



**2019**

**Member & Participant  
Handbook**

**POLICY MANUAL and LIABILITY WAIVER**

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## **41 Years of History**

- Spirit of Atlanta Drum and Bugle Corps was founded in 1976,
- First competed in 1977
- Has achieved DCI's coveted "Top 12 Finalist" status 19 times.

Spirit of Atlanta is a nonprofit youth performing arts education organization based in Atlanta, GA. The primary objective of Spirit of Atlanta is to provide challenging, high-quality programs for youth through a positive environment that emphasizes character and social development, leadership, self-discipline, and the pursuit of excellence. Spirit of Atlanta is a member of Drum Corps International (DCI), a governing body that facilitates summer educational events, performances, and competitions for drum and bugle corps across the United States. The corps proudly represents the city of Atlanta and the state of Georgia at an average of 30 competitions and exhibitions annually before a combined audience of over 300,000 fans.

## **Spirit of Atlanta, Inc.**

Spirit of Atlanta, Inc. is the Georgia-based 501(c)(3c) not-for-profit corporation that operates Spirit of Atlanta Drum and Bugle Corps. For legal purposes, all references to Spirit of Atlanta in this document also apply to Spirit of Atlanta Inc.

## **Corps Values/Mission Statement**

*The mission of Spirit of Atlanta Drum and Bugle Corps is to provide youth with opportunities to develop and refine artistic, athletic, performance, and personal skills through positive, high-quality, and challenging arts education programs that emphasize character building, a strong work ethic, teamwork, and the pursuit of performance excellence.*

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# Welcome to the Spirit of Atlanta 2019

Our goal is to make this the most enjoyable experience it can possibly be. We understand that this will be a stressful time and we want to do everything we can to help reduce the stress. If you have any questions about the auditions, we suggest that you ask them on the Facebook Page, however, we have provided email addresses for corps administration, operations and caption leaders.

This Handbook should provide you with the information you need to successfully complete the audition process.

## Audition RSVP

The RSVP form provides us with important information for all participants. Even though you have already signed up for the audition through Eventbrite, all participants **MUST** complete the Audition RSVP form for each audition experience they are attending.

**Please complete the [Audition RSVP](http://www.spiritdrumcorps.org/RSVP) at least 10 days before the audition.**  
([www.spiritdrumcorps.org/RSVP](http://www.spiritdrumcorps.org/RSVP))

## Audition Experiences

### Three Day Audition Camp

At the Three Day Audition Camps participants will practice Friday evening, all day Saturday and Sunday Morning. They will sleep overnight at the school. We will provide all meals (breakfast, lunch, dinner, and snack). During the camp each participant will participate in rehearsals and will be evaluated in individual auditions. Approximate rehearsal/instructional time is 18 hours.

**Airport shuttles will be available for the 3 Day audition camps. Be sure to complete the [Audition RSVP](http://www.spiritdrumcorps.org/RSVP) at least 10 days before the camp to ensure your ride.**

([www.spiritdrumcorps.org/RSVP](http://www.spiritdrumcorps.org/RSVP))

### One Day Auditions

The one day audition is an abbreviated version of the 3 day audition. Each participant will participate in rehearsals and will be evaluated in individual auditions.

Approximate rehearsal/instructional time is 8 hours.

**Participants will be responsible for their own travel to the site, airport shuttles will not be provided.**

## **Parents**

Parents are welcome to observe any part of the audition experience (except individual auditions), however, for your child's benefit, we would suggest that you limit your observation to our "show and tell" segment. This will be held at the 3 day audition on Sunday morning prior to final clean up (the schedule is listed below).

There will be many volunteer opportunities at the auditions and if you are available to help out, we invite you to complete the Volunteer Interest Form. Please go to this link to complete the form:

### **[Volunteer Interest Form](http://www.spiritdrumcorps.org/volunteerinterest)**

**[www.spiritdrumcorps.org/volunteerinterest](http://www.spiritdrumcorps.org/volunteerinterest)**

## **Meal Etiquette**

Your volunteer kitchen crew will prepare hundreds of meals each day. Please show your appreciation for their hard work by being courteous and respectful. Whether it is your favorite meal, or something else, please thank those people who are using their vacation days to provide you with a balanced diet.

