



**2021
MEMBERSHIP
HANDBOOK**

Spirit of Atlanta
Drum & Bugle Corps

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Welcome to Spirit of Atlanta 2021

Our goal with this Membership Handbook is to provide you with some guidance on what to expect when signing on as a member of the Spirit of Atlanta Drum & Bugle Corps in 2021. Although not a comprehensive guide, this handbook should provide you with enough information for you to enjoy membership in the drum corps. Should you or your parents/guardians have any questions or concerns, please contact the corps manager, membership coordinator, director or assistant director listed above. It also contains some very important information to which you will need to agree in order to be accepted into membership and maintain membership in the corps. Welcome!

A Special Note to Parents

We thank you for entrusting us with your son or daughter for the summer of 2021, a season unlike any other we've experienced in our 45 years educating youth. We know these are trying times for everyone involved, but it is our pleasure and goal to be able to provide programming this summer. We strive to provide an atmosphere of learning, camaraderie, travel, and excellence and we are excited your child has decided to join us in these ideals and goals.

That said, things are very different this year. For 2021, once students are dropped off at our spring training site, they are in the care of Spirit of Atlanta staff. Out of an abundance of caution, parents are asked to please wear masks when dropping off members and to please exit the facility promptly after offloading all belongings. There will be plenty of opportunities to view the drum corps perform; however, we must ask that you restrict access to students and let them stay within our bubble of safety once spring training begins.

As the times dictate, there will be limited volunteer opportunities available this summer. We invite you to complete the volunteer Interest form, which will be shared at a later time, to communicate your availability. This form will be sent to you under separate cover. A member of our volunteer coordination team will contact you if a need arises or to discuss availability. In the event a volunteer opportunity opens, you'll be given a chance to review safety protocols and procedures prior to joining Spirit, whether on the road or at our spring training site.

Thank you for understanding and thank you for your support of your child's tenure in Spirit of Atlanta. Please do not hesitate to contact a member of our administration team, listed on the next page, with any questions or concerns you may have.

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Spirit of Atlanta Mission, Vision, and History

Spirit of Atlanta, Inc., is the Georgia-based 501(c)(3c) not-for-profit corporation that operates the 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.

MISSION STATEMENT

The mission of Spirit of Atlanta, Incorporated, 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.

VISION STATEMENT

To be an organization that enriches our communities by offering performing arts programs focused on diversity, character, leadership and lifelong excellence

45 Years of History

- Spirit of Atlanta Drum & 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 at an average of 30 competitions and exhibitions annually before a combined audience of over 300,000 fans.

Membership Guidelines (Acknowledgement in UltraCamp)

Summer meal etiquette

Spirit's volunteer kitchen crew will prepare hundreds of meals each day. Your appreciation for their hard work, shown by your courteous and respectful behavior, is appreciated. Please thank the people who are using their vacation days to provide you with a balanced diet.

Shirts must be worn at all meal times.

Special dietary needs

If you are a vegetarian or have other dietary needs, such as lactose intolerance, severe food allergies, diabetes, etc., you should have noted these in your UltraCamp registration. The kitchen crew will be prepared to meet your needs based on the information you provided. At your first meal, you should introduce yourself to the head chef, Jeff "Buddha" Webb, so that he can explain how you will get your meals.

Daily schedule

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

We will provide a detailed schedule prior to each day of summer activity, whether it's a rehearsal day, a show day, or an off day.

Housing Site Guidelines

When in a school: 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 will keep restrooms and locker room facilities in a clean and maintained order. We must respect the school's equipment, furniture, and facility. We are allowed in a small portion of each school and use of school computers, or other facilities such as laundry rooms, classrooms, cafeterias, auditoriums, school athletic equipment, and the like is strictly prohibited. Exploring other areas of school buildings is not allowed. Ever. Doing so could set off alarms and it could be the cause of us not being invited back.

- **Sleeping and 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 every day and it is expected that you maintain reasonable hygiene standards. Most housing sites will have community showers. Showering and use of locker room areas will have strict timing guidelines set forth by your staff.

