive session.
- C. The President and Director of Rowing/Head Coach will set the agenda for each meeting.
- D. The Faculty Advisor may attend any meeting.

Article 5. Finances

Section 1. The Ohio State Crew will follow the same fiscal year calendar as the Ohio State University

Section 2. Fiscal Reporting

- A. Any expenditure under \$1000 may be carried out at the discretion of the Vice President of Budgeting, in conjunction with the Director of Rowing/Head Coach and the President. Any expenditure over \$1000 should be approved by the Executive Board with a two-thirds majority vote.
- B. The Vice President of Budgeting, the Director of Rowing/Head Coach, and the President will have access to the Team bank accounts, and together have sole authority to make purchases on behalf of the Team. The Director of Rowing/Head Coach and President shall provide proof of all purchases to the Vice President of Budgeting for record keeping.
- C. At the discretion of the Vice President of Budgeting, members of the Team may be reimbursed for team related costs, including but not limited to gasoline expenses during Team travel. The members must provide proof of purchase in the form of receipts to the Vice President of Budgeting in order to receive this reimbursement, and should make an effort to act honestly and responsibly so as not to take advantage of any potential reimbursements.

- D. The Vice President of Budgeting should report all expenditures and incomes at every regularly scheduled Officer Meeting, along with reporting any associated account balances.

Section 3. Membership Dues

- A. All Membership Dues should be paid to the Ohio State Crew 501(c)(6) entity, or associated accounts.

Article 6. Team Captains

Section 1. Captains are the liaison between the coaches and the general body of The Team.

Section 2. Captain Positions

- A. There shall be two co-captains of the men's Team and two co-captains of the women's Team. All captains shall have equal duty.
- B. A coach may choose to not have captains in a given season.

Section 3. Captain Responsibilities

- A. Captain duties can vary based on Team need and coach discretion. These responsibilities may include but are not limited to: running practices in the absence of a coach, diffusing Team conflict and forming a resolution, and bringing athlete concerns to the coaches and/or Officer Corps.
- B. Captains are responsible for leading recruitment efforts. They will work with relevant members of the Executive Board and the Director of Rowing/Head Coach in order to carry out recruitment events, including but not limited to involvement fair participation, recruitment tables, and other recruitment events. The President will be responsible for booking these events with Ohio State University.

Section 4. Candidate Stipulations for Captains

- A. All captain candidates must be dues-paying members of The Team and be current on all dues and fees, or have been granted immunity from the sitting Officer Corps and Director of Rowing/Head Coach.
- B. Any non-graduating member of The Team who does not already hold an officer position for the upcoming year may run for a captain position.
- C. No candidate may be on academic or disciplinary probation.
- D. If a captain seat is empty at any time for any reason, the sitting President will be required to initiate a timeline for a new vote to fill the position, following the same process as outlined in Article 6, Section 5, Items B-L.

Section 5. Captain Elections

- A. Captain elections will be held at a practice or regatta during the month of May. The official time and place of the election will be announced at least a week in advance by the sitting President.

- B. Captain candidates do not need to nominate themselves beforehand.
- C. A non-voting person, either a graduating senior, coach, or member of the opposite Team will act as an election moderator and will run the election.
- D. The President will declare the election open at the previously announced time unless a quorum (Article 12 Section 3) is not present. If a quorum is not present, the election must be rescheduled at a new date to be decided by The President.
- E. Each candidate will have five minutes to speak on their qualifications for the office and plans for their service if elected. The five minutes will not include time spent answering questions posed by members of The Team. Voting will take place after each set of candidates has presented his/her case for being elected.
- F. The election moderator will count the votes.
- G. A majority, or plurality in the case of three or more candidates, is required to take the captainship.
- H. If there are an equal number of votes for more than two candidates, there will be a re-vote among the highest voted candidates.
- I. If the re-vote does not decide the election, the graduating seniors will vote to decide the election.
- J. In the case that a member cannot attend the election but still wishes to vote, they may submit an absentee ballot to the election moderator.
- K. If a member is disabled and cannot vote without assistance, the election moderator may help them write in their choices.
- L. Once written ballots for each office have been tallied and a decision has been made, the winners of the captainship will be announced.

