



TROOPERS

MEMBER MANUAL
2022 Version 01.03.2022

QUICK START GUIDE

⇒ *UNDERSTAND THE HIERARCHIES*

Knowing how you fit into the big picture helps everyone navigate a smooth running operation from top to bottom. There are diagrams included so you get the gist. [See pages 7-9](#)

⇒ *KEEP TRACK OF YOUR DATES*

Deadlines, fee schedules, camps, spring training information, and tour information is all in this Manual. Some of this you may get later and add it to this manual. [See pages 14-15, 35-36](#)

⇒ *LEARN THE SABER STANDARD, THE TRADITIONS OF EXCELLENCE, CODE OF CONDUCT, THE CORPS SONG, AND SOME TROOPER HISTORY*

All this will help you fit into over six decades of traditions and history. You are part of something extraordinary that so many before you have put their hearts and souls into. *This is the good stuff.* [See pages 4-11](#)

⇒ *WE WANT YOUR BEST EVERY DAY!*

We want you to have a great experience marching in the Troopers! We want you to eat well, grow, challenge yourself, have fantastic experiences and come out a better and stronger human being. We will do our part but you are expected to do your part as well! [See page 3](#)

⇒ *YOUR RESOURCES*

The Troopers want to offer you help and support if you should need it. Take advantage of the Health Team, and your Member Experience Liaison, all part of our Care Team. They can help you through it all. Your Voice card will help you in case you forget. [See pages 12-13](#)

⇒ *AUDITIONS, CONTRACTS, AND CAMPS*

There is a lot in the General Information portion of this Manual. Most of your questions can be answered here. [See pages 13-17](#)

⇒ *POLICIES MATTER*

Make sure you know the Policies so you can focus on your awesome experience!! There is a lot to read and understand here. You are responsible for knowing and abiding by all of this! [See pages 19-32](#)

⇒ *BE CAREFUL WHAT YOU POST ON SOCIAL MEDIA!*

Knowing the ins and outs of social media posts is pretty important. Definitely know the Social Media Policy before you post something. You could get the Troopers and yourself in a lot of trouble! [See page 27-28](#)

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EXPECTATIONS FOR MEMBERS

Welcome to the Troopers Drum & Bugle Corps! You are now part of one of America's oldest and most respected drum & bugle corps and a founding member and creator of Drum Corps International!

We are honored that you chose the Troopers and will endeavor to offer you the best educational experience, the best drum corps experience, and the top health, safety, and well-being experience. You are important and valued. Why? Because what you offer is unique. You bring your strengths, your life experiences, and your talents. Now, you will be expected to bring these attributes to the corps, and become enveloped into something much bigger.

The Trooper organization and its members value a mutually reciprocal relationship. Knowing what is expected of you is helpful in life, as well as in drum corps. Knowing what the Troopers value is equally as important.

As a Member, you have a responsibility not only to the Troopers, but your fellow Members, and, most importantly, yourself. Some of these responsibilities are in this manual, and others are less tangible, but still within your control. These include a positive attitude, engaging with your fellow Members in a positive and supportive way, participating in self-care opportunities when they are offered, ensuring you are eating and hydrating appropriately, going to sleep at "lights out", and taking care of your mental and physical health.

DRUM CORPS IS INHERENTLY HARD. It just is. You will have good days and bad days....easy days and trying days. There will be hot days, bus breakdowns, days you question your abilities, and days you discover strength you never knew you had. And through it all, you will be expected to bring your best, no matter what. That's tough, but we chose you because we know you have what it takes to be a part of the modern drum corps experience.

As a Trooper, you will be expected to uphold, live by, abide, and demonstrate:

- The Troopers "The Saber Standards"
- The Troopers "Traditions of Excellence"
- The Troopers motto, "Honor, Loyalty, and Dedication"
- The Troopers "Code of Conduct"
- The Troopers Policies
- The Troopers Pathways of Resolution

The **Sabers Standard** is a creed that you will be expected to live by and bring to the Troopers. The **Traditions of Excellence** are a list of values that all those who came before you built and you will maintain as well as receive. The corps **Motto** means something different to every member. The **Code of Conduct** is how you will be expected to act, the **Policies** you will observe, and the **Pathways of Resolution** will guide you.

THE SABERS STANDARD

To uphold the Troopers' motto, "Honor, Loyalty, and Dedication".

To win and lose with grace and dignity.

To know my best qualities can lie in a purpose greater than my own.

To exemplify the high standards of the Troopers.

To represent the corps with integrity and decorum.

TRADITIONS OF EXCELLENCE

INNER STRENGTH

Troopers learn that self-discipline and self-motivation are areas of personal growth that are invaluable traits. Having these two qualities allows for a lifetime of personal achievements and provides a resoluteness of will needed as a member, and more importantly, in life.

PERSEVERANCE

Troopers learn that hard work builds achievements that instill perseverance. Perseverance and persistence, as an individual as well as a group, build strengths that give members confidence in their capabilities. Striving to surpass yourself is a way of life in the Troopers.

PRIDE

Troopers promote the innate personal standards necessary to live within the fold of the corps as well as on the field. The expectation of precision leads to personal standards unique to each member. Pride as a member of the Troopers results in meaningful and healthy self-pride.

IDEALS

Troopers not only represent ideals, but they also strive to live their ideals. There are numerous principles the corps endeavors to encapsulate. The corps motto, "Honor, Loyalty, and Dedication" along with dignity and respect, are the foremost ideals.