When in a hotel: Please respect the privacy and right to peace and quiet of the other hotel guests and staff. Practicing of any kind is strictly prohibited inside a hotel, which includes your assigned room, hallways, corridors, outside sidewalks and grassy areas. Due to safety protocols, your access to areas of the hotel will most likely be limited to your room. Please adhere to and follow all instructions from staff as far as where you should go and when, most especially during departures and arrivals.

Money and expensive items

It is recommended that members refrain from bringing expensive items on the road and keep those they do bring closely guarded. Schools at which the corps stays at are not always secure and in many cases 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 credit and debit cards, Apple Pay, or other cashless methods of payment. **All valuables such as cell phones, iPads, laptops, etc., should always be with you, and never left in the gym or in common areas.**

Lost-and-found

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

Cell-phone policy

Cell-phone use is allowed during off hours. This includes mealtimes, when traveling, or when not in a rehearsal or performance situation. When rehearsals are in session, we ask that cell phones are turned off or silenced and placed in your backpack. This is to minimize interruptions and to eliminate the risk of theft. Be very careful with your phone. If you leave it behind, anywhere, unfortunately it is considered lost and we will have neither the time nor the ability to go back for it. Please make sure your family and friends understand that you will have limited access to your cell phone while in spring training and on the road.

Parent guidelines

Parents, friends, supporters, and alumni are welcome to view the drum corps from a safe distance when specified by administration or when in a performance venue. Please follow, to the letter, all local and national health and safety protocols when viewing the drum corps. Stopping by to visit with your son or daughter will be restricted this year out of an abundance of caution.

Members will remain under the direct supervision of the Spirit of Atlanta staff from the moment they arrive at spring training until we return to Atlanta on Aug. 15. Talk to the director, assistant director, or corps manager privately about any concerns or suggestions you may have. **Rehearsals are NOT open to the public this season.**

Only working volunteers are allowed to have contact with members during spring training and the summer tour. These same adults must stay with and travel with the drum corps on Spirit of Atlanta vehicles, avoiding outside contact as much as possible.

Health Guidelines

Spirit of Atlanta's first priority is the health and safety of its members, staff, and volunteers. That said, we will follow all local and national health guidelines, procedures, and protocols with regard to the Covid-19 pandemic. Expect further guidance from our medical staff under separate cover at a later date with more information.

COVID-19 Health and Exercise questionnaire

When you registered in UltraCamp, you were prompted to describe your experience with COVID-19 and complete a requested health work up, listed below in ALL CAPS. Physical or additional paperwork will be required to be submitted prior to move-ins. If,

- Within the last 12-18 months, I was diagnosed with COVID-19 or had COVID-19 symptoms. Currently I still have symptoms with exertion and exercise, not limited to but including: chest pain, chest tightness, shortness of breath. IN ADDITION TO COMPLETING YOUR SPORTS PHYSICAL, YOU MUST BE SEEN BY A CARDIOLOGIST FOR CLEARANCE PRIOR TO PARTICIPATING

- Within the last 12-18 months, I was diagnosed with COVID-19 or had COVID-19 symptoms. I have recovered and I do not have any chest pain, shortness of breath, or any cardiopulmonary symptoms with exertion and exercise. COMPLETE SPORTS PHYSICAL PAPERWORK WITH YOUR PRIMARY CARE PHYSICIAN
- Within the last 12-18 months, I never had any COVID-19 symptoms and I was never diagnosed with COVID-19. I do not have any chest pain, shortness of breath, or any cardiopulmonary symptoms with exertion and exercise. COMPLETE SPORTS PHYSICAL PAPERWORK WITH YOUR PRIMARY CARE PHYSICIAN

In addition to pandemic safety, keeping our members healthy and in peak performing condition is another primary concern. 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 among your most prized possessions. Foot injuries are among the most common reasons students sit out of performances or miss rehearsals. For this reason members are required to wear shoes at all times, except when sleeping. You must also use shower shoes or flip flops in the shower to prevent athlete's foot and other infections.

Nutrition and meals

Members will be served meals four times a day by the corps. The food staff goes to great lengths to ensure members not only get enough food, but also have their nutritional needs met. It is important that members eat every meal. Low caloric intake can cause many issues, including overtraining, causing weakness, fatigue, problems focusing, and a weakened immune system. Members should communicate any special dietary needs to the administration and cook staff.

