



2022 Policy Manual

All members, staff, and volunteers must read the Policy Manual for corps policies on code of conduct, harassment, whistle blower procedures, and weather safety provided on the website. You may complete and submit electronically or in-person at the Welcome Camp on April 24, 2022.

The Thunderbolts Drum and Bugle Corps are a DCI SoundSport performance ensemble and are affiliated with the Thunder of Roanoke Performing Arts, a non-profit 501(c)3 corporation.



THUNDERBOLTS

DRUM AND BUGLE CORPS

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Participant Information

Money and Expensive Items

It is recommended that members refrain from bringing expensive items, and keep those they do bring closely guarded. The corps is not responsible for any lost or stolen items.

Cell Phones

Cell phones must be in the off or silent position and placed in your backpack during camps. Please make sure your family understands that you will have limited access to your cell phone.

Health Guidelines

Medical Information

Medical information shall be kept private. However, it may be necessary for the healthcare provider to discuss a participant's medical information with the appropriate instructional staff. All participants must have health insurance and submit verification of medical insurance to the Thunderbolts with their medical forms. The Thunderbolts shall not be responsible for any costs associated with healthcare services provided by any outside healthcare provider.

Pre-Participation Physical

Each participant will be required to complete a pre-participation physical examination by a physician (MD/DO), physician assistant, or nurse practitioner, and verification that she/he contains no contraindications to participate in the activity or tour.

Coverage for Medical Care

It will be the responsibility of all participants and volunteers to pay for any medical expenses that arise from care provided outside of the organization's healthcare provider (e.g. emergency department or urgent care visits, prescription or over-the-counter medications, etc.).

Injuries or Illnesses

If a participant experiences an injury or exacerbation of a pre-existing medical condition, the healthcare provider shall make the ultimate decision if that participant must limit or cease training/performing activities. If a participant must leave the tour, transportation home is the responsibility of the participant.

Requests for Medical Evaluation



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Any individual that requests medical evaluation shall be provided a medical evaluation by the healthcare provider. If the healthcare provider feels that additional care or evaluation is necessary or the individual requests additional care or evaluation, it shall be provided as soon as practical.

Medical Forms

Medical History Records forms must be completed by participants, staff, and volunteers traveling with the organization before the first rehearsal. A Medical Encounter Form must be completed for each provider and instance of any outside healthcare.

Medications

All individuals (participants, staff, and volunteers) are responsible for providing, storing, and taking their own prescription and over-the-counter medications. Prescription medications must be declared on medical forms. If a medication requires a special storage environment, such as refrigeration, the individual must coordinate with the Thunderbolts' healthcare provider.

Physical Safety Guidelines

Meals

Meals may be provided but members are encouraged to pack their own food. Participants shall get at least a one-hour break for each meal of the day.

Special Dietary Needs

If you have special dietary needs, you should inform our staff as soon as possible.

Concussion

If a participant suffers a head injury, she/he should stop the activity immediately and be examined by medical personnel. If diagnosed with a concussion, the participant will not participate in activities. The participant may watch, but should not participate. The Thunderbolts shall not be liable for any injuries caused by a participant's failure to report a suspected concussion or concussion symptoms.

Footwear

All participants must wear shoes from the list of approved shoes while in rehearsal for spring training and on tour. This is effective beginning with any replacement shoes purchased for the 2022 tour. Participants may be permitted to utilize a shoe not identified on the approved list, with a doctor's note.

Hearing Protection



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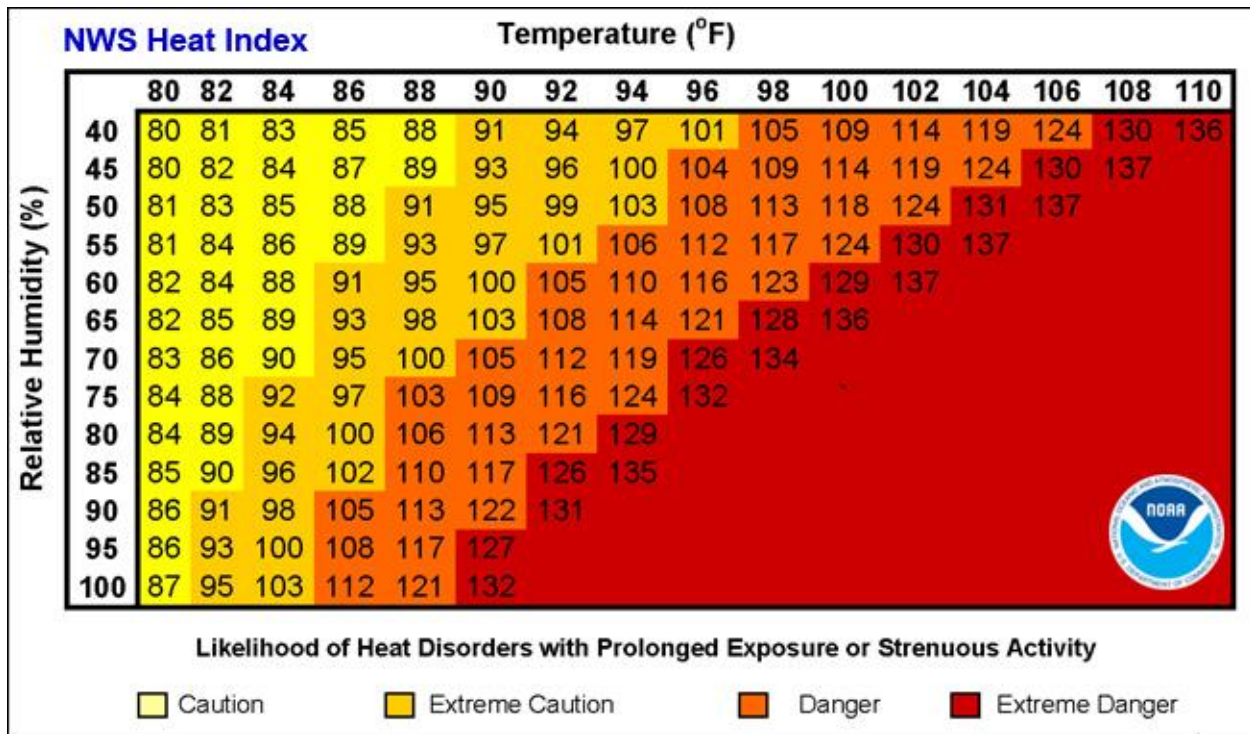
The battery and pit/front ensemble must wear approved hearing protection during all rehearsals.