Section 6. Transition Period

- A. Sitting captains are responsible for training their successors during the transition period lasting from the day after the election through the last day of spring racing.
- B. At the end of spring racing, the new captains will assume their positions.
- C. The transition date may be moved either forward or back with the approval of the sitting Officer Corps and the Director of Rowing/Head Coach.

Section 7. Captain Removal or Departure

- A. Grounds to move to remove a captain include but are not limited to: the failure to complete captain duties as outlined, failure to uphold the purpose of The Team as outlined in Article 2 herein, failure to abide by The Team bylaws contained herein, etc.
- B. If a captain is removed from his/her position, they are not eligible to run for captain in the future.
- C. If a captain steps down from his/her position, they are eligible to run for captain in the future.
- D. If a captain seat is empty at any time for any reason, the sitting President will be required to initiate a timeline for a new vote to fill the position, following the same process as outlined in Article 6, Section 5, Items B-L.

Article 7. Special Elections

- A. Special elections may be held if deemed necessary by a representative of The Department of Recreational Sports.
- B. The Department of Recreational Sports representative will outline the procedures to be followed for these special elections.

Article 8. The Faculty Advisor

Section 1. The Faculty Advisor shall be a University community member, ideally with a background or interest in rowing.

Section 2. The Faculty Advisor acts as a mentor to the Officer Corps and works closely with The President.

Section 3. The Faculty Advisor will be selected by The President and approved by a two-thirds vote of the Executive Board.

Section 4. The Faculty Advisor will sit on committees when necessary.

Section 5. The Faculty Advisor may represent The Team as requested by The President or Officer Corps for official Team business dealing with the University, or as requested by the Department of Recreational Sports, or any other governing body of the University on behalf of The Team.

Article 9. The Friends of Ohio State Crew

Section 1. The Friends of Ohio State Crew, herein referred to as FOSC, will act as an advisory board to The Team. The FOSC is composed of Team alumni acting as mentors to the sitting Officer Corps.

Section 2. FOSC exists to minimize the conflict of interest between the Officer Corps and Coaches. Members may assist in the hiring of coaches and help resolve conflicts that arise within the administration of The Team.

Section 3. The FOSC shall serve as the administrative body through which coaching salaries are distributed.

Section 4. The active service of the FOSC can be revised or dissolved by a unanimous vote of the Executive Board and a two-thirds vote of a quorum of The Team.

Section 5. In the case that the FOSC does not exist or fails to perform its assigned duties, its duties will be reallocated to the Executive Board.

Section 6. The FOSC are subject to their own bylaws in addition to The Team bylaws contained herein.

Article 10. The Team

Section 1. The Team is a Competitive Club Sports Team administered by the Department of Recreational Sports of The Ohio State University and therefore subject to all applicable policies and procedures including the Student Code of Conduct and the Sport Club Handbook.

Section 2. Team Membership

- A. Team membership is open to students of The Ohio State University who meet regatta eligibility requirements.
- B. At their discretion, the Director of Rowing/Head Coach may put new recruits through a tryout process to determine membership and athletic eligibility.
- C. Membership is not limited by, nor shall any person be denied Team membership due to his or her race, gender identity, sexual orientation, creed, or national origin.

Section 3. Member Responsibilities

- A. Members of The Team are expected to abide by the spirit and letter of this Constitution.
- B. Members of The Team are subject to the policies and procedures outlined in the Bylaws of this Constitution.
- C. Members of the Team are expected to abide by The Ohio State University Student Code of Conduct and Sport Club Handbook at all times.
- D. Members of The Team agree to make reasonable efforts to provide the following to their fellow members
 - a. A competitive, safe, and fun atmosphere
 - b. Maintenance and care of equipment
 - c. Respect of Team bylaws and applicable University Codes of Conduct
 - d. The maintained reputation of The Team including the recruiting of new members
 - e. The establishment of competitive goals
- E. Members of The Team are expected to pay membership dues on a regular schedule.