Water and dehydration

As specified earlier, each member is required to have a water jug of at least one gallon in size. Hydration breaks are given frequently during rehearsals. Do not rely on thirst alone as a guide to how much water to drink. Thirst is a symptom of dehydration and it means you are already dehydrated. If you start rehearsal without having had enough water or if you do not adequately replace 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 at first. It 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 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 even 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 sunlight, causing damage to the skin. To prevent this, members are required to have sunscreen of at least SPF 30 in strength, which should be applied and reapplied every rehearsal block. We recommend physical sunblock that contains zinc oxide or titanium dioxide.

Additionally, all members will be required to wear a hat when outside to keep the sun off their faces and necks. Sunburn prevention is important for your general health and to help prevent skin cancer later in life.

Tips for caring for sunburns:

- Avoid further exposure of the burned area to the sun.
- Keep the sunburned area cool. Do not apply ice, which 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. See our medical team for help if this occurs.
- Application of lotion containing aloe will help to moisturize the skin.
- 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 may 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 to 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 will, hopefully, allow you the rest you need to get back into the show. 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, but it is also 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.

Summer Packing List

You can print this page!

General items

- Backpack/rehearsal bag (1 BUS Carry-on)
- Medium to large suitcase
- Water jug (Coleman blue 1-gallon is required for ALL contracted members)
- Rain jacket or poncho
- Sunglasses (recommended)
- Watch (no cell phones in rehearsals)
- Mechanical pencils

Sleeping Gear — be prepared for all sleeping conditions, which can include gym floors, hotel-room beds, and maybe even hotel-room floors.

- Pillow
- Blanket/sleeping bag
- Sleeping pad/air mattress
 - twin size ONLY, NO COTS or hammocks allowed

Clothing

- Rehearsal clothing — athletic wear works best
 - Shorts
 - T-shirts
 - Sports bras for women
 - Socks
 - Underwear
 - Hoodie/sweatshirt/long sleeve shirt for colder locations
- Shoes — running or cross-training shoes work best
- Pajamas, sweatpants, warm pants for cold locations
- Light jacket

Personal Items

- Toiletries case
- Liquid body wash (3-in-1 for body and hair recommended)
- Poofy/loofah
- Shampoo/conditioner as needed
- Towel
- Razor, trimmers, shaving cream — males will have strict facial hair requirements
- Toothbrush, toothpaste, mouthwash, floss
- Deodorant
- Shower shoes — rubber sandals or flip flops
- Glasses, contacts, solution, cases as necessary — bring extra, these get lost
- Feminine hygiene products

Miscellaneous Items

- Cell phone/charger (an extra charger is recommended)
- Power Strip
- Plastic bags (to hold wet clothes, food, etc.)

Not needed — Do NOT bring

- Laptops/valuable electronics — the corps cannot be held responsible if lost/stolen
- Excessive amounts of personal hygiene/makeup products
- Excessive amounts of clothing/shoes — have enough to go 14 days without doing laundry
- Hair dryer (guard may be an exception, find a partner and share if this is a must)

Code of Conduct

1. Spirit of Atlanta is 100 percent drug free. Drugs are forbidden at any and all Spirit of Atlanta functions. If any member is found to be in possession of any controlled substance not prescribed for them by a doctor, that member is subject to immediate removal from Spirit of Atlanta and local or state authorities will deal with the offense.
2. Alcohol is not permitted or to be used at Spirit of Atlanta rehearsals, facilities, or 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 at any time when in the context of drum corps activity. Be mindful of what you are saying when you are in public and wearing your corps jacket, too.
4. Spirit of Atlanta is a smoke-free drum corps and most places where we go, such as schools, are smoke-free facilities. Our policy is that NO ONE can smoke on school grounds, ever, on Spirit of Atlanta' busses, around corps vehicles, in uniform or during meetings. No one is allowed to smoke during rehearsals or on breaks during rehearsals. To smoke you must leave any school grounds completely and be considerate and safe by cleaning up after yourself.
5. Positive attitude. 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. This includes taking other members' shoes, uniform parts, clothing, wallets, and even school or hotel 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

These policies apply to all Spirit of Atlanta program participants, including auditionees and corps members. The text in these policies may refer to “member,” “corps member,” or “participant.” All of these terms refer to participants, whether they are corps members or auditionees.

