

Jugger at UC San Diego

Article I . Name of Student Organization

The organization shall be called Jugger at UC San Diego. The club may be shortened to “Jugger”, and players may be referred to as “juggers”.

Article II . Statement of Purpose

Jugger at UC San Diego exists to bring the sport of jugger to the UC San Diego community, primarily through playing the titular sport on campus and teaching new players. The ultimate objectives are for participants to exercise, meet new people, and above all enjoy themselves.

Article III. Nonprofit Statement

Jugger at UC San Diego is a non-profit student organization

Article IV. Requirements for Membership

Jugger at UC San Diego is open to anyone interested in the sport and goals enumerated in [Article II](#). To gain member status in Jugger at UC San Diego, Prospective Members must sign the provided waiver and Code of Conduct ([Appendix A](#)), at which point Club Leadership may accept membership. Captains and Officers (collectively, Club Leadership) of Jugger at UC San Diego retain the right to deny membership to any individuals whose presence will compromise the safety and comfort of active members, as well as through the procedures outlined below.

Only currently registered students, faculty, and staff may be active members in a registered student organization. Only active members may vote or hold office. Prospective Members gain Active Status if they fill the above conditions and have attended practice at least twice within the four preceding weeks in which practice was held. Members may lose their Active status if they have not attended any practices within the same timeframe. No fee is required for membership.

Although non-university-affiliates cannot be considered “active” members of Jugger at UC San Diego, they are welcome and encouraged to participate in events. These “associate” members are permitted to play jugger (with a signed waiver and Code of Conduct) and compete alongside active members, but may not vote on matters relating to club structure or funds dispensing. Associate Members may form in part or in entirety a Voting Body, pursuant to the outlined Procedures in [Appendix B](#).

We will not haze according to California State Law. We will not discriminate on the basis of race, color, national origin, religion, sex, gender identity, pregnancy (including pregnancy, childbirth, and medical conditions related to pregnancy or childbirth), physical or mental disability, medical condition (cancer related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services (including membership, application for membership, performance of service, application for service, or obligation for service in the uniformed services). This nondiscrimination policy covers membership, ability to participate in practices and club activities, and ability to run for office in Jugger at UC San Diego.

Article V. Frequency of Organization Meetings

All standard practices for Jugger at UC San Diego are considered meetings, and will be communicated through social media. Quorum comprises a minimum of six active juggers practicing together for any length of time. In the event that a special meeting is required for any reason, officers will communicate this through social media channels. Alternatively, active members may call for such a meeting the same way. All official practices will take place off campus. Any official on-campus meeting will not involve playing jugger.

If during any meeting, including practice, important information related to club activities is discussed (such as changes to Rules of Play or the Constitution, tournament/practice logistics or schedule, or other organizational matters), officers shall provide a summary of the discussion through social media channels for non attending members.

Article VI. Qualifications for Holding Office and Methods of Selecting and Replacing Officers

Only registered UC San Diego students may hold office in the organization. Only registered UC San Diego students may vote in elections for the selection of the organization's officers.

Jugger at UC San Diego's organizational hierarchy is as follows:

- ❖ Captain (1-2): Captains are tasked with the primary leadership roles of the club, and in all cases unspecified in the constitution have final decision-making power; also see Article VIII (if there are two co-captains, decisions must be unanimous). Specific duties are as follows:
 - Organizing practices, games, and tournaments
 - Ensuring fair play during all club events
 - Settling disputes between members (both within play and without)
 - Ensuring all essential duties are filled by themselves or other officers
 - Ensuring equitable distribution of duties among officers
 - Re-registering the club each academic year
 - Serving as primary contact (if two captains, only one does this)
- ❖ Officer (4-5, including captains): Officers are tasked with the secondary leadership roles of the club. Specific duties will be delegated by the officers (including captains) amongst themselves, and are as follows:
 - Teaching the rules of jugger to new players
 - Finances (purchase requests and budgeting)
 - Equipment construction and storage
 - Team-building events (e.g. movie showings)
 - Field reservations and insurance renewals
 - Recruitment, advertising, and publicity
 - Serving as Principle Members (required of all officers)
- ❖ Member: Also see Article III. Members are expected to do the following:
 - Learn the game of Jugger
 - Play the game of Jugger
 - Maintain a pleasant and respectful attitude toward other players on and off the field

- Have fun

Appointment Process

New officers and captains for each academic year are appointed at the end of the previous academic year in April. The appointment process has three stages:

1. Current officers nominate active club members as the following year's officer candidates. There is no limit to the number of candidates.
2. Current captains select the following year's officers from the nominees. If there are two co-captains, the decision must be unanimous. There can be no more than five officers total, including eventual captains.
3. The selected officers decide amongst themselves by unanimous decision who will be the captain(s) of the next year. There can be no more than two co-captains.