DECORUM AND GRACE

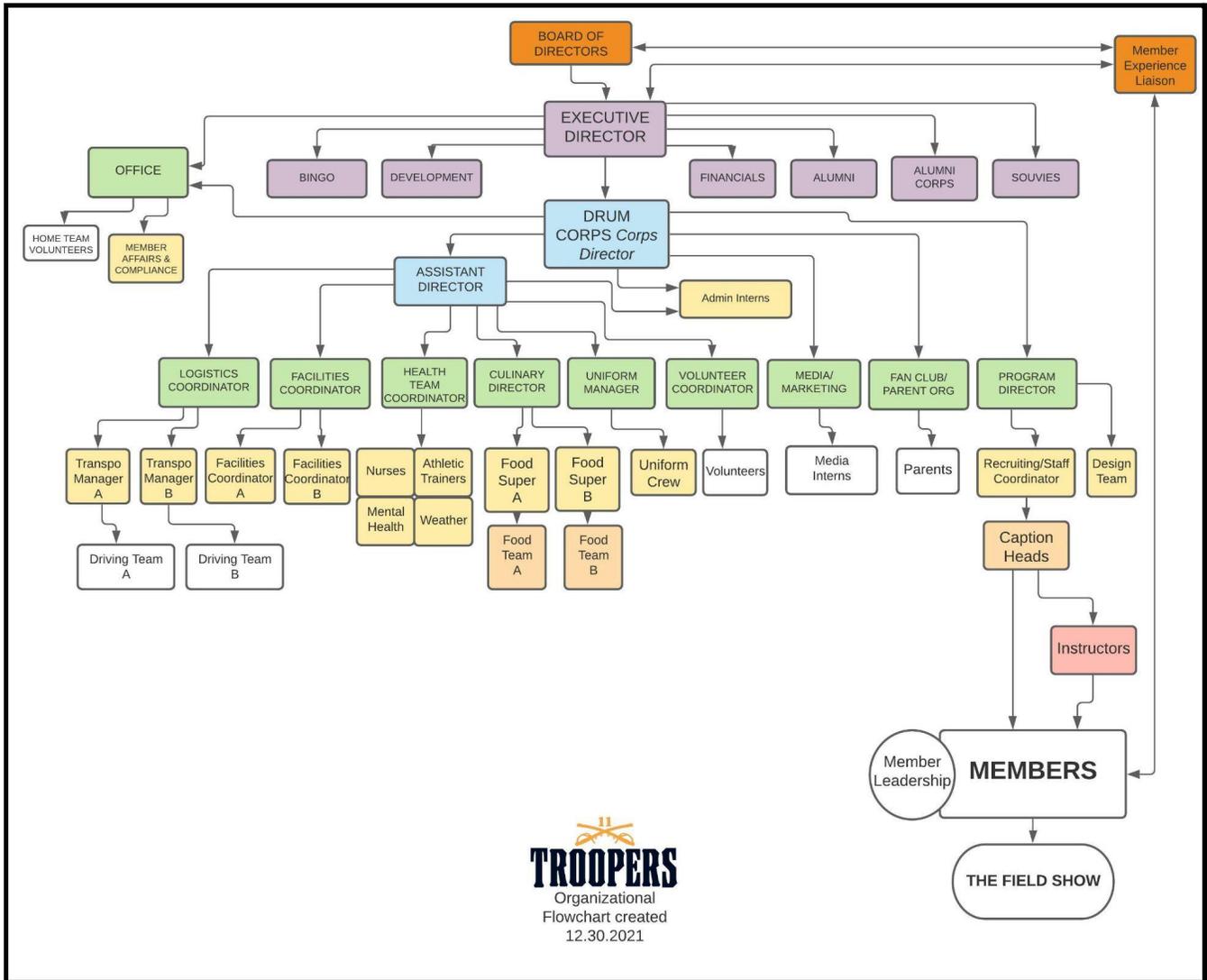
Understanding authority when learning how to take criticism, as well as give meaningful criticism, is a gift in life. By truly understanding the role of leadership, whether as a teacher or as a student, members can understand decorum. The grasp of this insight is beyond measure.

ACCEPTANCE

Inclusion promotes understanding which leads to acceptance. The Troopers have practiced this premise from the beginning. Learning and depending on one another for a common purpose gives the life-breath necessary to accomplish goals.