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, corps manager, or corps director and assistant corps director. Open channels of communication help us all achieve mutual understanding and respect.

ANTI-DISCRIMINATION AND SEXUAL HARASSMENT

Spirit of Atlanta, Inc., (“SOA”) provides equal employment opportunities to all employees and applicants 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, including hiring, compensation, benefits, layoffs, and termination.

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 employee harassment based on race, color, religion, sex, national origin, age, sexual orientation, disability, or veteran status. All Staff Members are responsible for assuring that this workplace is free from harassment or discrimination of any kind. Improper interference with the ability of SOA’s employees to perform their expected job duties in a health and safe environment is 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 employment;

Submission to, or rejection of, such conduct is used, or threatened to be used, as the basis for decisions affecting an individual’s employment; 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 harassment based on your sex, race, religion or other reactor, or have been treated in a discriminatory manner, or are aware of another employee experiencing such harassment or discrimination, you have a duty to promptly report the information to 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 member or participant for reporting in good faith, bona fide information pursuant to this policy or assisting in an investigation. This includes any conduct whatsoever, that has the intent or potential to dissuade another person from making a report of harassment of discrimination.

Members will not continue, pursue, or engage in any romantic or sexual relationships with instructors, volunteers, contractors, or other employees 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.

If SOA determines that a Corps Member has violated this policy, appropriate disciplinary action will be taken in the absolute and sole discretion of the Executive Director or the 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 Spirit of Atlanta and/or Friends of Spirit, Inc. ("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 Spirit of Atlanta/Friends of Spirit, Inc. ("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.

BULLYING

Bullying is defined as unwanted, aggressive behavior that involves a real or perceived power imbalance. Verbal bullying is saying or writing mean things. 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 by anyone associated with Friends of Spirit Inc., and are grounds for dismissal. If SOA determines that a Corp Member has violated any portion of this policy, appropriate disciplinary action will be taken in the absolute and sole discretion of the Executive Director or the Corps Director, up to and including termination of the individual's relationship with SOA.

ALCOHOL

Alcohol use and possession is prohibited at all times except for the following:

When directed by the Corps Director, or Tour Manager, Corps Members who are 21 years old or older may drink on free days/evenings. These opportunities will be limited and Corps Members will not assume that they have been granted the right to drink if that right was not specifically granted to the corps prior to the free day/evening. Alcohol use and possession is prohibited at ALL times during auditions.

Members who are at least 21 and choose to drink during a free day/evening, must not drink to the point of drunkenness and must not to sell or distribute alcohol to any member of Spirit of Atlanta or other similar organization regardless of member's age.

Corps Members may not use or possess alcohol on any school grounds or Spirit provided buses or other transportation.

If SOA determines that a Corp Member has violated any portion of this policy, appropriate disciplinary action will be taken in the absolute and sole discretion of the Executive Director or the Corps Director, up to and including termination of the individual's relationship with SOA.

DRUGS

Members and participants will not engage in the use, sale or distribution of illegal drugs including but not limited to marijuana, cocaine, amphetamines, tranquilizers, crack, barbiturates, and diet pills during the time of his/her activity with Spirit of Atlanta. If SOA determines that a Corps Member has violated any portion of this policy, appropriate disciplinary action will be taken in the absolute and sole discretion of the Executive Director or the Corps Director, up to and including termination of the individual's relationship with SOA.

SMOKING/TOBACCO

Use and possession of cigarettes, e-cigarettes, and all other forms of tobacco is prohibited. If SOA determines that a Corps Member has violated any portion of this policy, appropriate disciplinary action will be taken in the

absolute and sole discretion of the Executive Director or the Corps Director, up to and including termination of the individual's relationship with SOA.

FIREARMS/WEAPONS

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. If SOA determines that a Corps Member has violated any portion of this policy, appropriate disciplinary action will be taken in the absolute and sole discretion of the Executive Director or the Corps Director, up to and including termination of the individual's relationship with SOA and any associated legal repercussions.

HOUSING SITES

The corps typically stays and rehearses at a middle school or high school – occasionally a college. It is expected that members take excellent care of these facilities. We always leave the facility better than we found it and we won't leave until it is clean.