Shirts are to be worn at all mealtimes.

## **Special Dietary Needs**

If you are a vegetarian, or have other dietary needs (lactose intolerance, severe food allergies, diabetes, etc.), you should have noted these when you registered. The kitchen crew will be prepared to meet your needs based on the information you provide. At your first meal, you should introduce yourself to the head chef so that he can explain how you will get your meals.

## Daily Schedule

It's your responsibility to know the daily schedule - BE ON TIME.

We will provide a detailed schedule prior to each audition and camp.

## Money and Expensive Items

It is recommended that members refrain from bringing expensive items, and keep those they do bring closely guarded. Schools the corps stays at are not always secure and many times students are in the school for other activities. The corps is not responsible for any lost or stolen items.

Having large amounts of cash is not recommended as it can invite trouble. The corps highly recommends the use of ATM cards. ***All valuables such as cell phones, iPods, iPads, laptops, etc. should always be with you, and never left in the gym.***

## Lost & Found Policy

There is no lost and found policy. If you leave anything at a housing site, we do not go back for it and we do not ask the school to forward it to us.

## Cell Phone Policy

Cell phones use is allowed during meal times. When rehearsal starts, cell phones are asked to be in the off or silent position and placed in your backpack, so there are no interruptions and that the risk of theft is eliminated. If you leave a cell behind at a school, unfortunately it is considered lost, as we don't have time to go back for it. Please make sure your family understands that you will have limited access to your cell phone.

## Parent Guidelines

Parents, friends, supporters, and alumni are welcome to join us at any time. For the benefit of everyone, certain guidelines are in place.

Members are under the direct supervision of the Spirit of Atlanta staff. Unless you witness a dangerous situation, please do not interfere with the operation. Talk to the Director privately about concerns or suggestions you may have. Rehearsals are open to the public, however be aware that certain protocols and rules exist and we ask for no outside distraction.

When visiting a housing site, please do not enter the member sleeping quarters unless authorized to do so. If you are visiting, we suggest waiting near the food truck for them to be done with rehearsal.

While on tour, members may NOT ride in any other vehicle besides one provided by Spirit of Atlanta, unless controlled by immediate family, and with prior approval from the Tour Manager. Only working volunteers are allowed to stay with us or travel on Spirit of Atlanta vehicles.

## Housing Site Guidelines

We are guests in every facility we stay at and our welcome relies on each individual's actions.

No food or beverages are allowed in any area of the school other than those designated by the staff. This includes the member sleeping area. Members are to keep restrooms and locker room facilities in a clean and maintained order. We must respect the school's equipment, furniture, and overall facility. We are allowed in a small portion of each school, and use of school computers, or

other facilities such as laundry rooms, home ec rooms, cafeterias, auditoriums, phones and phone lines, school athletic equipment, etc. is strictly prohibited. Exploring other areas is not allowed. It could set off alarms and be the cause of us not being invited back.

## **Sleeping/Showers**

The corps typically sleeps in a gym or a cafeteria. Boys and girls will sleep on separate sides of the gym with the drum majors in between and monitoring the divide.

You will have the opportunity to shower everyday and it is expected that you maintain reasonable hygiene standards. Most housing sites will have community showers.

## **Health Guidelines**

Keeping our members healthy and in peak performing condition is a primary concern. These are some guidelines and tips on staying healthy while enduring a strenuous and demanding tour. It is each member's responsibility to take care of themselves while on tour by eating properly and following the guidelines laid out below. Basic first aid kits will be available at the food truck and on each bus.

## **Footwear**

Your feet are one of your most prized possessions on tour. Injuring your feet is the quickest way to being taken out of the show for medical reasons. For this reason members are required to wear shoes at all times when walking around. Protect your feet. Also, you must use shower shoes or flip flops in the shower, or you could easily end up with athlete's foot or infections.