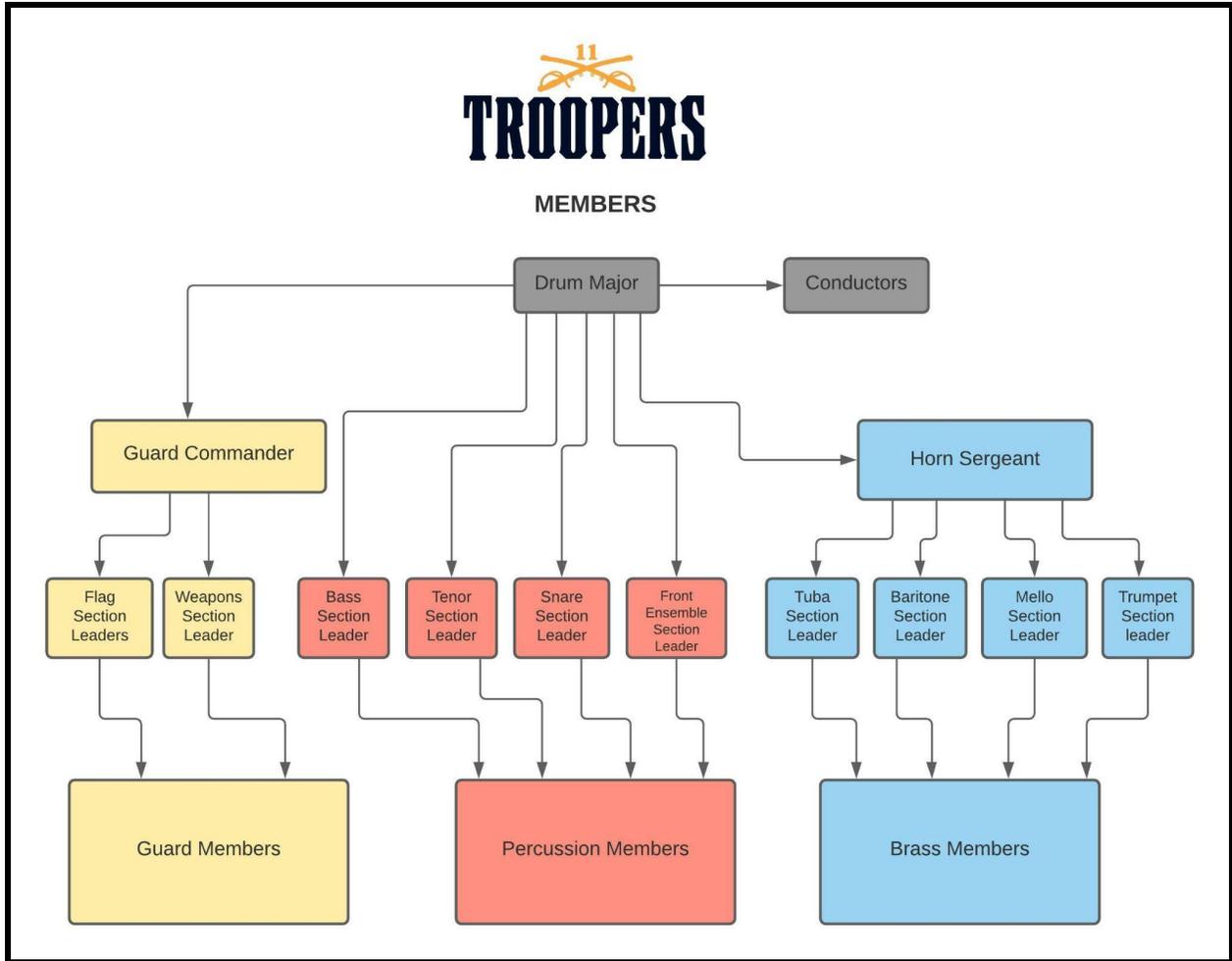
TROOPERS DRUM & BUGLE CORPS CODE OF CONDUCT

1. Members are to conduct themselves in a professional and respectable manner at all times. Appropriate and mature language, demeanor and interactions are expected.
2. Treating others with dignity and respect is the responsibility of each individual.
3. Punctuality is expected.
4. If you are in need of assistance, help, or advice, it is your responsibility to seek the confidential council of your Member Experience Liaison, Staff, Administrator or Volunteer.
5. If you have concerns about any action, behavior, or situation that you witness, have experienced or have knowledge about, it is your responsibility to speak to the Member Experience Liaison, Staff, Administrator, or Volunteer.
6. Members shall conduct themselves in a respectable manner at all times, in uniform or not, at rehearsals, outside of rehearsals, and contests, guided by the Sabers Standard, Traditions of Excellence and Code of Conduct.
7. Members are to treat all locker rooms, rest rooms, housing sites, buses, and all other property with respect. Members must leave all facilities and grounds cleaner than when the corps arrived.
8. Any misuse of Corps' equipment or any public or private property is not allowed. Any Member or prospective Member stealing, defacing, or destroying property will face consequences, up to and including immediate termination from the Corps. Such action may also subject the individuals involved to legal action by law enforcement authorities.
9. Corps' Members are to sleep in designated areas at all housing sites, and shall be in their sleeping bags at "lights out."
10. Insubordination or disrespect toward management, staff, member leaders, or any volunteer is not allowed.