FACILITY USAGE

No staff member, volunteer or marching member is allowed to use a school's facilities other than those outlined by the management team in agreement with the school administration. The management team should be contacted with special requests. This includes: Use of school computers, additional space within school property, use of other facilities such as laundry rooms, home ec rooms, cafeterias, auditoriums, phones and phone lines, school athletic equipment, etc.

EXPULSION/ALTERNATE STATUS

Spirit of Atlanta is an amateur performing ensemble with a professional-level performance culture. 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. The 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 on school grounds
- Representing the corps in an inappropriate manner
- Misuse of property or facilities

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 tours.

Image Release

I give permission to the Spirit of Atlanta Drum & Bugle Corps, Friends of Spirit 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 the rehearsal/competition field.
- Tarps or covers of any kind that will hinder the oxygen flow to the grass surface or create high levels of heat that can “burn” the surface are not allowed on any rehearsal/competition field.

Member Contract - 2021

As a member of the Spirit of Atlanta Drum & Bugle Corps, I commit to the following:

PERFORMANCE POSITION:

With this Member Contract, Spirit of Atlanta Drum & Bugle Corps offers you a role as a member of the 2021 corps. This is not a guarantee of a performing position. Your status as a performer is at the discretion of the Corps Director and his designee and can be changed for any reason at any time, including but not limited to performance, preparation, attitude, financial status (as outlined in the Financial Agreement), and conduct (both in person and online).

REQUIRED DOCUMENTS:

Members must submit timely all required documents. Spirit of Atlanta may refuse participation to anyone who does not submit all required paperwork timely. This includes, but is not limited to, the following documents:

- Financial Agreement
- Waiver of Liability
- Medical History with Immunization Record
- Copy of Insurance Card (If you are uninsured please read and sign the statement below)
- COVID-19 and Exercise questionnaire
- Government Proof of Age (usually a driver's license)
- Member Handbook
- Member Contract (this document)

PERSONAL RESPONSIBILITY:

- I understand that I am responsible for ALL of my financial obligations as outlined in the Financial Agreement. Whether my fees are being paid by me, my parents, or a sponsor, I must ensure that payments are made on time and in full.
- I understand that this Member Contract will not be considered valid and complete until I have submitted signed copies of the Financial Agreement and Member Handbook via UltraCamp.
- I understand that my selection into this organization is also based on my professional behavior. This specifically means my positive approach, language, and attitude.
- I understand that I will be treated as a mature young adult during my time with Spirit of Atlanta. I am responsible for communicating with the staff and leadership in a timely manner, paying my fees in a timely manner, and upholding the Spirit standard of excellence in all of my endeavors. It is not the responsibility of a parent, band director, sponsor, or any other third party to handle my Corps responsibilities.
- I understand that I must participate in all required Spirit of Atlanta fundraising activities as per the rules and regulations of each assigned activity. All monies raised through fundraising activities are non-refundable.
- I understand that my presence on social media and other public forums is an extension of myself, and therefore an extension of the Corps. I will respect and maintain the professional image of the Corps at all times, keep confidential information to myself, and be a living example of excellence.
- I will not share any content (audio, video, musical, etc.) on social media during my time as a member of the Corps.
- I understand I am responsible for the safety and security of all Corps property and lease property (instruments, uniforms, equipment, and vehicles) assigned to me during the current season (January - August). I am financially responsible for the repair or the replacement of any corps property resulting from my careless or negligent use while in my trust. Spirit of Atlanta Drum & Bugle Corps is not responsible for any member's personal property that is lost or stolen.
- I understand that if I break the law during Spirit of Atlanta rehearsals or tour, I can be sent home at my own expense with no refunds.
- I understand I must submit a Medical Release form, a copy of a valid Driver's License or official ID, a copy of my Medical Insurance card, and any other Spirit of Atlanta or DCI required paperwork no later than July 1,

MEDIA WAIVER

I give permission to Spirit of Atlanta (and its vendors) and Drum Corps International (DCI) to use, without charge and without reservation, my likeness in any medium and for any lawful purpose, including promoting the organizations, their programs and services. 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.