## **Nutrition and Meals**

Members will be served meals four times a day by the corps. The food staff volunteers go to great lengths to ensure members not only get enough food but have their nutrition needs met. It is important that members eat at every meal. Low caloric intake will cause the body to go into overtraining causing weakness, fatigue, problems focusing, and will also weaken the body's immune system. Members should communicate any special dietary needs to the administration and cook staff.

## **Water and Dehydration**

Each member is required to have a water jug of at least one gallon in size. Throughout rehearsal, an adequate number of water breaks will be given. At that time members should drink plenty of water whether they are thirsty or not. Do not rely on thirst alone as a guide on how much water your body needs. Thirst is a symptom of dehydration and means you are already dehydrated. If you start rehearsal without having enough water or do not adequately replace your water lost through sweat you will become dehydrated.

Replacement solutions, such as standard sports drinks, are the best choice for rehydration. Members should not drink carbonated beverages while on tour. These contribute to dehydration. Members are never allowed to share water jugs and are expected to clean them on a regular basis to prevent illness and the transmission of illness.



Symptoms of Dehydration: Chills, clammy pale skin, throbbing heartbeat, nausea, headache, cramps, shortness of breath, dizziness, dryness in the mouth, and low urinary output.

## **Heat**

Heat Exhaustion can strike anyone regardless of their physical condition in environments of high heat and humidity. Heat exhaustion can have subtle symptoms. Heat exhaustion is caused by profuse sweating which leads to salt depletion. On days of extreme heat, members will be provided with extra sports drinks. Symptoms of heat exhaustion include the following: weakness, dizziness, headache, nausea, loss of appetite, general feeling of faintness, irritability and muscle cramping.

Anyone experiencing heat exhaustion should immediately be moved to a cool area and a staff member should be alerted. Heat exhaustion can progress to heat stroke, a life threatening condition that can occur suddenly. Symptoms include very high core temperatures and mental status changes such as confusion, hallucinations and coma. Heat stroke victims should be transported immediately to the hospital.

*In severe cases, call 911 immediately and alert staff and administration.*

## **Sunburn**

Sunburn is an overexposure to ultraviolet sun-rays causing damage to the skin. To prevent this, members are required to have sunscreen of at least SPF 30 in strength and should apply every rehearsal block. We recommend “physical” sunblock that contains zinc oxide or titanium dioxide. Additionally purchase a hat to wear when outside to keep the sun off your face and neck. Sunburn prevention is important for your general health and to help prevent skin cancer later in life. Below are some tips for caring for sunburns:

- Avoid any further exposure of the burned area to the sun.
- Keep the sunburned area cool. Do not apply ice as this may result in additional damage. Do not use water or cool showers to reduce the skin temperature.
- An anti-inflammatory medicine such as ibuprofen may work to relieve inflammation and pain.
- If blisters occur, do not break them. This will open up areas for potential infection. If blisters do break, thoroughly wash the area twice daily with soap and water and cover with gauze when necessary.
- Application of lotion such as Aloe Vera will keep the skin moist.
- It is extremely important to drink enough water and eat properly to recover effectively.
- If the sunburn does become infected, alert the corps staff immediately.

## **Injuries**

Unfortunately, there will be times when members need to recover from an illness or injury. Take what precautions you can to avoid injury, but seek immediate help when injured. Know what you can do to minimize your chance of getting sick or getting hurt. Each year a number of injuries result in part from members not being physically prepared for the season. In addition to being injured on the field, it is possible to be injured off the field. Please take necessary precautions to avoid this; such as loading the truck carefully, avoiding excessive horseplay, completing tour jobs safely, eating well, drinking plenty of water, etc.

To march in a show, you must participate in the day's ensemble rehearsal and run-through. Any changes you miss by sitting out can pose a risk to you and others. If you don't march a show due to injury or illness, you will most likely stay on the bus during the shows to expedite your recovery. This is to allow you the rest you need to get back into the show quickly.