ORGANIZATIONAL FLOWCHART

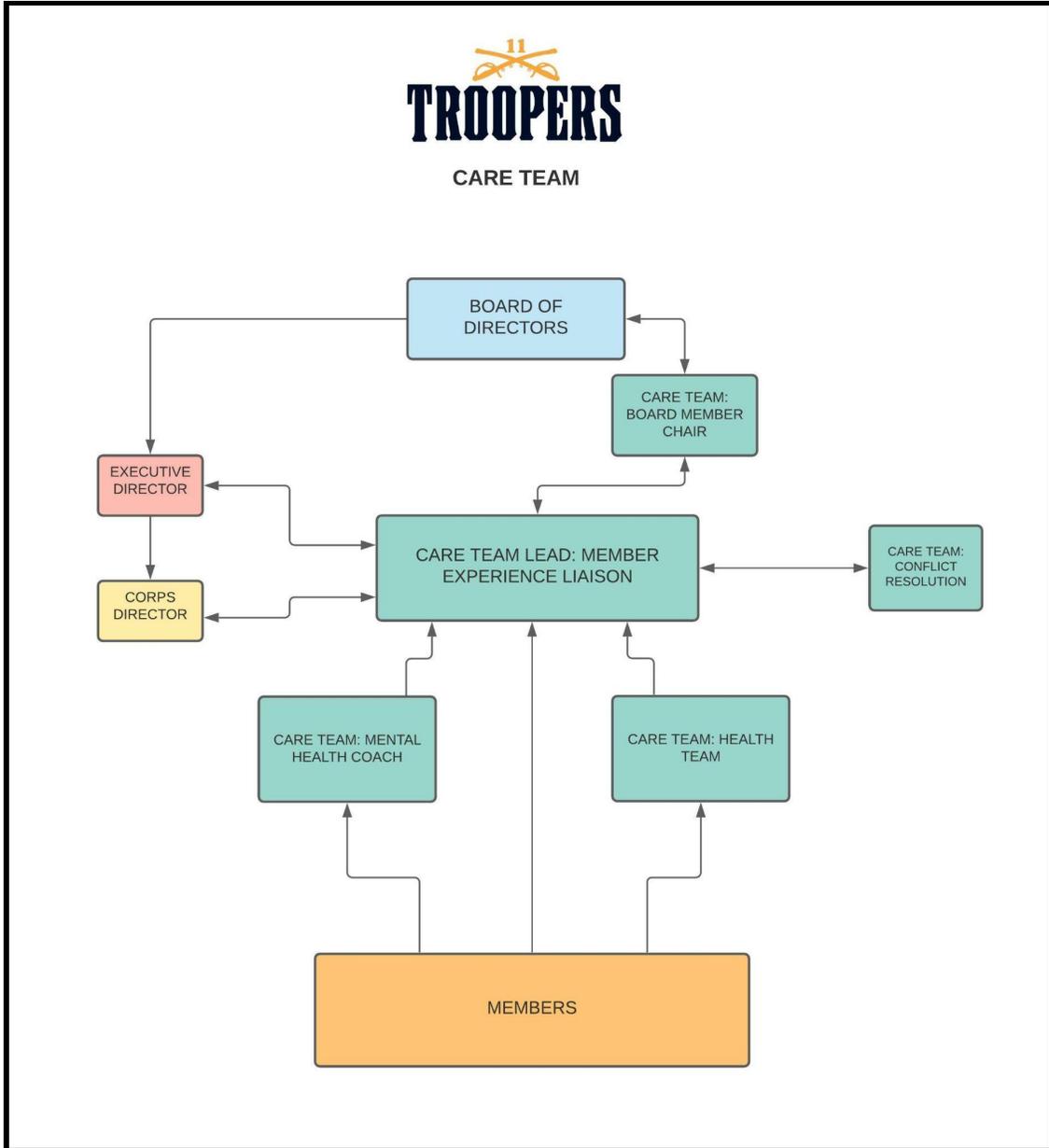
Members should refer to this Flowchart to understand the entire picture of the Troopers organization.



MEMBERSHIP PATHWAYS OF RESOLUTION

Members should pursue these Methods of Resolution for:

- Help with any kind of basic information such as scheduling, and clarifications.
- Help with understanding the ins and outs of drum corps.
- Help with understanding the Pathways of Resolution.



CARE TEAM PATHWAYS OF RESOLUTION

Members should use this method of resolution for:

- Help with personal health and well-being concerns.
- A confidential listener with the Member Experience Liaison.
- Physical and mental health concerns.
- Reporting Policy concerns with the Member Experience Liaison.
- Any questions.
- Areas of conflict you may be experiencing.

A BIT OF TROOPER HISTORY

The Troopers Drum & Bugle Corps is an activity composed of youth ages 15-21. Members audition from all over the world to take part in the Troopers known as “America’s Corps”. Founded in 1957 by Casper contractor Jim Jones, they are the only drum and bugle corps in the state of Wyoming. The Corps has been serving the youth of America for over 60 years and during that time have held eleven national championship titles. Aside from competition, the Troopers have been a popular attraction at events, including the Denver Broncos, Philadelphia Phillies, the U.S. Air Force Academy, and are the first drum corps to participate in the Pasadena Tournament of Roses Parade. In 2021, the Troopers became the first world class drum corps to perform at Graceland, the home of Elvis Presley. They represented the state of Wyoming at the 1993 and 2001 Presidential Inaugural Parades, and have performed in concert before World’s Fair attendees, NATO Defense College delegates and Presidents Johnson, Nixon, Reagan, Clinton, and George W. Bush.

Members that are accepted into the Troopers get the opportunity of a lifetime to compete all over the United States during a summer tour that lasts nearly two and a half months. Competitions take place in venues of all sizes, from high school stadiums to NFL stadiums with an estimated 400,000 plus fans in attendance throughout the annual tour.

MISSION STATEMENT

To provide a youth activity with a positive educational experience that promotes the growth and development of specific life skills consistent with the Trooper Tradition of Excellence



Troopers Corps Song. Sung to the tune “How the West Was Won.”

Promised land, where dreams are big and hearts are bold,
Land of the Troopers, we're second best to none.
Bound for fame, across the land our legend rolls,
Hell bent for victory, that's How The West Was Won.

