



Washington Redskins Cheerleaders Alumni Association (WRCAA) Code of Conduct

The WRCAA is a Nonstock Corporation organized under the Nonstock Corporation Act of the State of Virginia. It was established exclusively as a Social Club organized and operated for the pleasure and recreation of its members within the meaning of 501(c)(7) of the Internal Revenue Code of 1986 (as amended) or the corresponding provision of any future United States Revenue future law. Founded in 1984, the WRCAA's main purpose is to lend support to local and national charities and to maintain the camaraderie of all former Washington Redskins Cheerleaders. Members of the WRCAA include former performing Washington Redskins Cheerleaders (WRC) and former WRC directors and staff.

All WRCAA members must adhere to this code of conduct. Failure to comply with these regulations may result in suspension or expulsion of membership.

Members:

- Must adhere to the following conduct standards of the WRCAA:
 - Must uphold and respect the confidence and personal information of other members.
 - Must uphold and respect the diverse communities that we serve.
 - Must maintain the highest degrees of appearance, professionalism, and conduct.

In order for members to participate in any WRCAA-related event or receive updated WRCAA information, membership dues must be current. Once a membership is current, the WRCAA Web site "Members Only" password will be given to the member.

Code of conduct violations that are grounds for suspension or expulsion of membership are:

- 1) Sharing the WRCAA Web site password with a nonmember.

- 2) Releasing the membership roster to anyone without prior approval by the Board of Directors.
- 3) Misrepresentation or misuse of the WRCAA name at anytime.
- 4) Inappropriate behavior, language or gestures while representing the WRCAA.
- 5) Insubordination toward any member of the WRCAA Board of Directors, Officers, or Event Representative.
- 6) Abuse of alcohol or drugs (prescribed or illegal) at any WRCAA-related event.
- 7) Unkempt appearance at any WRCAA-related event. Members must adhere to the dress code that is established for a particular event; e.g., black WRCAA rhinestone logo shirt, black pants or shorts, undergarments, and appropriate shoes. Hair and makeup must be appropriate for the event.
- 8) Any member who volunteers for an event and fails to notify the event representative or WRCAA officer of need to cancel.
- 9) Any member who volunteers for events and is repeatedly late.
- 10) Contacting the press (television, radio, and/or newspaper) regarding WRCAA matters without prior approval of the Board of Directors.
- 11) Contacting any member of Redskins staff or WRC staff regarding WRCAA matters without prior approval of Board of Directors.

The WRCAA Bylaws Article 3.9 Suspension and Expulsion stipulates:

3.9. Suspension and Expulsion. Any member may be suspended or expelled from membership upon affirmative vote by at least two-thirds ($\frac{2}{3}$) of all Directors if, in the discretion of the Board as indicated by such vote, such suspension or expulsion would be in the best interest of the Corporation. Nothing in these Bylaws shall be construed as granting to any member a continued membership or expectation of membership in this Corporation. Cause shall include, without limitation, to violation of the Washington Redskins Cheerleaders "Code of Conduct."