Section 4. Membership Dues

- A. Membership dues cover the fixed and variable costs of The Team.
- B. Membership dues will be set by the start of the fall regatta season by the Vice President of Budgeting in partnership with the Accounts Officer and approved by the President.
- C. The Accounts Officer will set the dues schedule for the year. Members may arrange alternative schedules if necessary.
- D. The dues schedule including the overall amount may change with prior notice depending on Team size and changes in the projected travel schedule.
- E. Membership dues need not be the same year to year.
- F. Membership dues need not be the same for novice and varsity members.
- G. Membership dues need not be the same for coxswains and rowers.
- H. In the case that only a select subset of The Team participates in a given regatta, those members may be assessed additional travel fees.
- I. Members may participate in Team fundraisers to help offset the cost of Membership Dues.
- J. The payment of membership dues guarantees participation in practice but does not guarantee participation in all regattas.

Section 5. Member Removal or Departure

- A. Any Team member who fails to uphold the values of The Team as outlined in this Constitution, the Bylaws of this Constitution, The Ohio State University Student Code of Conduct or the Department of Recreational Sports Sport Club Handbook may be asked to leave The Team.
- B. A Team member may be asked to leave The Team by The President, after consultation with the Officer Corps and an approval vote from at least two-thirds of the Officer Corps.
- C. The Faculty Advisor or a representative from The Department of Recreational Sports must be present to verify the vote.
- D. Any dues that have been paid by an individual who is dismissed from or who leaves The Team will be forfeited.
- E. A member who leaves The Team on their own accord may return to The Team at any time.
- F. A member who is dismissed from The Team may appeal the dismissal and ask for a hearing before the Officer Corps. The approval of at least two-thirds of the Officer Corps is necessary to reinstate a dismissed athlete upon appeal. The decision of the Officer Corps will be final.
- G. In the case of an appeal, either the Faculty Advisor or a representative from The Department of Recreational Sports must be present to verify the vote.

Section 6. Team Meetings

- A. There will be a minimum of two Big Team Meetings per academic year, at least once per semester. One spring Big Team Meeting will include the election of the new Officer Corps Executive Board.
- B. There will be an annual Blade Ceremony event to recognize and celebrate graduating Team members, as well as coaches' award recipients and full Team accomplishments.
- C. Criteria to receive a Team trophy blade upon graduation are outlined in the Bylaws of this Constitution.

Article 11: Coaching Staff

Section 1. The Coaching Staff is comprised of the Director of Rowing/Head Coach and any requested assistants.

- A. The paid Coaching Staff are contract-bound employees of the Friends of Ohio State Crew.
- B. The Director of Rowing/Head Coach may seek out volunteer coaches on an as-needed basis. Volunteer coaches can be removed at the Head Coach's discretion or by the majority vote of the Executive Board.
- C. Each member of the Coaching Staff must be in full compliance with rules and regulations set forth by The Ohio State University and the Department of Recreational Sports.

Section 2. Coaching Staff Responsibilities

- A. Coaching Staff duties shall be outlined in their contract with the Friends of Ohio State Crew.

Section 3. Director of Rowing/Head Coach

- A. The Director of Rowing/Head Coach is the supervisor for all other coaches.

Section 4. Recruiting or Replacing a Director of Rowing/Head Coach

- A. In the event that the Director of Rowing/Head Coach resigns, is not offered a new contract, or is terminated, the following consultative search procedure will be invoked.
- B. A Hiring Committee shall be formed by the Team President in consultation with their FOSC mentor. The Hiring Committee should represent the diverse interests of The Team, including representatives from the men's and women's Teams.
- C. The Hiring Committee will solicit applications and qualifications through advertisements across various rowing media.
- D. The Hiring Committee will conduct interviews following a predetermined sequence in consultation with FOSC.
- E. Information about any of the coaching candidates shall remain confidential among the committee. The Team President may send progress updates to The Team as they see fit.
- F. At the conclusion of the interview process, the Hiring Committee will make the final decision by a vote. The Hiring Committee will then extend the offer of employment.
- G. Terms of the contract and negotiation will be done by FOSC, in consultation with the Officer Corps about salary and financial contribution from The Team.