And we dreamed of the day when we would hear our name,
As they called out the FINEST in the land.
Where the dreams of the Troopers would lead us to fame,
Spreading seeds for the future that would grow,
And grow, and grow, and grow!

Stride by stride, we march across this noble land,
Ever determined, our name will never die.
Side by side, we stand together hand in hand,
We're the Troopers, we're How The West Was Won.

We're the NATIONAL CHAMPION! It's our proudest boast,
It's an honor we worked for and we won.
Just to be a Trooper, is what means the most,
Should we rise or fall we'll still be proud,
We're proud, we're proud, we're proud!

Troopers rise, and stand up for the corps you love,
Casper Troopers, we're from the Promised Land.
Set your sights on something that is far above.
We give meaning to HOW THE WEST WAS WON!

DigeeDigeeDum! DigeeDum!

TROOPERS DRUM & BUGLE CORPS MEMBER MANUAL

You are the latest in a long line of individuals who have over decades built an unmatched reputation for discipline and honor. While these rules establish minimum standards of conduct, as a Member of the Troopers, you are expected to conduct yourself with the highest standards of personal dignity and respect towards others at all times.

The policies and rules outlined in this manual will provide helpful guidance for staff and members in order that fair and equitable treatment is assured in the event of disciplinary issues or conflicts. While it is not possible to outline every specific scenario that could arise, there are many resources available that can provide appropriate guidance toward resolution.

STRUCTURES AND RESOURCES

The Care Team

This team is created to help navigate you through any difficult days you may experience. The Care Team is a Board of Directors Committee. The Member Experience Liaison, a completely confidential resource for the Members, helps the Members navigate their physical and mental well-being using the resources of the “Care Team”. The “Your Voice” card will help steer you if you are having a hard time. The Care Team Members consists of:

- The Member Experience Liaison
- The Health Team (Athletic Trainer, Nurse, and EMT or Paramedic)
- Conflict and Resolution
- Board of Directors Committee Chairperson
- Mental Health Coach

The Troopers organization is committed to providing the best possible conditions for its Members. Part of this commitment is encouraging an open and comfortable environment in which any problem, complaint, suggestion, or question receives a timely response from Staff and/or Management. We encourage all Members to initially attempt to resolve interpersonal conflicts with each other or with Staff on their own with dignity and respect. However, we understand that this may not always be possible. If a situation occurs when you believe that a condition you are experiencing or a decision affecting you is unjust or inequitable, we encourage you to discuss it with your Member Experience Liaison. Your interaction with the Member Experience Liaison is confidential, and they will guide you through every avenue and resource available. However, it is important to know that from time to time, information gathered and statements taken may be shared with others on a need-to-know basis only. Appropriate action will be taken where warranted. You will not be penalized, formally or informally, for voicing a concern.

Your Voice Card

As a Member of the Troopers, it is important that you have a voice and that your voice is heard. To that end, you will receive a card that will fit in your wallet that details how to make suggestions, voice concerns, or file formal complaints. It also lists important contact information. Please keep this with you and use it as appropriate.

Health & Wellness Team

As a part of the Care Team, the Health & Wellness Team is a valuable tool for you. For anything medically related, do not hesitate to utilize their expertise.

GENERAL INFORMATION

The General Information and Policies stated in this Handbook are subject to applicable COVID-19 restrictions that may be in place. Due to the ever-changing nature of the COVID-19 pandemic, restrictions are likely to be dynamic and change quickly. We will endeavor to provide you with as much advance notice of changes to the rules, expectations, and policies as possible, and will do so in writing as soon as possible. We ask that you remain flexible and patient.

Membership Criteria

Each year there are 165 marching positions available. Members join the Troopers organization with a wide range of talents and abilities. Some Members, who attend the camps regularly and practice diligently throughout the winter, join without any prior experience.

Auditions for the Corps take place over several off-season, winter camps, or through virtual events and video auditions. At each event or camp, you will be auditioned by an instructor and given feedback. Attendance allows for the fairest evaluation of your progress and therefore can directly affect a contract offer. Member contracts are offered continuously from December to May.

Personal Data

The Troopers are required to keep current information regarding names and contact information for all Members. You are responsible for notifying the Troopers of any changes in your personal data. Personal mailing addresses, telephone numbers, emergency contacts, and other such status reports should be accurate and current at all times.

Attendance

Attendance is an extremely important part of becoming a Member of the Corps. We expect everyone to attend all camps and virtual functions. However, bad weather or school conflicts sometimes prevent perfect attendance. It is vital that you communicate these conflicts with your caption head with as much advance notice as possible to ensure your absence is excused.

Contracts

In order to be considered for a contract, you must:

1. Be recommended by Troopers' instructors for a position in the Corps;
2. Attend camps and online activities;
3. Pay all necessary fees;
4. Complete and turn in all necessary forms;
5. Verify your birth date;
6. Make a written commitment to pay all tuition and fees (tuition and fees do not have to be paid in full at the time a contract is offered);
7. Read and sign this Member Manual.

Termination of a contract also results in complete forfeiture of all money paid to the Corps. Members are responsible for their own transportation arrangements home.

Camps

Please consult the website for all information on camps.

Membership Fees/Tuition

It is very expensive to successfully put a world-class drum and bugle corps on the road. Instruments, guard equipment, vehicles, food, and fuel are just a few of our most expensive items. The cost of housing, touring, instruction and uniforms also add to the high cost. In fact, the amount the Corps charges Members covers only a small portion of the actual costs of touring.

