

**Johns Hopkins Women's Division Ultimate (Blue Footed Boobies)**  
**Constitution**

*Ratified September 3, 2013*

*Amendments ratified April 2, 2026*

***Article I: Mission Statement***

To create a community of frisbee players at Johns Hopkins. To teach the fundamentals of Ultimate and to foster a love of the game.

Though the Blue Footed Boobies is a team within the USAU women's division, any person, of any gender identity, is welcome to join the team. The USAU policy, and thus ours, on Gender Inclusion is as follows:

USA Ultimate currently has three divisions – men's, women's and mixed – that default to using the gender binary to determine participation in each division (for youth players, the divisions are boys', girls' and mixed). However, we recognize not all individuals' gender identities are binary, and a gender binary default for participation potentially could make some individuals feel excluded and unsafe.

Within our divisions as they currently exist, USA Ultimate will not discriminate on the basis of gender identity, regardless of sex assigned at birth, or any other form of gender expression for participation in any division. We affirm that people of all gender identities should have the freedom to participate in USA Ultimate sanctioned or championship series events in the division in which they feel most comfortable and safe based on their gender identity and should be recognized, respected and included at every level of the sport.

We actively work to create a team atmosphere where everyone feels welcomed and affirmed. One way we do this is by using inclusive language when describing frisbee terms (eg. person/matchup defense, person across) as well as to address the team (team, Boobies, players, friends, etc.).

***Article II: Club Definition***

BFB is a student-run Sports club and member of the Sports Council and Student Activities Commission (SAC). It follows the rules and regulations of the Johns Hopkins University Sports Council and works with/through Gabby to complete these requirements and get fields, gym-time and University recognition and funding. Only currently enrolled Johns Hopkins University students may join the team, in accordance with University policy.

***Article III. Membership, Rights and Responsibilities***

The team has a team culture and values document that outlines expectations for how to create and uphold a safe and caring frisbee community. In order to understand and help foster this

community, all members of the team shall read and sign the document at the start of each frisbee season, or when they join the team.

After a new player's first two weeks of practice they will have a conversation with the captains and declare their intended level of commitment to the team and community, as described in four categories below:

*Active Tournament Player*

- Is a Johns Hopkins University student with USAU eligibility.
- Commits to two or more practices and/or activities a week.
- Expresses an interest in and commitment to attending tournaments. OR Commits to attending the majority of tournaments in a semester. OR something along those lines, as discussed with the captains.
- Pays team dues.

*Active Practice Player*

- Is affiliated with Johns Hopkins University.
- Is invited to all non-USAU-sanctioned tournaments, games and events.
- Pays team dues.
- Wishes to play ultimate and is committed to being a member of the team.
- Can hold a board position.

*Inactive Player*

- Has once been either an active tournament or practice player.
- Cannot commit to practices or the team for a semester.
- Is invited to all practices and social events.
- Cannot attend tournaments.
- Cannot hold a board position.

*Newbie Booby*

- Strong interest in playing Frisbee, but for whatever reason (classes, job schedule, family crisis) cannot commit to practices for the semester.
- Invited to all community events (Hopkins based scrimmages, Recruiting events, etc.)

Players can and are encouraged to shift up in commitment between the fall and spring semesters, or when they desire. To shift in level, players must have a conversation with the captains.

After the first two weeks following the activities fair, the entire team will have a discussion at practice about team values. All members of the team will be invited to share their thoughts and hopes for the type of community they want the team to be, as well as individual responsibilities in maintaining this atmosphere. The entire team will discuss team goals and how team members can contribute to team goals. Following this discussion, the captains will summarize the discussion in a community agreement document that all team members will sign.

***Article IV: Executive Board***

BFB is led by an Executive Board headed by a set of co-Captains. The Captains and Executive Board act as primary agents in club efficiency and responsibility. Individual Executive Board

members have the ability, with consent of the Captains, to create their own committees of active players and delegate responsibilities to them; however, only Executive Board members have Executive Board votes, with one vote per position, with the exception of the Coach as defined below. The Executive Board meets at least once a semester to review the state of the club and set out goals for the team. The roles and responsibilities of the Executive Board positions are defined below:

#### *Captains (2-3)*

1. Run all practices and plan all track work-outs with the help of the Coach (defined below)
2. Decide which tournaments to attend at the start of each semester
  - a. submits tournament bids
3. Are the primary contact between the tournament directors and the team
4. Foster a spirit of friendship and community within the team
5. Teaches and develops the skills required to play Ultimate at the college level