Section 5. Extended Absence of a Director of Rowing/Head Coach

- A. In the event that there is no Director of Rowing/Head Coach under contract with the FOSC, the FOSC, with the advice and consent of the sitting President, will appoint an assistant coach to run practices and Team competitions.
- B. In the absence of assistant coaches, the Team President will delegate coaches' duties to Team Captains.
- C. In the event that these assistant coaches and/or Team Captains are temporarily unable to perform these duties, they may delegate these responsibilities to another Team member(s) for a specified period of time. The Team President must approve of the designated Team member(s).
- D. In this situation, if assistant coaches and Team Captains leave The Team, the Team President will appoint temporary Captains until The Team(s) can elect new ones. The Officer Corps will be responsible for all Director of Rowing/Head Coach administrative duties at this time.

Section 6. Assistant Coaches

- A. The hiring of assistant coaches will be the responsibility of the Director of Rowing/Head Coach.
- B. The Director of Rowing/Head Coach must select support staff to ensure coverage for all practices.
- C. Prospective assistant coaches will be selected according to a procedure determined by the Director of Rowing/Head Coach in collaboration with the Team President and/or the Friends of Ohio State Crew.
- D. Assistant coaches report to the Director of Rowing/Head Coach.

Section 7. Disciplining of Coaches

- A. All coaches are expected to uphold the values of The Team as outlined in this Constitution, the Bylaws of this Constitution, The Ohio State University Student Code of Conduct, the Department of Recreational Sports Sport Club Handbook, as well as USRowing sanctioned policies.
- B. Failure to uphold these values may result in disciplinary action.
- C. Warnings and minor offenses
 - a. A memo written by the Officer Corps with at least two-thirds signed agreement shall be written to the delinquent coach describing the problem and how it must be remedied. This memo will also be sent to the FOSC and the Director of Rowing/Head Coach.
 - b. If the coach does not make a satisfactory change within a reasonable time period, a second memo will be sent to the FOSC and the Director of Rowing/Head Coach detailing the situation.
 - c. If there continues to be no self-corrective action on the coach's part, the FOSC, Executive Board, Faculty Advisor, and Director of Rowing/Head Coach will meet to discuss the issue at hand and the coach's future employment with The Team.
 - d. In the case that the Director of Rowing/Head Coach is the delinquent coach, the same procedure will be followed.
- D. Terminations
 - a. The FOSC and the Department of Recreational Sports both have the power to immediately terminate any coach's contract with notification given to both the Director of Rowing/Head Coach and the Officer Corps.
 - b. The FOSC vote must be unanimous.
 - c. Reasons for termination include but are not limited to:
 - i. Failure to meet obligations to The Team as defined by this Constitution
 - ii. Mismanagement of The Team's funds
 - iii. Sexual harassment
 - iv. Repeated absence from practice without notice or approval
 - v. Failure to comply with University policies
 - vi. Committing illegal actions

If the Director of Rowing/Head Coach leaves The Team for any reason including termination, The Team President will institute the replacement procedure outlined in Article 10 Section 4 herein.

Article 12. Definitions

Section 1. Non-Profit

- A. The Team is a non-profit 501(c)(6) organization and will only accept funds, donations, contributions, etc. as a means to maintain and expand its existing program.
- B. The Friends of Ohio State Crew is a non-profit 501(c)(3) organization.

Section 2. University Regulations

- A. The Team, including each member of its Team Leadership, general members, and coaches will uphold all regulations set by the University for conduct and operation of student groups.

Section 3. Quorum

- A. A quorum of The Team is necessary to conduct official business at a Team of Officer Meeting
- B. A quorum for a Big Team Meeting (BTM) will consist of three-quarters of the active, dues-paying membership and at least three-quarters of the Officer Corps. A member of the Officer Corps will ensure that a quorum exists at the opening of each meeting.

Article 13. Bylaws

Section 1. Additional policies pursuant to the completion of these articles shall be described in the Bylaws.

Section 2. Bylaws govern the day-to-day aspects of The Team.

Section 3. Bylaws may be added or removed by a 5/7 majority vote of the Executive Board.