Officer Terms

Once appointed, if a captain or officer accepts their role, they will hold their position for the duration of the academic year, unless they voluntarily step down or are removed by a consensus of the remaining officers. Current captains will not retain their captain status between years, but can serve again if the following year's officers agree upon it.

Removal Process

An officer will be removed from their position if they are unable to perform their duties in the judgment of the other officers, and will be replaced through an expedited election process immediately following their removal. To be formally removed, there must be a $\frac{2}{3}$ majority vote to remove among the officers. This process takes the same form as the yearly election process, with the constraint that only the newly opened position is to be filled.

Article VII. Risk Management

Jugger at UC San Diego is a registered student organization at the University of California, San Diego, but not part of the University itself.

Jugger at UC San Diego understands that the University does not assume legal liability for the actions of the organization.

Participation in Jugger can involve many risks related to participation in sports, such as bruising, sprains, and other injuries. Jugger has more risk due to the nature of the sport. To mitigate these risks, Club Leadership and/or active members attending the meetings will check the play field for any hazards and remove them or move the field. They will also check the equipment for any damage. Members can also wear protective equipment in accordance to the rules of play.

If at time of inspection or during the course of regular play, any individual should notice damage to equipment, that equipment shall be removed from play and set aside to prevent its further use. If anyone is hurt, we will do our best to provide assistance and solve the problem, but we will not be responsible for any damage or payments.

Article VIII. Financial Management

Jugger at UC San Diego will be financed through the school, fundraisers, or other grants. Funds will be managed by a selected officer. If necessary, a bank account will be created. Creation of a budget for submission to A.S. or G.S.A. committee will be done as needed for any events.

Article IX. Affiliation with Other Groups

Jugger at UC San Diego is affiliated with the Jugger Alliance of America(JAA), the Bay Area Jugger Association (BAJA), and the teams Jugger at Berkeley and the Cardinal Sins. As required by JAA, Jugger at UC San Diego must attend national tournaments for membership. As a member of JAA and/or BAJA, Jugger at UC San Diego will have a say in rules changes.

Article X. Code of Conduct Violations

All members of Jugger at UC San Diego shall work to create and maintain a safe and welcoming environment for all individuals. Members and associate members may be removed from the club and banned from attending meetings for either a set period of time or indefinitely if they are found to violate the Code of Conduct (See [Appendix A](#)).

All individuals attending practices, regardless of formal status within the club or desire for formal status, may bring a complaint to Club Leadership, and all claims will be treated equally regardless of any involved individual's protected status (see Anti-Hazing Statement), formal or informal standing within the club, or Member status (and lack thereof).

If individual(s) are uncomfortable openly bringing a complaint to Club Leadership, an [Anonymous Complaint form](#) shall be made available and publicly noticed via social media, along with the Code of Conduct and Complaint Procedure. The individual may nominate one member of Club Leadership as the Presiding Officer, or else the Captain(s) shall serve as the Presiding Officer.

If a participating individual (Impacted Party) brings to the attention of Club Leadership a violation of the Code of Conduct by a particular individual (Offending Party), the notified Officer or Captain shall, if the behavior described would reasonably constitute a violation of the Code of Conduct, immediately issue a Warning to the Offending Party. Additionally, in order to quickly remedy unsafe situations on the practice field, an Offending Party may be removed from a practice with a simple majority of officers present.

If this is the second Warning of a Code of Conduct Violation, or if the Officer or Captain believes that the Offending Party is Acting in reckless disregard for the safety and well-being of other members, the procedure outlined in [Appendix B](#) shall begin.

Article XI. Constitutional Amendments

Amendments to the Jugger at UC San Diego constitution may be proposed by any active member via direct communication with an officer, or suggestions made through social media to the entire club. An amendment must be written out in full and posted to the Jugger at UC San Diego Discord server, and active members must be given at least seven but no more than fourteen days to vote. The amendment is ratified if and only if a two-thirds majority of active members approve the change.

Article XII. Officer Authority

All points of club management not enumerated in the constitution are left to the authority of the officers of Jugger at UC San Diego, as defined in [Article VI](#)

Appendix A: Code of Conduct

Members of Jugger at UC San Diego agree to the following statements:

- ❖ I will work to actively create a positive and welcoming environment for individuals, regardless of Identity
 - aggressive, intimidating, belittling, or otherwise unwelcoming conduct is not acceptable
 - If I see any other individual engaging in unwelcome behavior, I will intervene, either personally or by notifying Club Leadership
- ❖ I will not engage in physical contact, including with a pomphen, with any individual who has not previously agreed to this contact
 - By participating in sparring, a drill, or a game in practice, it is presumed that a certain level of physical contact is accepted. Club Leadership will make sure that the levels of acceptable physical contact, including quik wrestling, is clearly explained prior to participation.
- ❖ Excessive force, including but not limited to strikes on downed/inactive players, strikes to vulnerable areas (eyes, throat, genitalia, etc.), or an excessive number of strikes, is not permitted
 - violations are presumed to be accidental, but if they occur frequently, intentionally, or with such a degree of frequency, the offending party must be removed from active play temporarily or for the duration of practice, at Club leadership's discretion
- ❖ Sexual violence and sexual harassment is unacceptable.
 - Sexual harassment is unwelcome conduct of a sexual nature which makes a person feel offended, humiliated and/or intimidated. It includes situations where a person is asked to engage in sexual activity as a condition of that person's employment, as well as situations which create an environment which is hostile, intimidating or humiliating for the recipient. Sexual harassment can involve one or more incidents and actions constituting harassment may be physical, verbal and non-verbal.
 - Anyone can be a victim of sexual harassment, regardless of their sex and of the sex of the harasser. Sexual harassment may also occur between people of the same sex. What matters is that the sexual conduct is unwanted and unwelcome by the person against whom the conduct is directed.
- ❖ Discrimination is unacceptable.
 - Discrimination refers to treatment which confers privileges on a certain individual or group, or denies privileges to a certain individual or group, because of their identity. Discrimination can result from both formal and informal treatments, and can take the form of verbal, non-verbal, or virtual communication.
- Identity includes, but is not limited to, age, class, cognitive ability, culture, gender, health status, HIV status, marital status, mental health, physical ability, place of origin, political beliefs, race, religion, sensory ability, and sexuality

Examples of conduct or behavior which constitute sexual harassment include, but are not limited to:

- Physical conduct

- Unwelcome physical contact including patting, pinching, stroking, kissing, hugging, fondling, or inappropriate touching
- Physical violence, including sexual assault
- Physical contact, e.g. touching, pinching
- The use of job-related threats or rewards to solicit sexual favors
- Verbal conduct
 - Comments on a worker's appearance, age, private life, etc.
 - Sexual comments, stories, and jokes
 - Sexual advances
 - Repeated and unwanted social invitations for dates or physical intimacy
 - Insults based on the sex of the member
 - Condescending or paternalistic remarks
 - Sending sexually explicit messages (by phone or by email)
- Non-verbal conduct
 - Display of sexually explicit or suggestive material
 - Sexually-suggestive gestures
 - Whistling
 - Leering

Appendix B. Complaint Procedure and Sanctions

If an offending party receives their second Warning of a Code of Conduct violation, or if the Officer or Captain believes that the Offending Party is acting in reckless disregard for the safety and well-being of other members, the procedure listed below shall begin.

1. The officer to whom this behavior was reported (Presiding Officer) shall convene a voting panel (Voting Body) to deliberate on the issue within one week of the report of the incident. The Voting Body shall, except in cases described below, be made up of every member of Club Leadership.
 - a. The officer to whom this behavior was reported may voluntarily cede their responsibility as Presiding Officer to another member of Club Leadership, provided that the Impacted Party has no objection to this course of action.
 - b. If the Impacted Party believes that due to the Offending Party's standing (formal or informal) within the organization, they may not receive fair judgement, the Impacted Party may request that members of Club Leadership shall be replaced by Members of the Impacted Party's choosing. The Presiding Officer shall accept this request unless they believe that the Members requested to serve cannot maintain impartiality in this case. The Presiding Officer shall also be empowered to replace Club Leadership with other Members themselves, for the same reasons as enumerated above.
2. The Offending Party shall be notified within 48 hours of the beginning of these proceedings, and given the opportunity to speak in their defense.
3. The Voting Body shall, within 72 hours of the Offending Party's statements, or their indication of a waiving of this right, make a determination, by a 2/3rds majority, as to whether there was a violation of the Code of Conduct.
4. If there was a violation of the Code of Conduct, the Voting Body shall work with the Impacted Party to determine an appropriate remedy. Remedies may include, but are not limited to:
 - a. Formal Apology. This may be written or verbal, and may be delivered through a intermediary party, including the Voting Body or member of Club Leadership
 - b. Restrictions on ability to participate in events associated with Jugger at UC San Diego
- i. This may include, but is not limited to, suspension of participation in national or international tournaments, certain events at practice, or interaction with new players.
- c. Suspension of member status, to be removed upon satisfaction of a particular condition or conditions
- d. Indefinite suspension of member status, to be removed upon agreement by a 2/3rds majority of Club leadership AND the Impacted Party
- i. If the Impacted Party is unable to give input, instead a 2/3rds majority of Members must agree for the Offending Party's suspension to be lifted
- e. Becoming a Persona Non Grata, forbidding the individual from any participation in events associated with Jugger at UC San Diego