#### *President*

1. Represents the club in the Student Activities Commission and Sports Council
2. Acts as the primary liaison between SAC and the team which includes (but is not limited to)
  - a. developing a relationship with Gabby (or equivalent)
  - b. filling out Travel Itineraries for tournaments
  - c. filling out Travel Report Forms after tournaments
3. Helps the Captains run and plan practices
4. Keeps up to date on the club finances, recruitment and other board responsibilities, sending out friendly reminders whenever appropriate
5. Is responsible for adding team members to the USAU roster and acts as the primary liaison between USAU and the team

#### *Vice President*

1. Is in charge of getting the team to and from tournaments
  - a. obtains vans, van keys and fills out "Reserve a Hop Van" form
  - b. contacts Marquita Smoot, providing roster details if necessary
  - c. keeps the team up to date about van certification process
  - d. is in charge of making sure everyone gets van certified
  - e. books hotel rooms when appropriate

#### *Treasurer*

1. In charge of all things money including: Discs, tournament fees, and fundraising and uniforms(new combination)
  - a. Go to sport club budget meetings in order secure our budget (2x a year)
  - b. Sending tournament fees
  - c. Keeping charge of the Discs (selling at tournaments and storage), and ordering more when needed
  - d. Spearheads the uniform ordering.

#### *Chair*

1. Runs recruitment which includes (but is not limited to)
  - a. obtaining a table at the SAC fair and staffing it
  - b. collecting the emails of all interested freshmen and keeping them up to date on

- frisbee goings-on
- c. planning events in the fall to get new players involved with the team
- d. acts as the primary contact between recruits and the team
- 2. Is in charge of planning social events with the team
  - a. gives a budget to the Captains at the beginning of each semester so that they can estimate dues
  - b. works with the men's team to throw parties
  - c. works with the captains to plan BFB team bonding activities (including winter party)
- 3. Manages the website and social media by keeping it up to date on tournaments, players, and public events.

#### ***Coach***

1. The coach is a member of the Executive Board in that they attend Executive Board meetings. However, they do not have an official vote on the Executive Board.
2. The coach is selected by the Executive Board at the beginning of each term. Looking for someone with knowledge of ultimate, proximity to campus, compatibility with the team and time to commit to BFB.
3. The coach works with the Captains to plan practices, track workouts, and create a strong team dynamic.
4. The coach makes an effort to attend all practices and tournaments and communicates their availability to the Captains.

#### ***Article V: Elections***

1. Elections are to be held once a year in April with the new Executive Board members using the rest of the season as a training period to learn from the current Executive Board members.
2. Elections must be publicized to all members of the team by campus mail, phone, email or verbal notification at least two weeks in advance.
3. Only active tournament players are eligible to hold office.
  - a. Team members planning to study abroad or take a leave of absence for any reason during their term of service must run with a second person who will be present to fulfill the responsibilities of the position for the other semester.
  - b. If an elected officer unexpectedly goes abroad or takes a leave of absence during their term of service, they are expected to resign so that the Executive Board can fill their position as they deem appropriate (by election or appointment).
4. Voting shall proceed according to the following protocol:
  - a. Positions will be elected in the following order: Captains, President, Vice President, Treasurer, Chair.
  - b. A quorum, defined here as  $\frac{3}{4}$  of the active players present during the semester, must be present to hold an election.
  - c. Candidates for office must be nominated. Nominations may be made by any team member. Self nominations are allowed. All nominations must be seconded by another team member.
  - d. All active tournament and practice players present at the election have one vote each and voting will occur in a heads down fashion.
  - e. Executive Board members must be elected by a simple majority, defined as more

than one half of the votes cast.

- f. In the case that no candidate receives a simple majority, a runoff will be held between the two candidates with the most votes.

#### ***Article VI: Team Safety, Sportsmanship, and Title IX***

The BFBs value spirit of the game, sportsmanship, inclusion, and kindness, and strive to create and maintain a safe and welcoming team environment for all players; if a player acts in a way that breaks with these values, disciplinary actions will be taken by BFB leadership. All votes listed below will pass with a simple majority ruling by the executive board.