Section 4. Bylaws may not be created contrary to this Constitution.

Section 5. If a bylaw and a policy described by this Constitution are in conflict, The Team shall defer to this Constitution.

Section 6. If any member is found to be in violation of any of the Team Bylaws, they may be subjected to removal from The Team following the procedure outlined in Article 9, Section 5 above.

Article 14. Amendments

Section 1. Any amendments to this Constitution must be approved by a two-thirds majority vote of the active, dues-paying membership of The Team.

Section 2. Amendments must be submitted to each of the following distinct parties: The Officer Corps, Director of Rowing/Head Coach, and Faculty Advisor at least two weeks prior to a vote.

Section 3. Two weeks before an amendment vote, changes to the Constitution must be sent in writing to The Team.

Article 15. Continuity

Section 1. In Case of Disbandment of The Team

- A. If The Team is suspended for any reason, The Department of Recreational Sports will appoint an Interim President and Interim Treasurer.
- B. The Interim President and Interim Treasurer may
 - a. Transfer signature and check-writing authority for The Team's bank account to themselves within thirty (30) days of suspension,

- b. Pay existing financial obligations out of The Team's current funds,
- c. Take inventory of The Team's equipment and write a plan for its storage and safekeeping during the suspension period to be submitted to the Department of Recreational Sports within the first thirty days of the suspension,
- C. During the suspension, no new coaches or staff shall be hired.
- D. During the suspension, all Team assets are frozen and no equipment shall be bought or sold.
- E. Should the Interim President or Interim Treasurer wish to take any additional actions, they must seek approval from the Department of Recreational Sports.
- F. In case of permanent disbandment of The Team, all assets of The Team will be transferred to the Friends of Ohio State Crew.

Section 2. Return to Competitive Sports

- A. When the period of suspension ends, the Interim President or Interim Treasurer will take the appropriate steps with the Office of Student Activities to re-register as a student organization.
- B. In order to return as a recognized Sport Club Team within the Department of Recreational Sports, the Interim President must provide the Department of Recreational Sports, Office of Competitive Sports with documentation that The Team is a registered student organization.
- C. The Interim President must provide a roster of at least 15 students to the Department of Recreational Sports, Office of Competitive Sports with a written plan to hold officer elections resembling the procedure contained in Article 5 above.

Article 16. Non-Discriminatory Policy

Section 1. This organization 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.

Section 2. As a student organization at The Ohio State University, The Ohio State Crew expects its members to conduct themselves in a manner that maintains an environment free from sexual misconduct. All members are responsible for adhering to University Policy 1.15, which can be found here: <https://hr.osu.edu/public/documents/policy/policy115.pdf>.

Section 3. If you or someone you know has been sexually harassed or assaulted, you may find the appropriate resources at <http://titleIX.osu.edu> or by contacting the Ohio State Title IX Coordinator at titleIX@osu.edu.

Article 17. Constitution Archives

Section 1. Copies of both the new and old Constitution will be kept on file with the Team President and Communications Officer.



The Bylaws of Ohio State Crew

Bylaws

Section 1. Expectations

- A. Members of The Team shall abide by The Ohio State University Student Code of Conduct and Sport Club Handbook at all times.
- B. Members of The Team agree to make reasonable efforts to provide the following to their fellow members
 - a. A competitive, safe, and fun atmosphere
 - b. Maintenance and care of equipment
 - c. Respect of these bylaws and applicable University Codes of Conduct
 - d. The maintained reputation of The Team including the recruiting of new members
 - e. The establishment of competitive goals

Section 2. Dues

- A. Members of The Team shall pay dues on a regular schedule.
- B. Members of The Team may work with the Accounts Officer to establish a payment plan if they are unable to make dues payments on time.
- C. Members of The Team may complete additional Rent-A-Rower jobs or participate in other fundraisers as a way to offset their dues.
- D. Any member who is not fully paid, or does not have a payment plan established by the time The Team boards their transportation to ACRA, will not attend the National Championship Regatta.
- E. Any dues that have been paid by an individual who is dismissed from or who leaves The Team will be forfeited.
- F. In the case that only a select subset of The Team participates in a given regatta, those members may be assessed additional travel fees.
- G. The payment of membership dues guarantees participation in practice but does not guarantee participation in all regattas.

