



Abridged Handbook for Guests and Short-Term Volunteers

GENERAL REQUIREMENTS FOR ALL VOLUNTEERS:

As a guest, day-of, visiting, or short-term volunteer for CHEER Seattle, you agree to the following responsibilities and requirements:

- Be at least 18 years of age
- Borrow a performance uniform or CSEA branded shirt or other required cheer wear items
- Assist with fundraising activities for the team to raise money for the Cheer for Life Fund/named charity
- Refrain from socializing or idle chitchat while under direction or instruction during any practice, performance, or presentation (socializing may occur freely before and after any practice or any event preparation and also on identified "breaks" during such activities)
- Smoking or drug use of any kind, legal or illegal, while in uniform, cheer wear, and/or while representing the team at any event is never permitted.
- Drinking alcohol while in uniform, cheer wear, and/or while representing the team at any event is never permitted.
- Drug use of any kind, legal or illegal, or drinking alcohol on the day of and prior to any CSEA practice, event, or activity involving physical activity with and/or representation of CHEER Seattle is not permitted.
- Any infractions of the 3 bullet points above during or recently prior to the event or practice will result in immediate removal from practice/event/activity, and/or immediate probation, and/or possible removal of volunteer status, and/or possible removal of all affiliations with CHEER Seattle.
- Please refrain from vulgar language or using profanity while in uniform, cheer wear, and/or while representing the team at any event or online.
- Participants bringing toddlers, small children, or pets to events must arrange for adult supervision for safety reasons. No CSEA Volunteers may supervise toddlers, small children, or pets during a volunteer event as it takes away from the mission of the activity. No unattended children or pets are allowed at CHEER Seattle events or practices.
- CHEER Seattle supports a "no drama" culture amongst its participants. Please leave personal issues and attitude outside of practice or performances. Notify Team Leadership immediately of any conditions or situations that would preclude your participation in any practice or event.
- CHEER Seattle supports an "open door" communication policy. If you have opportunities or concerns regarding the team or environment, please approach any Board Director, Coach, or Captain in person, through Facebook Messenger, or over the phone or text.
- Be on time. Period. Raise money. Period. Be nice. Period.

PHYSICAL STANDARDS

Audiences have come to expect superior performances from CHEER Seattle. To achieve and maintain this professional level of excellence, all volunteers are encouraged to do the following:

- Follow safety guidelines established for all stunts or physical activity at practices and performances.
- If you don't feel you can safely (mentally or physically) execute a stunt or other physical activity asked of you, it is your responsibility to effectively communicate this to the people you are working with and/or being instructed by. Communication may include: request for breaks, water, medical tape, progressions, additional instruction, or removal from this skill.
- Be flexible. Please expect that you may be asked to try new skills regularly. Do not get accustomed or married to any particular spot or role in choreography or stunting. (e.g. You did not come here to be a "flyer" or "tumbler", you came here as a CHEER Seattle volunteer.)

APPEARANCE STANDARDS

All participants are expected to project a positive, enthusiastic attitude at all practices, performances, events, and public appearances. All participants are expected to exhibit good personal hygiene and grooming at all practices and events. This includes short fingernails, wearing deodorant, no gum chewing, and no jewelry of any kind.

Always dress in the required uniform, cheer wear, or outfit for practices, events, and performances as designated by Team Leadership, the Event Point, or the Artistic Committee. No alterations to uniforms or cheer wear may be made without prior approval. Guest participants may be given the option to borrow a uniform or cheer wear, but this is not guaranteed. Guest participants are responsible for purchasing new pieces in the event that any part of the uniform is damaged, lost, or stolen.

In order to maintain professional standards at practice and events, please note the following requirements for practices, performances, and event appearances:

- CHEER Seattle shirt (color of shirt for each practice or event to be announced)
- Fitted athletic shorts, skirt, or pants in the color designated by Artistic Committee.
- No loose clothing
- Proper athletic shoes. (white cheer shoes for performers)
- Appropriate undergarments (sports bra - no straps showing, and spankies/shorts under the skirt)
- Proper grooming of body hair is required
- Make-up and hair done (please note that we may post photos or videos from events)
- No accessories that may cover our CSEA brand or distract from our brand.

VIOLATION OF STANDARDS

Team Leadership, Event Point, or Board Sponsor may pull a participant from any practice or event if the participant is not in full compliance of the standards outlined above.