If illness or injury keeps you out of rehearsal for three days or more, we may consider sending you home for recovery. Tour is not conducive to healing from significant injury or illness.

## **Personal Hygiene**

It is a priority for each member to maintain proper personal hygiene. Not only does this provide a comfortable environment for your 50 bus mates, it is essential to maintaining health in a close environment. Use of soap, deodorant, shampoo, toothpaste, and having clean clothes are mandatory requirements. The corps provides hand sanitizer for use at all mealtimes. This is essential in the prevention of spreading germs.

# Code Of Conduct

1. Spirit of Atlanta is 100% drug free. Drugs are not permitted or to be used at Spirit of Atlanta rehearsals, camps, functions, or on any of the tours, at any time. They are forbidden and the local or state authorities will deal with any offense.
2. Alcohol is not permitted or to be used at Spirit of Atlanta rehearsals, facilities, camps, functions or in any place by members at any time and any age. Members that are of legal drinking age MAY be allowed with the expressed permission of the corps director, to drink responsibly on free days. Providing alcohol to underage members, acting foolishly, getting sick, or any illegal activity will be dealt with accordingly.
3. In Spirit of Atlanta, we are judged by our every word and action. Profanity is not allowed at Spirit of Atlanta rehearsals, functions, when in uniform or when addressing anyone.
4. Spirit of Atlanta is a smoke free drum corps. Our policy is that NO ONE CAN smoke on ANY school grounds, on Spirit of Atlanta' busses, around corps vehicles, in uniform or during meetings. No one is allowed to smoke during rehearsals or breaks during the length of the rehearsals. You must leave any school grounds completely to smoke and be considerate and safe by cleaning up after yourself.
5. The attitude we bring and develop in Spirit of Atlanta is very important. The staff will consider attitude as a key performance indicator. We are an organization 150 strong, not a specific section or individual. We are all working hard and dedicating ourselves to a common goal. In order to achieve that end, we must all have the same positive approach.
6. Spirit of Atlanta believes that how we interact with people is extremely important. Courtesy and manners will be encouraged, and we will always make the effort to thank the many hard working volunteers who make all of this possible.
7. Stealing is illegal and not tolerated at Spirit of Atlanta. Examples in the past have been taking other people's shoes, plumes, uniform parts, clothing, wallets, school property, etc. These and any other offenses will be dealt with severely.
8. Any activity that is illegal in any city or state in which we travel and perform is illegal. The local or state authorities will deal with any illegal activity.

# General Policies

## Communication

The Spirit of Atlanta leadership team is committed to honest and open communication. If you have a concern, whether a performance, logistic, or personal issue, there are many people on tour to talk to. Your Section Leader will try and help you communicate any issue to the proper person. If you feel the gravity or severity of the situation requires it, talk to a Drum Major, Staff, Tour Director, or Corps Director. We all want this summer to be the greatest experience you have ever had. Open channels of communication help us all achieve mutual understanding and respect.

## Anti-Discrimination and Sexual Harassment

Spirit of Atlanta, Inc./Spirit of Atlanta (“SOA”) provides equal employment opportunities to all employees, applicants, and corps members without regard to race, color, religion, sex, national origin, age, sexual orientation, disability, or veteran status, in accordance with applicable federal, state and local laws. This policy applies with respect to all terms and conditions of employment or membership.

SOA seeks to create an atmosphere free of discrimination and harassment in any and all forms. To this end, SOA expressly prohibits any form of unlawful harassment based on race, color, religion, sex, national origin, age, sexual orientation, disability, or veteran status. All staff members and corps members are responsible for assuring that this participation in SOA activities is free from harassment or discrimination of any kind. Improper interference with the ability of SOA’s staff members and corps members to perform their expected duties in a health and safe environment it not tolerated.

With respect to sexual harassment, SOA prohibits unwelcome sexual advances, requests for sexual favors or acts, and all other verbal or physical conduct of a sexual or otherwise offensive nature. Examples of such conduct include but are not limited to circumstances where:

Submission to such conduct is made either explicitly or implicitly a term or condition of participation in SOA;

Submission to, or rejection of, such conduct is used, or threatened to be used, as the basis for decisions affecting an individual’s participation in SOA; or

Such conduct has the purpose or effect of creating an intimidating, hostile, or offensive working environment.