Section 3. Travel

- A. Members of The Team are representatives of Ohio State Crew and The Ohio State University whenever they travel to any Team-sanctioned event, including practice.
- B. Drivers are expected to follow the rules of the road and avoid reckless driving behaviors including but not limited to racing or speeding.
- C. For trips longer than four hours, there must be a second driver to switch off with the primary driver.
- D. Drivers and passengers are expected to be responsible on the road and avoid behaviors that would put other drivers in danger including any form of distraction.
- E. Vehicles should follow the route distributed by the Logistics Officer. If any vehicle should need to take an unexpected detour, they shall alert the Team President, Logistics Officer, and Safety and Equipment Officer.
- F. No member shall bring any form of alcohol or drugs on Team-sanctioned trips. This includes “nic-sticks”, Juuls, and other similar items.
- G. Coaches should be the only people to haul the trailer. Athletes may haul the trailer under extenuating circumstances with permission from the President and Director of Rowing/Head Coach. For any trip longer than four hours, there must be a second driver riding in the truck to switch off with the primary driver.

Section 4. Hazing

- A. Hazing is defined as doing, requiring, or encouraging any act, whether or not the act is voluntarily agreed upon, in conjunction with initiation, continued membership, or participation in any group, that causes or creates a substantial risk of causing mental or physical harm or humiliation. Such acts may include, but are not limited to, the use of alcohol, the creation of excessive fatigue, and paddling, punching, or kicking in any form. Failure to intervene, prevent, or report acts of hazing may constitute a violation of this Constitution and these Bylaws.
- B. Any member of The Team suspected to be participating in hazing shall be immediately investigated and put on probation from The Team until the full investigation is completed.

Section 5. Harassment and Discrimination

- A. This organization 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. As a student organization at The Ohio State University, The Ohio State Crew expects its members to conduct themselves in a manner that maintains an environment free from sexual misconduct. All members are responsible for adhering to University Policy 1.15, which can be found here: <https://hr.osu.edu/public/documents/policy/policy115.pdf>. If you or someone you know has been sexually harassed or assaulted, you may find the appropriate resources at <http://titleIX.osu.edu> or by contacting the Ohio State Title IX Coordinator at titleIX@osu.edu.
- B. Any member of The Team suspected of harassment or discrimination shall immediately be investigated and put on probation from The Team until the full investigation is completed.

Section 6. Benefits for Seniority

- A. Stevenson Jackets
 - a. Members ~~are~~ become eligible for their Stevenson “varsity” jackets on their second spring break trip with The Team. Exceptions can be made at the discretion of a 5/7 vote of the Executive Board.
 - b. Eligible members include those who started as novice athletes as well as athletes who walked onto the varsity squad after attending and/or competing for another school.
 - c. Membership must be continuous during this time period to be eligible.
 - d. Coaches become eligible for their Stevenson jackets on their second spring break with The Team.
- B. Senior Blades
 - a. Senior blades are a recognition of an individual’s time and energy invested into The Team.
 - b. The blade recipient must be an active member of The Team for no fewer than five semesters with no more than one non-participatory semester during that time.
 - c. Summer semester does not count toward the five semesters.
 - d. The blade recipient must exhaust their athletic eligibility or receive their undergraduate or graduate degree at the conclusion of their time on The Team.
 - e. The blade recipient must be in good standing with The Team.

Section 7. Property/Facility Usage

- A. Only members of The Team and coaches should use Team equipment or exercise in the Drake Boatroom or any other Team owned/leased property. Other people may be granted access by the Team President.

- B. Members of The Team and coaches may store their personal property (clothing, bikes, etc.) in the Drake Boatroom free of charge if space allows and at the discretion of the Safety & Equipment Officer.
- C. Any person who leaves behind personal property for longer than three months after leaving The Team for any reason forfeits these items to Team ownership except in the case of a prior written agreement with the Team President for the storage of given items.