Once a member has been offered a contract to participate in the season, the members must return all of the requested paperwork within 15 calendar days to the Troopers Office along with a \$400 non-refundable Participation Deposit. The only exception to the 15 day rule applies to Physicals and Birth Certificate copies as long as the Troopers Office is notified of their expected receipt.

Members are expected to follow the Payment Schedule as outlined. NOTE: This tuition schedule has been established based upon the tentative summer tour model as currently outlined.

*In the event that circumstances (such as new, unexpected COVID protocols) cause a substantive change or reduction in that tour model, the final tuition installment may be adjusted and/or reduced accordingly.

BRASS, PERCUSSION, CONDUCTORS, AND DRUM MAJORS

Monday, February 7th - **\$400** Non-refundable participation deposit due when turning in contract

Monday, March 7th - **\$1,125** Tuition Installment

Monday, April 4th - **\$1,125** Tuition Installment

Monday, May 2nd - **\$1,125** Tuition Installment

Monday, June 6th - **\$1,125** Final Tuition Installment

TOTAL: \$4,900

COLOR GUARD

Monday, May 16th - **\$800** Non-refundable participation deposit due when turning in contract

Monday, June 13th - **\$2,050** Tuition Installment

Monday, July 11th - **\$2,050** Tuition Installment

TOTAL: \$4,900

What does tuition cover? Tuition covers uniforms/costumes, busing, housing, equipment, spring training expenses, instruction, and a portion of the Troopers annual food budget. Tuition only covers about half of the corps annual budget.

Why is tuition so expensive? Tuition is more expensive this year due to it being a full season, plus the state of inflation, fuel prices, and external expenses outside of our control. However, we are doing a coast to coast tour, traveling 6,756 miles, performing in over 20 events with some pretty incredible free days being planned in major cities along our tour. All busing, food, housing, and fuel is included in this price. When you break it down, this is actually a pretty good opportunity to see the whole country at half the cost it would take to do on your own. Plus you have some of the greatest instructors in the world, and you'll be performing in some of the most spectacular venues in America. To see where we are traveling, [CLICK HERE](#).

What do the fees include?

- Summer instruction
- Housing
- Uniforms
- Equipment
- Transportation while on tour
- Food
- Various Corps insurance policies

Tuition for the 2022 season does not include:

- Laundry money
- Snacks and drinks outside of the Food Truck
- Spending money on souvenirs, etc...
- Spending money during laundry days meals
- Spending money on your days off.
- Transportation to move-in.
- Transportation home after the season is over.

Your payment schedule may look different if you sign at a later date.

Refund Policy:

Members who decide to not participate as of May 1st, 2022 will receive a full refund of all monies paid to the Troopers, less the \$400 non-refundable deposit. Payments received will be first applied to the oldest obligations based on the payment schedule, then applied to tuition before any fees.

Members who decide not to participate as of June 1st, 2022 will receive a refund of 80% of the tuition monies that would be due by the payment schedule.

*In the event that the summer schedule varies substantially from the model originally offered in this contract, the full refund timetable (less the \$400 deposit) will be extended to within 5 days of such announcement, or June 1st, whichever is later. Without such an exception taking place, no refund requests will be honored after June 1st, 2022.

Refunds will be made directly to the member for direct payments made by members/guardians. In the event the member you are sponsoring does not or cannot participate in the Troopers, any sponsorship monies will be subject to the Troopers' refund policy. It is the sole responsibility of individual members to ensure that sponsorship monies are returned to sponsors.

Sponsorships

The Troopers support a sponsorship program to help Members raise money for tuition. The Corps will provide sponsorship forms to Members who can use them to solicit donations from friends, family, local businesses, and civic groups. These donations are not tax-deductible. Sponsorships can be made at TroopersDrumCorps.org/membersponsor

Spring Training and Summer Attendance

Attendance during Spring Training and beyond is expected every day unless you are under the care of the Health Team, in which case you will be following the treatment necessary to get you back to health and back to rehearsals. Punctuality and readiness is expected.

Volunteers:

The Corps depends on volunteers to help with many of our programs, and they are vital to our success and your well-being. Volunteers can be neighbors, friends over the age of 21, and parents who are committing their time to you. They help at camps as well as on tour. The commitment they are making toward the daily operations of the corps is vital. Get to know them! Ask how their day is going. Take a moment to lend a helping hand if you have the time. We're all in this together!

Injuries and Illnesses:

Should you have any health issues, your place to go to is your Health Team at the Troopers. Here, you will be diagnosed, treated appropriately, and given a path to healing and recovery.

Medications

Beginning with Spring Training, all Members will discuss their medications with the Health Team to determine who and how administration of your medications will occur.

Medical Treatment Release

Anytime a Member's participation is restricted by a medical professional, it is necessary for them to also have a full written release before resuming activity. A medical note shall be given directly to the Health Team who will retain a copy for documentation. The Medical Team will interpret the document and communicate with relevant Staff the participation status of the student.

POLICIES

These policies are in place from your arrival at each camp through your departure from each camp. These policies then apply continuously beginning the first day of Spring Training through the completion of your season with the Troopers at Championships in Indianapolis.

