Iowa State Sparkles Squad Constitution

**Article I Name:**

The name of this organization shall be Iowa State Sparkle Squad at Iowa State University.

**Article II Purpose:**

The purpose and goals of Iowa State Sparkles Squad is to promote inclusion and friendship while spreading school spirit throughout the Iowa State University community. Iowa State Sparkles Squad is a small squad branching from *The Sparkle Effect*, which is a nation-wide cheer/dance organization that brings together students with and without disabilities, creating genuine friendships, while building school spirit throughout the community. The goals of Iowa State Sparkles Squad include being a difference in our community, and being an example to others in hopes of spreading awareness of how important inclusion and genuine friendships are with others around us. Another goal is to impact the community to take action and make a difference in how they include and treat others. Iowa State Sparkles Squad will have practice once a week. The squad will have performances and make appearances at various events in the community throughout the school year. At practices there will be spirit days where the team will learn about the importance of school spirit through various activities. Those activities include, making posters and coming up with new ideas to spread school spirit. For non-spirit days, the members will have practices that involve learning cheers and motions while playing games that consist of all members of the team, including those with disabilities.

**Article III Statement of Compliance:**

Iowa State Sparkles Squad abides by and supports established Iowa State University policies, State and Federal Laws and follows local ordinances and regulations. Iowa State Sparkles Squad agrees to annually complete President’s Training, Treasurer’s Training and Adviser Training (if required).

**Article IV Non-Discrimination Statement:**

Iowa State University and Iowa State Sparkles Squad do not discriminate on the basis of genetic information, pregnancy, physical or mental disability, race, ethnicity, sex, color, religion, national origin, age, marital status, sexual orientation, gender identity, or status as a U.S Veteran.

**Article V Membership:**

There will be members of the team with various ages and needs, including students not enrolled in college, that have disabilities. Membership to the Iowa State University students shall be open to all registered students within the recommended GPA standing of 2.5 to insure the focus of a successful education and academic achievement. For membership, Iowa State University students will go through a selection process to insure each member fits well with the goals of the squad. For members that are not college enrolled students, they will be selected through a focus of interest. They will be peer mentored through the members that are enrolled at ISU.  The whole team will practice as a squad, called the practice squad. Depending on numbers there will be a performance squad where (hopefully) the practice squad will be able to perform all together. In cases where the entire practice squad cannot all perform, the officers will elect those who will perform based on overall attendance and attitude. Number of performers vary based on event. At least one officer will be needed to perform at every event. There will need to be at least a 1-2 ratio (students without : with disabilities) with students with and without disabilities at all performances.

**Article VI: Risk Management:**

All recognized student organizations at Iowa State University must identify a risk management officer and state the officer’s duties in their constitution. The role of the risk management officer is to [a] help minimize potential risks for club activities, [b] recommend risk management policies or procedures to Iowa State Sparkles Squad, [c] to submit documentation to Iowa State University’s Risk Management Office and [d] to ensure that Iowa State University policies are followed at all of the organization’s events and [e] to ensure that proper waivers and background checks are on file with Risk Management for events (if applicable).

**Article VII Officers:**

Officer Duties and Term of Service—

President and Risk Management

The president will be in charge of the team and lead practices. The president’s duty is to work with all members and the adviser to ensure the safety and inclusion of all members. The president must work with the other president in a well-mannered way for decisions, practices, and events to run smoothly. The president  will be in charge of recommending and helping minimize potential risks for clubs and activities. The president will work to ensure that Iowa State University policies are followed at all events and to ensure proper waivers and background checks are on file with Risk Management events (if applicable).

Treasurer

The treasurer is in charge of all money handling jobs. Because there are no dues, the treasurer will help with grants given by *The Sparkle Effect* or other organizations to waive the fees that members do not have to pay for. The treasurer will also work with the adviser in many different aspects when needed. The treasurer is required to give a financial report to the officers upon request.

Method of election of officers—Officers will be approved by the adviser and chosen by the current president(s). The selected officer must have experience with children or individuals with disabilities and show the qualities needed for that position. They must exhibit the values of The Sparkle Effect and have a great amount of interest in being an officer. If needed, there will be a secret ballot with a majority vote.