TRAVEL:

Spirit of Atlanta is a touring drum and bugle corps. During the 2021 season, the corps will travel from Atlanta to Massachusetts, to Pennsylvania, Ohio, and Indiana, and many points in between. While at spring training and on tour, all meals, travel, and housing are provided by the Corps. Members are responsible for travel (and related expenses) to spring training and tour.

AGE-OUT POLICY:

The current DCI rule, waived for the 2021 summer season, for the age limit reads as follows:

'Prospective Corps members who are under the age of 22 as of June 1 of the summer season are eligible to compete.' Spirit of Atlanta and DCI acknowledge these members each season in special ceremonies. There are some members who, even though they may have time left to march, voluntarily decide not to participate again. The policy of the Corps is that only those members who cannot march due to age restrictions will be allowed to participate in any type of age-out ceremony. Regardless of the reason one chooses not to march in the Corps for their final year(s) of eligibility, they will not be able to age-out in a public ceremony of any kind. To be clear, this is not to penalize any individual, but rather to reserve the experience for those who simply cannot participate any longer by rule, not by choice.

For the 2021 season, each member will submit a valid, state-issued ID or birth certificate that verifies their age to be no older than twenty-two (22) years of age up to June 1, 2021. The certificate must be submitted no later than the July 1, 2021.

2021 SEASON SCHEDULE COMMITMENTS (as of April 15, 2021):

- Virtual Auditions Preparation Camp and 2021 Auditions (virtual) - January 20
- February virtual camp - February 20
- March virtual camp - March 20 - 22
- April virtual camp - April 24
- May virtual camp - May 28 - 31
- June in-person camp (tentative) - June 25 - 27
- Spring Training - July 1 - July 31. These dates are subject change.
- Tour - August 1 - August 14

Attendance is required at all dates listed above. Members may not leave spring training, tour, or housing sites or use other transportation without permission from the corps director or corps manager.

ATTENDANCE/TIMELINESS

Members are expected to:

- Travel to spring training site and check in on or around July 1, 2021.
- Be on time with necessary equipment for all rehearsals.
- Be physically and mentally prepared for all rehearsals.
- Complete all assignments in a timely manner.

The only attendance exceptions allowed are:

- Required-school related commitment(s).
- Once-in-a-lifetime events (wedding, funeral, graduation) of an immediate family member.

Absences without proper notification may have an impact on membership status including loss of performing position and membership termination with no refund.

DCI REQUIREMENTS:

By initialing in UltraCamp, you are stating that you are under NO FINANCIAL OBLIGATION to any other DCI or WGI organization. You understand that you cannot march with Spirit of Atlanta if you owe another DCI or WGI group money. You also understand that failure to disclose this information is basis for immediate dismissal with no refund.

The DCI transfer policy states I can only transfer to another corps after March 1 by obtaining a written release from the Executive Director of Spirit of Atlanta Drum and Bugle Corps prior to transfer. Without a release, I am ineligible to perform with another corps for the duration of the season.

Liability Waiver - 2021

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, Friends of Spirit, 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.

Thank You

Membership Handbook acknowledgement and agreement — (same as in UltraCamp)

After reading the entire Membership Handbook, please click the link below and complete the form to acknowledge that you have read the Membership Handbook and agree to abide by the rules and policies set forth in the handbook.

By signing below, I acknowledge that I have fully read, understand, and accept all of the policies and procedures found in the Spirit of Atlanta Membership Handbook for the 2021 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, and that any violation could result in termination of membership in the organization.

I understand that the policies, rules, and regulations contained herein may be changed or modified from time-to-time with or without notice in writing. No statement or representation by corps directors, staff members, volunteers, directors, members, or other representatives of Spirit of Atlanta or Spirit of Atlanta, Inc., whether oral or written, can supplement or modify the policies contained herein.

I further acknowledge that I have read and agree to the Spirit of Atlanta Liability Waiver.

PLEASE NOTE

- A Membership Handbook Acknowledgement Agreement and Liability Waiver must be on file for every participant.
- If the participant is under 18 years of age, the form will need to be completed by the participant AND by a parent/guardian.

NOTE: acknowledgement and agreement are signed within UltraCamp. Keep this handbook for your reference.