In addition to the above, sexual harassment includes, but is not limited to, vulgar language of a sexual nature; sexually derogatory names; unwelcome touching of another’s body; sexually-oriented “kidding,” “teasing,” jokes, or innuendo; displaying sexually suggestive pictures, objects, or photographs; jokes of a sexual or sexist nature; leering; unwelcome inquiries or comments about an individual’s sex life or body; unwelcome sexual flirtations or propositions; and verbal or written abuse of a sexual nature.

If you believe you have experienced any SOA membership-related harassment based on your sex, race, religion or other reactor, or have been treated in a discriminatory manner, or are aware of another SOA member (staff, volunteer, corps member, or participant) experiencing such harassment

or discrimination, you have a duty to promptly report the information to the Executive Director or the Corps Director. If you feel that it would be inappropriate to discuss the matter with Corps Director, report such information to either the Operations Director, Tour Manager, or Head of Security. Strict adherence to this reporting requirement is mandatory, as SOA can only take action to remedy a violation of this policy if it is aware of the violation. Reports will be kept confidential to the maximum extent possible.

SOA further prohibits any form of retaliation against a person for reporting in good faith, bona fide information pursuant to this policy or assisting in an investigation. This includes any conduct whatsoever, including non-SOA-related conduct, that has the intent or potential to dissuade an SOA member from making a report of harassment or discrimination.

Instructors, volunteers, contractors, or other employees of SOA will not continue, pursue, or engage in any romantic or sexual relationships with members of SOA, or any affiliated organization during the time of his/her activity with SOA. If a romantic or sexual relationship does occur, the Corps Director without notice can enact dismissal from SOA and voiding the corresponding staff services contract, and such instructor, volunteer, contractor, or employee forfeits all accrued and future compensation.

If SOA determines that a staff member, corps member, volunteer or other SOA participant has violated this policy, appropriate disciplinary action will be taken in the absolute and sole discretion of Corps Director, up to and including termination of the individual's relationship with SOA. Similarly, should SOA determine that an individual has provided deliberately false information, disciplinary action may be taken against such individual in the absolute and sole discretion of the Corps Director, up to and including termination of the individual's relationship with SOA.

## **Duty to Report Violations**

It is the affirmative obligation of all management, staff, volunteers and members to immediately report in good faith any violation of the law or of the policies of SOA to either the Executive Director, Corps Director or any member of the Board of Directors. Should circumstances prevent such immediate reporting, any violation shall be reported as soon as possible.

Upon receiving any such report, appropriate action shall be taken to protect the health, welfare and rights of the reporting parties, supervisors, witnesses, and any other individuals involved. The nature of the complaint, the identity of the reporting party, and any other individuals involved shall be kept confidential until the matter is reviewed by Legal/Risk/Human Resources committee or other appropriate party. Confidentiality shall apply and remain to the maximum degree possible.

SOA shall take any and all measures they feel appropriate to investigate any violation of law or the policies of SOA including interviews with the individuals involved and witnesses to any conduct, and review of written and electronic communications. Should a complaint be substantiated, disciplinary action in the sole and absolute discretion of the Executive Director, Corps Director, or the Board of Directors shall be taken, up to and including termination of the individual's relationship with SOA and reporting the incident to appropriate civil or law enforcement officials.

Similarly, false reporting will also not be tolerated. Should it be determined after appropriate investigation that an allegation was brought based upon revenge, anger, dislike or any other improper motive, the individual or individuals making the false report are subject to immediate disciplinary action as set forth above, in the absolute and sole discretion of the Executive Director, Corps Director, or the Board of Directors.

## **Protection of Whistleblower**

1. Retaliation against any Director, employee, student, parent, volunteer, agent, contractor or supporter of SOA who raises concerns regarding potential violation of the law or of SOA's standards of conduct is prohibited. Retaliation against any individual for the good-faith reporting of real or potential compliance and policy violations is cause for immediate and appropriate actions, up to and including summary dismissal from SOA in its sole discretion.