Tobacco, Vaping, Alcohol, and Drugs

The possession or use of any tobacco product, including but not limited to cigarettes, e-cigarettes, vaping pens or pods, cigars, and chew, is illegal on all school grounds. Use of tobacco or e-cigarettes/vaping of any kind is absolutely prohibited on school grounds or in and around Corps' vehicles, rehearsal fields, contest sites, or any housing sites at any time.

No Member or prospective Member may use, possess, distribute or be under the influence of any drugs that are illegal under federal or state law, including the abuse or misuse of prescription medication. Use, possession, distribution or being under the influence of alcohol by Corps' Members is also not permitted at any time regardless of the Members' age. Violation of the alcohol and drug policy may result in disciplinary action, up to and including immediate termination from the Corps in the sole discretion of the Troopers. Those who violate this policy may also be subject to legal action by law enforcement authorities.

Personal property belonging to Members, including but not limited to, packages, luggage, purses, and backpacks, may be inspected upon reasonable suspicion of unauthorized possession of contraband or Troopers' property. The Troopers reserve the right to inspect all property to ensure compliance with its rules and regulations. Notice will be provided to the Member whose personal property may be searched, and the Member shall be allowed to have the Member Advocate or member of Staff of their choosing to be present.

Use of Communication Devices

Electronic communication and media may not be used in any manner that would be discriminatory, harassing, or obscene, or for any other purpose that is illegal, against Troopers Policies, Saber Standards, Traditions of Excellence, and Code of Conduct, or not in the best interest of the organization. Examples of violations of communication systems include, but are not limited to:

- Offensive or disruptive messages, including messages which contain sexual implications, racial slurs, gender-specific comments, or any other comments that offensively address someone's age, appearance, sexual orientation, gender identity, religious or political beliefs, national origin, or disability;
- Messages that disparage anyone or any entity, including but not limited to the Troopers, its Staff and Volunteers, Members, or competitors.
- Messages that include defamation, copyright or trademark infringement.

- Staff, Volunteers, and Members should be aware of unintentionally or inadvertently invading the privacy of other individuals with video, picture and audio recording devices. The use of any device capable of recording or transmitting visual images in or near showers, locker rooms, restrooms, or other areas where privacy is expected is not allowed. Violations of this policy will be subject to termination of and the involvement of the appropriate law enforcement officials if appropriate.

Concussion Protocol

The Troopers have established a protocol that follows current best practices to provide education about concussion for Members, Staff, and Volunteers. The protocol outlines our procedures in managing activity-related concussions as well as protocol for return to activity following a concussion. If a Member, Staff, or Volunteer suspects that anyone may have suffered a concussion, the Staff or Volunteer must immediately remove the individual from participation until a qualified healthcare professional has evaluated the member. It is also necessary for Staff and the Medical Team to make sure that all Members understand the symptoms of a concussion and appreciate the importance of keeping the Staff and Volunteers and Medical Team informed of anyone exhibiting or experiencing said symptoms.

Sexual Harassment

The Troopers are committed to providing an environment that is free from sexual harassment. Sexual harassment is against the law and is not allowed. When the Troopers Drum & Bugle Corps determines that an allegation of sexual harassment is credible, it will take prompt and appropriate corrective action. Sexual harassment is expressly prohibited by the Corps under any and all circumstances between and among our Members, Staff, and Volunteers, Support Staff, and Administration.

- A victim can be a man, woman, or a non-binary individual and could be a Member, Volunteer, Staff, Care Team, or any other affiliated person.
- A harasser can be a man, woman, or non-binary individual and could be a Member, Volunteer, Staff, Care Team, or any other affiliated position.

What Is Sexual Harassment?

Sexual harassment refers to behavior that is unwanted, personally offensive, or sufficiently severe or repeated so that it alters the conditions of a healthy and safe environment, or creates an abusive or undesired environment. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- The unwelcome conduct creates an intimidating, hostile, or abusive environment.
- A person engages in certain behaviors, such as conditioning benefits upon acceptance of unwelcome actions of a sexual nature.

- Submission to such conduct is made either directly or indirectly as a term or condition of participation; or
- Submission to or rejection of such conduct is used as the basis for participation decisions that affect a Member, Volunteer, or Staff; or
- Such conduct has the purpose or the effect of interfering with the Member's, Volunteer's, or Staff's routine performance or creates an intimidating, hostile, or offensive environment.

Unwelcome actions such as the following are inappropriate and, depending on the circumstances, may in and of themselves meet the definition of sexual harassment or contribute to a hostile environment:

- Sexual pranks, or repeated sexual teasing, jokes, or innuendo, in person or otherwise;
- Verbal abuse of a sexual nature;
- Touching or grabbing of a sexual nature to self or others;
- Repeatedly standing too close to or brushing up against a person without their consent;
- Repeatedly asking a person to socialize when the person has said no or has indicated they are not interested;
- Giving gifts or leaving objects that are sexually suggestive;
- Repeatedly making sexually suggestive gestures;
- Unwelcome conduct of a sexual nature that affects the Member's, Volunteer's, or Staff's environment.
- Repeated, unwelcome, and offensive sexual flirtations, advances, or propositions; or
- Continued or repeated graphic verbal commentaries about a person's body or behaviors;
- Display of sexually suggestive objects or pictures; or
- Continued or repeated suggestive sexual comments or remarks; or
- Continued or repeated insults, humor, or jokes about a person's sex or traits relating to sex; or
- Continued or repeated touching.