Date(s) for election of officers—Elections for officers will occur during the month of April in the case an officer graduates or chooses to step down from the role.

Impeachment/Removal of officers—Impeachment proceedings begin as soon as possible once an issue occurs by not fulfilling their duties stated in the constitution. There will be a meeting with the officers and adviser to discuss the situation. The officers and adviser will decide by majority vote if he/she will be removed from the club. The person who is impeached is allowed to speak or be present during the final vote. Examples of impeachment offenses include discriminatory remarks (e.g making fun of how an individual walks) of individuals including those with disabilities, not showing up to meetings (missing 3 or more meetings per semester), or neglecting responsibility of office held (e.g. putting tasks onto other officers).

Terms of service for officers – An officer may hold his or her position until he or she graduates, their term expires (after two years) or chooses to step down. An officer may not hold a position for more than two years.

Replacement of officers—An officer’s position is filled whenever a vacancy occurs by a mentor member of Iowa State Sparkles Squad chosen by the adviser. A replacement will be appointed the position.

Minimum Cumulative GPA for Officers—

The officers of this organization must meet the following requirements:

(a) Be in good standing with the university and enrolled: at least half time (six or more credit hours), if an undergraduate student (unless fewer credits are required to graduate in the spring and fall semesters) during the term of office, and at least half time (four or more credits), if a graduate level student (unless fewer credits are required in the final stages of their degree as defined by the Continuous Registration Requirement) during their term of office.

(b) Have a minimum cumulative grade point average (GPA) as stated below and meet that minimum GPA in the semester immediately prior to the election/appointment, the semester of election/appointment and semesters during the term of office. For undergraduate, graduate, and professional students, the minimum GPA is 2.5 In order for this provision to be met, at least six hours (half-time credits) must have been taken for the semester under consideration.

(c) Be ineligible to hold an office should the student fail to maintain the requirements as prescribed in (a) and (b).

**Article VIII Adviser:**

Adviser Duties-The duties of the adviser are to provide resources for the organization along with supervision and providing suggestions to the team. The adviser will also assist in scheduling events and working with the campus teams and organizations to provide events for the team to participate in.

Method of election/selection of adviser(s)—For method of selection for the adviser, the officers will take volunteers or seek individuals that promote inclusion, friendship, and school spirit. Advisers with qualities of organization, leadership, and involvement in Iowa State Athletics (for scheduling performance events) are preferred.

Adviser(s) Term of Service— An adviser will serve at a leisure status.

Impeachment/Removal of Advisers—For the removal of an adviser, the officers will hold a meeting with the adviser to discuss the situation and if problems do not improve, a voting process with the officers will decide the removal of the adviser.

Replacement of Advisers—If the adviser is unable to attend an event, either a co-advisor, coach, or volunteer coach will serve as a replacement. In the event that the advisor can no longer serve the president will be in charge of looking for a replacement as soon as possible.

**Article IX Finances:**

All monies belonging to this organization shall be deposited and disbursed through a bank account established for this organization at the Campus Organizations Accounting Office and/or approved institution/office (must receive authorization via Campus Organizations Accounting Office). All funds must be deposited within 48 hours after collection. The Adviser to this organization must approve and sign each expenditure before payment.

Description of dues— The Iowa State Sparkle Squad have the right to charge up to $15 in payment dues. If there is an issue with payment, a member can speak to any the officers. Payments are due at the first practice in September.

**Article X:**

The constitutional amendments are made based on the officers’ discretion. The procedure for adopting this constitution includes thoroughly reading, comprehending, and agreeing to abide by what is stated in the constitution. If any future amendments are changed or added, members must thoroughly reread, comprehend, and agree to abide by what is stated in the constitution. If there are troubles understanding what is stated in the constitution, the presidents will be responsible for making sure all members understand their role on Iowa State Sparkles Squad. This constitution will be submitted as an updated constitution and bylaws to the Student Activities Center, if the document would be amended following recognition. In the event that the constitution needs to be changed the proposed amendment will be read to the team and the team will have a secret written ballot vote. If 2/3 of the team votes to amend the constitution, the amendment will pass. If the vote does not pass, the officers will continue to amend the constitution to the satisfaction of the team until it receives a 2/3 majority vote.