1. If a violation of Title IX or the University's SMPP (Sexual Misconduct Policy and Procedures) by a BFB player is reported to a member of the executive board, the executive board may vote to temporarily suspend the accused player pending an official investigation by Title IX / the Office of Institutional Equity (OIE). The executive board will then reach out to the Office of Institutional Equity, and if appropriate, based on the wishes of the complainant, provide them with the name of the accused player and any details they are aware of regarding the alleged Title IX violation. They will also notify the Office of Campus Recreation staff that the temporary suspension has taken effect and that information has been passed along to Title IX and OIE. If the accused player is found responsible by an official University investigation, the BFB captains will remove the player from the team. If the investigation has not found the player responsible for violating Title IX or the University's SMPP 180 days after the incident was reported to Title IX and OIE, then the accused BFB player may appeal their suspension from the team to the Office of Campus Recreation staff.
2. If a BFB player displays a consistent and egregious lack of sportsmanship, they will receive up to two warnings from the captains. If three or more such incidents have been documented by the executive board, the executive board may vote to suspend or remove the player from the team. If the player has been suspended, they may appeal their suspension to the executive board after one semester. The executive board will report the suspension to the Office of Campus Recreation staff.
  - a. Examples of "lack of sportsmanship" include but are not limited to:
    - i. Consistently displaying a negative attitude at practice or competitions with words or body language.
    - ii. Not being gracious as a winner or a loser, at BFB practice or in competitions.
    - iii. Focusing only on oneself and one's performance rather than supporting and engaging with the whole team.
    - iv. Speaking disrespectfully, disparagingly, or threateningly to fellow teammates or competitors.
    - v. Blaming fellow teammates for a negative outcome in a game.
3. If a BFB player violates other clauses of Title IX including but not limited to discrimination based on sex, race, sexual orientation or engages in other harmful acts, they will receive up to two warnings from the captains. If three or more such incidents have been documented by the executive board, the executive board may vote to suspend or

remove the player from the team. If the player has been suspended, they may appeal their suspension to the executive board after one semester. The executive board will report the suspension to the Office of Campus Recreation staff.

4. If a BFB player is physically violent toward a fellow team member or competitor, the player will be temporarily suspended pending a final vote by the executive board on whether or not to remove the player from the team. The executive board will report the incident to the Office of Campus Recreation staff.

#### ***Article VII. Non-Discrimination Statement***

BFB stands strongly against discriminatory behavior of any kind. Discrimination of any kind based on gender, race, religion, sexual orientation, national origin, disability, age, ancestry, socioeconomic background, or any other legally protected characteristic is strictly prohibited. It is the responsibility of all team members to alert a board member of discriminatory behavior, as it is the responsibility of the board to handle such behaviors. If a member is found to participate in discriminatory behavior, the board will meet to discuss penalties for this behavior. The board will act with a high standard of confidentiality to protect the member who alerted them of the behavior as well as any other affected parties. Members found to participate in discriminatory behavior are subject to suspension or expulsion from the team, at the discretion of the board based on the severity of the behavior.

#### ***Article VIII. Non-Hazing Statement***

BFB stands strongly against hazing. Hazing is to be defined as an intentional, knowing, or reckless act committed by a player against another player, regardless of the willingness of the other player to participate, that is committed in the course of initiation of the other player into the team, potentially causing physical or psychological harm outside the reasonable risk encountered with participating in a sport. BFB is a hazing-free club, and players are responsible for alerting a board member if they encounter such behavior. If a member is found to commit an act of hazing, the board will meet to discuss penalties for this behavior. The board will act with a high standard of confidentiality to protect the member who alerted them of the behavior as well as any other affected parties. Members found to commit an act of hazing are subject to suspension or expulsion from the team, at the discretion of the board based on the severity of the behavior.

#### ***Article IX. Advisor***

BFB will maintain a staff or faculty advisor from the department of Athletics and Recreation at the O'Connor Center. Following University policy, the advisor shall have no voting rights within BFB.

#### ***Article X. Amendment Process***

If a member of the team would like to edit, add to, or delete amendments from the constitution, the person proposing an edit, which may be any person on the team who holds at least an active practice player status, should write their proposed edits and present them to the board. The board will discuss and hold an anonymous vote without the person present, unless the

person holds a board position, in which case they may be present but may not vote and the vote must be anonymous to them as well. If the amendment receives a majority vote, the amendment passes and will be added to the constitution. If the amendment receives exactly 50% votes, the board will discuss again and revote, and continue to do this until a consensus is found. If the amendment does not receive a majority vote, it will not be added to the constitution. The same revision may only be requested at most once a semester.