2. No Director, employee, contractor, subcontractor, or agent of SOA shall discharge, demote, suspend, threaten, harass, or in any other manner knowingly and intentionally discriminate against any individual in the terms and conditions of their relationship with SOA because of any act done by the individual:

2.1 To provide information, cause information to be provided, or otherwise assist in an investigation regarding any conduct which the reporter reasonably believes constitutes a violation of state or federal law applicable to SOA or SOA's policies and procedures, when the information or assistance is provided to, or the investigation is conducted by:

(a) any state or federal regulatory or law enforcement agency;

(b) any lawfully constituted investigative body; or

(c) a person with supervisory authority over the individual or such other person working for SOA who has the authority to investigate, discover, or discipline misconduct; or

2.2 To file, cause to be filed, testify, participate in, or otherwise assist in a proceeding filed or about to be filed relating to an alleged violation of state or federal law applicable to SOA.

3. Reports of real or potential violations of law or violations of the policies and procedures of SOA shall be reported to the Executive Director, Corps Director, or the Chair of the Board of Directors, who shall take immediate action as deemed necessary appropriate in their sole discretion to protect the health and welfare of the members and all individuals with SOA up to and including reporting of the incident to appropriate law enforcement authorities.

## **Hazing**

Hazing is defined as any action taken or situation created intentionally: that causes embarrassment, harassment or ridicule, risks emotional and/or physical harm, to members of a group or team, whether new or not, regardless of the person's willingness to participate. Hazing is a felony; it is a crime. Spirit of Atlanta espouses and values strong character, dignity and integrity – all traits which are antithesis to the aspects of where hazing begins. We should always treat fellow members, staff and volunteers with the utmost of respect. Reports of real or potential violations of this policy shall be reported to the Executive Director, Corps Director, or the Chair of the Board of Directors, who shall take immediate action as deemed necessary appropriate in their sole discretion to protect the health and welfare of the members and all individuals with SOA up to and including reporting of the incident to appropriate law enforcement authorities.

## **Bullying**

Bullying is defined as: (i) any willful attempt or threat to inflict injury on another person, when accompanied by an apparent present ability to do so; or (ii) any intentional display of force such as would give the victim reason to fear or expect immediate bodily harm; or (iii) any intentional written, verbal, or physical act which a reasonable person would perceive as being intended to threaten, harass, or intimidate which is so severe, persistent, or pervasive that it creates an intimidating or threatening environment. Social bullying, sometimes referred to as relational bullying, involves hurting someone's reputation or relationships. Physical bullying involves hurting a person's body or possessions. All forms of bullying are not tolerated within the organization. Reports of real or potential violations of this policy shall be reported to the Executive Director, Corps Director, or the Chair of the Board of Directors, who shall take immediate action as deemed necessary appropriate in their sole discretion to protect the health and welfare of the members and all individuals with SOA up to and including reporting of the incident to appropriate law enforcement authorities.

## **Firearms**

No member, staff member, volunteer or persons traveling with Spirit of Atlanta may be in the possession of a firearm or dangerous weapon at any time. Anyone found to be in violation of this policy may be dismissed from the corps immediately and may face the associated legal repercussions.

## **Drug Policy**

Spirit of Atlanta prohibits the use of any illegal drugs. Any member found with an illegal substance is subject to termination of their contract immediately – they must also provide their own transportation home. Any member who is in the position of legal prescription drugs must have the prescription in THEIR name.

## **Alcohol Policy**

Consumption of alcohol is prohibited at all Spirit of Atlanta Camps, Auditions, Rehearsal/Housing Sites, an on Spirit of Atlanta provided buses or transportation..

## **Expulsion / Alternate Status**

Spirit of Atlanta is a professional performing ensemble. Any member is subject at any time to reassignment of part, position or dismissal from corps performances. If members do not adhere to the guidelines outlined in this handbook, or are negligent in corps dues payments, they may be removed from the corps or placed on alternate status. No one expelled due to misbehavior, health, or attitude will receive a refund under any circumstances. This includes unexcused absences from rehearsals. Anyone expelled during the summer will be offered transportation to a bus depot or airport, but the corps will not pay any transportation costs home.

Spirit of Atlanta corps management reserves the right to dismiss any member for any of, but not limited to, the following actions:

- Consumption of illegal drugs
- Consumption of alcohol

- Sexual Harassment or misconduct
- Smoking
- Representing the corps in an inappropriate manner
- Misuse of property or facilities

## **Legal Information**

### **Liability Statement**

Spirit of Atlanta assumes responsibility for member's well being from the time the member or participant is picked up at any airport by a shuttle provided by the corps, or when the member arrives at the designated rehearsal facility if the member is not traveling with a corps provided shuttle to the facility. Spirit of Atlanta's responsibility ends when the member/participant is dropped off by a shuttle provided by the corps, or when the member/participant leaves the rehearsal facility at the conclusion of their participation at the audition experience, camp or tour. Spirit of Atlanta does not assume responsibility for the well being of members/participants who are staying at a hotel before or after audition experiences, camps or tour.

### **Image Release**

I give permission to the Spirit of Atlanta Drum & Bugle Corps, Spirit of Atlanta, Inc., Drum Corps International, and any other partner organizations designated as Drum Corps International or Spirit of Atlanta sponsors to use, without charge and without reservation, my likeness in any medium and for any lawful purpose, including promoting the organizations, their programs and service.

I waive any rights of action I may have and release the corps, its sponsors, and DCI and its licensees from any and all claims I may have arising from use of my likeness, including any rights to sue for defamation or violation of my rights of privacy or publicity.



## **DCI Code of Conduct**

Spirit of Atlanta members are required to adhere to the Drum Corps International Code of Conduct. As ambassadors of DCI members must agree to the following codes of conduct:

- Abide by local/state/federal rules and regulations including the prohibition of alcohol, tobacco, and drug use on the grounds of any facility contracted by DCI or the DCI Tour Event Partner. This includes the discarding of empty containers, ashtrays, etc. on facility property which could have been construed as having violated the law.
- Abide by the wishes of the facility administration including respecting those areas which are marked “off limits”, either expressed or by basic common sense.
- Use sensitivity and common sense in dress codes while inside of schools, especially if summer sessions are occurring. Shirts and shoes that would be deemed appropriate in a school setting should be worn and clothing changes should occur in an appropriate place.
- Be sensitive to public audiences, including using language that is appropriate for professional and student populations.
- Leave the facility better than found has always been a drum corps goal. The handling and disposing of waste products, especially garbage and sewage from food preparation, should be in accordance with health codes and facility administration standards.
- Parking lot sensitivity, including trash cleanup, members dressing out of direct public view, and health code issues.
- For the sake of sensitivity toward area residents and potential local noise ordinances, there are to be no post-show performances of any kind, including parking lot standstills, cadences, sectionals or individuals (for instance, I&E soloist rehearsals)
- Non-permanent paint or other substance that will not kill or burn the grass should be used when marking rehearsal fields.
- Care should be taken when moving pit equipment and props to not cause damage to rehearsal/competition field.
- Tarps or covers of any kind that will hinder the oxygen flow to grass surface or create high levels of heat that can “burn” the surface are not allowed on any rehearsal/competition field.



## Liability Waiver - 2019

IN CONSIDERATION of receiving permission to participate in the Spirit of Atlanta Drum & Bugle Corps, Inc., I hereby RELEASE, WAIVE, DISCHARGE AND COVENANT NOT TO SUE the Spirit of Atlanta Drum & Bugle Corps, Spirit of Atlanta, Inc., Drum Corps International, Drum Corps International Tour Event partners, their officers, contractors, servants, agents, or employees hereinafter referred to as RELEASEES) from any and all liability, claims, demands, actions and causes of action whatsoever arising out of or related to any loss, damage, or injury, including death, that may be sustained by me, or to any property belonging to me, WHETHER CAUSED BY THE NEGLIGENCE OF THE RELEASEES, or otherwise, while participating in said Program, or while in, or upon any premises where said Program is being conducted.

I am fully aware of risks and hazards connected with participating in drum & bugle corps. I acknowledge that I understand that the Spirit of Atlanta provides only very limited and very restricted insurance coverage. I understand that such self-insurance may not at all provide coverage to me for any injury, loss or damage suffered while participating in said program. I hereby elect to voluntarily participate in said Program, and to enter the above- named premises and engage in such activity, knowing that the activity may be hazardous to me and my property. I VOLUNTARILY ASSUME FULL RESPONSIBILITY FOR ANY RISKS OF LOSS, PROPERTY DAMAGE, OR PERSONAL INJURY, INCLUDING DEATH, that may be sustained by me, or any loss or damage to property owned by me, a result of being engaged in such activity, WHETHER CAUSED BY THE NEGLIGENCE OF RELEASEES or otherwise. I understand and agree that the Releasees have permission to authorize emergency medical treatment if necessary. Furthermore, the Releasees assume no responsibility for any loss, damage, injury or death that might arise out of or in connection with such authorized emergency medical treatment. Moreover, I agree that I have no health-related reasons or problems that would preclude or restrict participation in this activity and that I have adequate health insurance necessary to provide for and pay any medical costs that may be incurred as result of injury.

I further hereby AGREE TO INDEMNIFY AND HOLD HARMLESS the RELEASEES from any loss, liability, damage or costs, including court costs and attorneys' fees, that they may incur due to my participation in said activity, WHETHER CAUSED BY NEGLIGENCE OF RELEASEES or otherwise. It is my express intent that this Release and Hold Harmless Agreement shall bind the members of my family and spouse, if any, if I am alive, and my heirs, assigns and personal representative, if I am deceased, and shall be deemed as a RELEASE, WAIVER, DISCHARGE AND COVENANT NOT TO SUE the above-named RELEASEES. I hereby further agree that this Waiver of Liability and Hold Harmless Agreement shall be considered in accordance with the laws of the State of Georgia. IN SIGNING THIS RELEASE, I ACKNOWLEDGE AND REPRESENT THAT I have read the foregoing Waiver of Liability and Hold Harmless Agreement, understand it and design it voluntarily as my own free act and deed; no oral representation, statements, or inducements, apart from the foregoing written agreement, have been made; I am at least eighteen (18) years of age and fully competent; and I execute this Release for full, adequate and complete consideration fully intending to be bound by same.

THIS IS A RELEASE OF LEGAL RIGHTS AND A LEGALLY BINDING DOCUMENT. READ BEFORE SIGNING AND OBTAIN INDEPENDENT LEGAL COUNSEL IF DESIRED.



Participant Handbook  
Acknowledgement Agreement

**At the end of the form, you will be asked to sign the form confirming the following:**

By signing below (or by digital or electronic signature) I acknowledge that I: (i) have received; (ii) have fully read, understand, and accept; and (iii) agree to comply with, all of the policies and procedures found in this Spirit of Atlanta Handbook for the 2019 season.

I understand that strict adherence to all of these policies and procedures is considered to be a requirement for participation in Spirit of Atlanta Auditions, and that any violation could result in termination of the audition process.

I understand that the policies, rules, and regulations contained herein may be changed or modified from time-to-time by notice to me in writing. No statement or representation by any corps directors, staff member, volunteer, director, member, or other representative of Spirit of Atlanta or Spirit of Atlanta, Inc. whether oral or written can supplement or modify the policies contained herein.

- A Participant Handbook Acknowledgement Agreement & Liability Waiver must be on file for every participant.
- If the participant is under 18 year, the form will need to be completed TWICE. Once by the participant and once by a parent/guardian.

Use this link to go to complete the acknowledgement:

[www.spiritdrumcorps.org/participant handbook](http://www.spiritdrumcorps.org/participant handbook)