The Troopers Responsibilities Under This Policy

If the Troopers receives an allegation of sexual harassment, or has reason to believe sexual harassment is occurring, it will take the necessary steps to ensure that the matter is promptly investigated and addressed. If the allegation is determined to be credible, the Troopers will take immediate and effective measures to end the unwelcome behavior. The Troopers are committed to take action if it learns of possible sexual harassment, even if the individual does not wish to file a formal complaint.

The Member Experience Liaison and or the Corps Director is the main contact point for questions or concerns about sexual harassment. The Troopers have the responsibility of investigating or overseeing investigations of alleged sexual harassment and is committed to ensuring that all investigations of sexual harassment are conducted in a prompt, thorough, and impartial manner.

Other responsible Corps officials who observe, are informed of, or reasonably suspect incidents of possible sexual harassment must immediately report such incidents to the Member Experience Liaison or Corps Director, who will initiate or oversee a prompt investigation. Failure to report such incidents to the Troopers will be considered a violation of this policy and may result in disciplinary action. The Member Experience Liaison, Corps Director, and Corps Attorney will provide guidance as needed on investigating and handling the potential harassment, or the Member Experience Liaison may suggest using a third party whistleblower platform such as Direct Access or through the DCI website. The Troopers will take effective measures to ensure no further apparent or alleged harassment occurs pending completion of an investigation.

The Troopers will seek to protect the identities of the alleged victim and harasser, except as reasonably necessary (for example, to complete an investigation successfully).

Those who have been found by the Troopers to have subjected anyone affiliated with the Corps to unwelcome conduct of a sexual nature, whether such behavior meets the legal definition of sexual harassment or not, will be subject to discipline or other appropriate action, up to and including termination or dismissal from the Troopers.

Member Rights Under This Policy

Any Member who believes they have been the target of sexual harassment is encouraged to inform the Member Experience Liaison, or if more comfortable, report the unwelcome conduct as soon as possible to the Member Experience Liaison, anyone on the Care Team, Corps Director, or a Staff Member.

The Troopers endorses Members as the sole decision-maker on what is acceptable for them, and what their boundaries are as far as sexual harassment is concerned.

Staff and Member Relations

The professional relationship between Staff and the Members is central to the mission of the Corps. Non-professional relationships, including a sexual or romantic relationship, between any Staff Member and any Corps Member, or between any Volunteer and any Corps Member, are expressly prohibited. Such relationships include, but are not limited to, inappropriate physical contact, non-professional physical contact, non-professional messaging/texting, dating, and inappropriate communications.

Staff Members and Volunteers may not meet with Corps Members alone in a closed setting. Staff Members and Volunteers must have another Staff Member or Volunteer present when meeting with a Corps Member or may meet with a Corps Member individually if the entire meeting takes place within the sight of other Corps Members and Staff Members.

Member Relationships

The Troopers strongly believe that an environment where Members maintain clear boundaries between personal and “on-field” interactions is necessary for effective and safe operations. Although this policy does not prevent the development of romantic relationships between Members, it does establish boundaries as to how relationships are conducted during working hours and within the educational environment. “Working hours” means any time the Corps is in rehearsal or performing, or in the public eye.

Individuals in supervisory roles and those with authority over others are subject to more stringent requirements under this policy due to their status as role models, their access to sensitive information, and their ability to affect the individuals in subordinate positions.

The following procedures must be followed by all Members:

- During working hours and in rehearsal and performance areas, Members are expected to conduct themselves in an appropriate and professional manner that does not interfere with the education of others or with overall productivity.
- During non-working time, such as meals, breaks, and before and after rehearsal or performance periods, Members engaging in personal exchanges in non-rehearsal or performance areas should conduct themselves in such a manner as to avoid offending or putting others in an uncomfortable position, including by limiting public displays of affection.
- Members who allow personal relationships with other Members to adversely affect the work environment will be subject to the disciplinary policy, including counseling for minor problems.
- When a conflict of interest or potential risk is identified due to a Member relationship with another Member, the Troopers will work with the parties involved to consider options for resolving the problem. The initial solution may be to make sure the parties no longer work together on matters where one is able to influence the other or take action for the other. If one or both parties refuse to accept a reasonable solution, such refusal will be deemed a voluntary resignation from the Corps.
- The provisions of this policy apply regardless of the sexual orientation or gender identity of the parties involved.

Where doubts exist as to the specific meaning of the terms used above, Members should make judgments based on the overall spirit and intent of this policy, which is to ensure that all Members feel safe at all times they are with the Troopers.

Hazing

Hazing includes, but is not limited to:

1. Any action, whether direct or indirect, alone or with others, that intentionally or recklessly causes or poses a substantial risk of harm to the mental or physical health or safety of one or more persons; or
2. Subjecting any person to and/or encouraging any person to commit an act that violates human dignity or is committed for the purpose of causing shame, abuse, insult, humiliation, intimidation or disgrace; or
3. Subjecting any person to and/or encouraging any person to commit any act that falls within paragraph (1) OR (2) for the purpose of initiating, promoting, fostering or confirming any form of affiliation with any group or section of the Troopers; or
4. Willfully or recklessly destroying or removing public or private property for the purpose of harassment or initiating, promoting, fostering or confirming any form of affiliation with any group or section of the Troopers.

The Corps expressly prohibits any hazing activities under any and all circumstances and between and among Members, individuals, groups, sections, Staff members, Directors, or Volunteers. