



**REDEFINING  
ATHLETIC STANDARDS**

**2023-2024 Constitution**



## **Preamble**

Redefining Athletic Standards (RAS) is a dynamic organization dedicated to providing unwavering support to men of color who are student-athletes. Rooted in the Black experience, RAS stands as a platform for African American athletes to amplify their voices, navigate pertinent issues on and off campus, while fostering a sense of identity beyond the realm of sports.

Our collective effort as RAS members finds its expression in monthly meetings, where we not only convene to discuss new initiatives and social matters but also to cultivate personal growth and address mental well-being concerns. Our mission extends beyond the athletic arena – we aim to empower, uplift, and reshape the narratives of OSU Black male athletes.

In the pursuit of our goals, RAS endeavors to enrich the knowledge and experiences of Black male athletes at OSU. By providing a judgment-free zone, we facilitate open dialogue, enabling us to collectively voice our perspectives and aspirations. Moreover, RAS is dedicated to organizing events that harmonize with the demanding schedules of athletes, creating opportunities for active participation within our Black community on campus.

With a steadfast commitment to transformation and unity, RAS redefines athletic standards by nurturing holistic growth, fostering cultural pride, and engendering a space where men of color can flourish academically, athletically, and personally.

## **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**

### **Section 1. Purpose**

The primary purpose of RAS is to champion the voices of Black male student-athletes and dismantle the confinements that conventional perceptions place upon athletes. RAS aspires to cultivate off-field opportunities for athletes, providing a supportive framework to navigate real-life challenges. Additionally, RAS is dedicated to fostering profound connections amongst athletic teams and erasing the boundaries that separate them. By fostering unity, RAS seeks to deepen understanding across diverse teams and establish an enduring familial bond.

### **Section 2. Objectives**

a. **Empowerment and Advocacy:** RAS endeavors to empower Black male student-athletes by providing a platform for their unique experiences, narratives, and perspectives. The organization aims to raise awareness, challenge stereotypes, and advocate for the holistic development of its members.

b. **Community and Unity:** RAS seeks to dissolve divisions amongst different athletic teams and encourage a sense of unity within the OSU student-athlete community. Through this unity, RAS aims to foster a supportive network that transcends team boundaries.

c. **Social Interaction and Enrichment:** RAS is committed to enhancing the knowledge and experiences of OSU student-athletes through the provision of meaningful events, engaging forums, and enriching programming. By fostering social interactions, RAS aims to contribute to the personal, academic, and athletic growth of its members.

### **Section 3. Implementation**

RAS shall actively engage in initiatives, events, forums, and programming that align with its purpose and objectives. The organization shall continuously evolve to meet the changing needs of its members while steadfastly remaining committed to its core mission.

## **Article III: Goals**

### **Section 1. Promoting Inclusive Dialogue**

a. **Open Dialogue Spaces:** RAS is dedicated to fostering a welcoming and inclusive environment that encourages candid discussions concerning both local and global issues. Through organized dialogues, RAS aims to facilitate the exploration of highly sensitive subjects, providing members with a platform to voice their perspectives and concerns.

### **Section 2. Cultivating Open-Mindedness**

a. **Promoting Fair Attitudes:** RAS endeavors to promote attitudes characterized by fairness, open-mindedness, and a pursuit of knowledge. The organization seeks to create an atmosphere where members are encouraged to challenge their own perspectives and engage with diverse viewpoints, fostering personal and intellectual growth.

### **Section 3. Networking Opportunities**

a. **Building Meaningful Connections:** RAS strives to create platforms that facilitate networking opportunities for student-athletes, enabling connections amongst fellow students, student-athletes, and professionals in the business arena. By fostering these connections, RAS aims to empower members to explore various career paths and expand their professional horizons.

### **Section 4. Dynamic and Engaging Events**

a. **Cultural and Ideological Interactions:** RAS is committed to hosting events that offer a blend of enjoyment, education, and engagement for student-athletes from diverse cultural backgrounds and personal ideologies. These events are designed to foster a sense of community, encourage cross-cultural interactions, and celebrate the richness of diversity within RAS.

## **Article IV: Membership**

### **Section 1. General Membership**

- General membership into RAS is open to ALL Ohio State students, reflecting our commitment to mutual respect and acceptance. RAS welcomes individuals without biases, irrespective of race, gender, religious affiliations, academic standing, GPA, and eligibility status.

### **Section 2. Leadership Board Membership**

a. To be a Leadership Board Member, an individual must:

- Attend each monthly executive board meeting and all RAS meetings or events during the academic year.
- Have completed at least one year of athletic eligibility.
- Have at least one more year of athletic eligibility left OR be in their final year of athletic eligibility.

### **Section 3. Officer Membership**

a. To be an Officer, an individual must:

- Attend each monthly executive board meeting and all RAS meetings or events per academic year.
- Have completed at least one year of athletic eligibility.
- Have at least one more year of athletic eligibility left OR be in their final year of athletic eligibility.

## **Article V: Executive Board**

### **Section 1. Composition**

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

## **Section 2. Powers**

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

## **Section 3. Executive Board Responsibilities**

- a. All Executive Board members must attend the scheduled Executive Board meetings.
- b. All Executive Board Members must attend RAS General Body meetings and events.
- c. All Executive Board members must uphold professional conduct in the event of a conflict; otherwise, the persons involved may be subject to impeachment proceedings, following the guidelines of this constitution.
- d. All Executive Board members are responsible for reading, knowing, and adhering to the RAS constitution.
- e. All Executive Board members are responsible for recruiting the required number of general members to assist with event planning and execution. f. All Executive Board members are responsible for informing their teams about upcoming RAS events and meetings.

## **Section 4. Executive Board Absenteeism and Tardiness**

- a. All Executive Board members may not be absent from more than two (2) Executive Board Meetings per semester. Violation may lead to automatic impeachment, unless an appeal is made to the General Body.
- b. 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.
- c. Conflicts due to class or sport participation are to be communicated to the Executive Board within a reasonable time prior to the scheduled meeting to be considered excused.

## **Section 5. Executive Board Positions and Duties: Officers and Athletic Department Staff Advisor**

### **President**

- Maintain communication throughout the Executive Board.
- Represent RAS at other organization meetings & events.
- Serve as a spokesperson on behalf of the entire group.
- Lead the organization in determining tasks and objectives.
- Oversee the execution of these tasks and objectives.
- Check the progress of each officer; keep in contact with them.
- Recommend and appoint individuals to board positions.
- Plan and organize events and meetings.
- Introduce new material that members have suggested.

- Guide RAS in creating a mission, strategy, and constitution.

#### **Vice-President**

- Enforce guidelines outlined in the constitution.
- Ensure completion of delegated responsibilities by Executive Board members.
- Assume duties of the President in their absence.
- Succeed to the Presidency if the position becomes vacant.
- Represent RAS at student organization meetings.
- Associate with different campus student organizations for networking and collaboration.
- Assist President in planning and organizing events and meetings.
- Recommend and recruit individuals to join the organization.

#### **Director of Strategic Partnerships**

- Serve as the main point of contact with other organizations.
- Liaise for all communication, correspondence, and advertising about RAS events.
- Assume Vice President's duties in their absence.
- Succeed to Vice President if the position becomes vacant.

#### **Creative Chairs (2 positions: Social Chair + Digital Marketing Director)**

- Responsible for creative marketing for each event including posters, video, and social media.
- Lead the development of creative ideas and marketing that consistently promotes RAS.
- Cultivate a strong understanding of the RAS brand.
- Direct and/or execute all phases of creative work.

#### **Treasurer**

- Prepare the annual RAS budget.
- Monitor the RAS budget.
- Complete the annual financial report.
- Collect and deposit funds into the RAS account.
- Maintain a record of all transactions.

#### **Athletic Department Staff Advisor**

- Maintain relations between the Department of Athletics and the student-athlete body.
- Advise the Executive Board.
- Assist with the elections process.
- Secure financial resources.
- Research the legalities of events within NCAA, Big Ten, and University regulations.
- Research the liabilities and authorization of events.

### **Section 6. Executive Board Positions and Duties: Leadership Board**

#### **Internal Communications Specialist**

- Responsible for the publication of announcements, advertising, flyers, and informational handouts.
- Ensure RAS maintains the status of a legitimate campus student organization.
- Maintain minutes on file for Executive Board meetings.
- Take minutes and attendance at all general meetings or events.
- Maintain a log/journal of every event hosted by the organization.
- Send mass informational emails provided by the President.

### **Social Chairs**

- Work to identify strategies to engage department members.
- Increase the number of student athletes in attendance at each event.
- Serve as the recruiter and facilitator of performers, guests, guest speakers, etc.
- Organize aspects of a social event visible to an audience.
- Recruit, train, and retain.

### **Director of Community Outreach**

- Encourage volunteer opportunities and experiences among student-athletes.
- Seek community events for the organization's involvement.
- Organize at least two (2) community service opportunities per academic year.

### **Section 7. Attendance**

a. 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:

- Acceptable absences include **sports competitions and practices, exams, and reviewable commitments approved by the Athletic Department Staff Advisor**.
- For last-minute absences (illness, impromptu practices, etc.), notification must be made to the RAS President or Vice President within two hours of the event or meeting.
- A full strike will be held for the absence of Executive Board or RAS meetings without notification.
- A half strike will be given for missing a deadline or not accomplishing a title role or assigned responsibility.

### **Section 8. Impeachment**

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

- The Executive Board will discuss the matter with the Executive Board member(s) and/or the member(s) who brought the charges, aiming to resolve the matter.
- The President will present the matter at the next general meeting and call for an impeachment vote from the General membership. In case the President is being impeached, the Vice-President will present the matter.
- A majority vote of the general membership will remove the Executive Board member(s) from office.

## **Section 9. Resignation and Position Switching**

- The resigning Executive Board Member(s) must give the remaining members a two-week prior notice.
- A formal letter or email outlining the reasons for resignation must be submitted by the resigning member(s).
- The resigning Executive Board member(s) must complete all delegated responsibilities before the date of resignation.
- **Position Switching**
- Position switching is unconstitutional.
- To obtain another Executive Board position, interested members must first resign from their original position. Elections will then be held for the recently opened positions as per the election proceeding outlined in this constitution.

## **Section 10. Terms of Office**

a. Executive Board members will assume their positions for the new academic year after the final RAS general membership meeting/event of the academic year. b. All Executive Board members will hold their positions for one full academic year (Fall-Spring semesters). Eligibility is based on the election proceedings outlined in this constitution. c. Executive Board members will continue to serve on the Executive Board as long as the election proceedings outlined in this constitution are followed, and an Executive Board member is re-elected through the process.

## **Article VI: Elections Process** <sup>[L]</sup><sub>[SEP]</sub>

### **A. Selection Process**

1. At the end of each spring semester, prospective student-athlete will complete an application form provided by RAS. <sup>[L]</sup><sub>[SEP]</sub>
2. The application will be returned to the RAS Advisor for review. <sup>[L]</sup><sub>[SEP]</sub>
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 <sup>[L]</sup><sub>[SEP]</sub>



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. [SEP]
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. [SEP]

## **Article VII: Organizational Structure**

### **Section A: General Meetings, Activities, and Events**

- General meetings, activities, and events must commence promptly and be effectively organized.

### **Section B: Officer Meetings**

- Following each RAS event, the Officers will convene to review the meeting, identify areas of improvement, and initiate planning for the next event.

### **Section C: Executive Board Meetings**

- The Executive Board meetings will be scheduled to deliberate on plans and preparations for upcoming events.

### **Section D: Changes to the RAS Constitution**

- Amendments to the RAS Constitution require a three-fourths (3/4) majority vote of the Executive Board in agreement with the proposed changes.
- The final version of the amended Constitution must be submitted to and approved by the Student Organization Office.

### **Section E: Interpreting the Constitution**

- In case of discrepancies regarding the Constitution, the Executive Board will vote to reach an agreement on the interpretation.

### **Section F: Chain of Command**

- Executive Board: Officers
  - President
  - Vice President
  - Director of Strategic Partnerships
  - Creative Chairs
  - Treasurer
  - Athletics Department Staff Advisor
- Executive Board: Leadership Board
  - Internal Communications Specialist
  - Social Chairs
  - Director of Community Outreach

- General Members

## **Section G: Grievances**

- Members or organizations with grievances against RAS shall have their concerns 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.<sup>[1]</sup> 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."