Hydration

Hydration breaks will be provided on a regular basis. If a healthcare provider determines that participants require more hydration, then her/his recommendations will be followed.

Heat

If the Heat Index reaches 115 or greater, outdoor rehearsal will end and may be moved indoors or to another location. All local/facility rules regarding heat index must be adhered to.



Lightning

If lightning is noted in the area, all outdoor activities will stop and participants will move to a safe area. Safe areas include a building normally occupied or frequently used by people. Outdoor activities can resume only when lightning or thunder has not been detected for 30 minutes. Every time lightning or thunder is detected within the 30 minutes, the clock restarts.

Code of Conduct



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We work hard to achieve our mission and participation means making a commitment to uphold our organization's values. This applies to all employees, volunteers, participants, and alumni of the Thunderbolts.

- I will treat everyone with respect, dignity, patience, integrity and consideration.
- I will respect individuals of diverse backgrounds, cultures, and perspectives..
- I will respect the property of housing, rehearsal, and performance venues.
- I will abide by all policies, rules, standards and guidelines of the Thunderbolts.
- I will obey all local, state, and federal laws.
- I will refrain from the use of all alcohol, tobacco, and nicotine products.
- I will refrain from the use of profane, demeaning, and derogatory language.
- I will refrain from verbal, sexual, physical, and emotional abuse or harassment.
- I will not engage in any demeaning, disrespectful, or defamatory conduct.

General Policies

Sexual Harassment

The Thunderbolts prohibits sexual harassment by any person in any manner. Sexual harassment includes all unwelcome sexual advances, requests or demands for sexual favors, and any other verbal and/or physical conduct of a sexual nature. All persons are encouraged to report sexual harassment of any form immediately to the Director.

Fraternization

The Thunderbolts prohibits any inappropriate behavior or act between staff and student participants. All instances should be reported to the Director immediately.

Professional Boundaries: Staff are expected to maintain professional boundaries between themselves and the participants at all times.

Hazing

Hazing is against the law in many states and is strictly prohibited by the Thunderbolts. Hazing is defined as any action taken, or situation created intentionally, to produce mental or physical discomfort outside the parameters of the activity itself, or to create embarrassment, harassment or ridicule. Anyone experiencing or witnessing a violation of the hazing policy should report the incident to the Director.

Non-Discrimination

The Thunderbolts provides equal employment opportunities to all employees and applicants without regard to race, color, religion, sex, national origin, age, gender identity, sexual



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orientation, disability, or veteran status, in accordance with applicable federal, state and local laws.

Substance Abuse

The Thunderbolts is committed to providing positive experiences through leadership, personal, character, and social development skills. Using or being under the influence of illegal drugs is not permitted. No participant may use, possess, distribute, sell or be under the influence of illegal drugs. No participant (regardless of age) may use, possess, sell, or be under the influence of alcohol at any corps event.

Whistleblower and Anti-Retaliation

The Thunderbolts encourages complaints, reports or inquiries about Prohibited Practices or Violations of Law, including illegal or improper conduct by the Thunderbolts itself, by its leadership, or by others on its behalf.

The Thunderbolts prohibits retaliation by or on behalf of the Thunderbolts against staff, volunteers, students, or other constituents for making good faith complaints, reports or inquiries or for participating in a review or investigation under this policy. This includes retaliation in the form of an adverse employment action such as termination, decrease in compensation, or the threat of physical harm.

Complaints, reports, or inquiries should describe in detail the specific facts demonstrating the bases for the complaints, reports or inquiries. They should be directed to the Thunderbolts's Director or Board of Directors; if any of those persons are implicated in the complaint, report or inquiry, it should be directed to any member of the Board of Directors not so implicated.

Expulsion

Any member is subject at any time to dismissal from the corps if members do not adhere to the guidelines outlined in this handbook, or are negligent in corps dues payments. This includes unexcused absences from rehearsals. The Thunderbolts 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
- Liability Waiver - 2022



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Name (Print)

Phone

Signature

Date

Parent/Guardian Name (if under age of 18)

Phone

Parent/Guardian Signature

Date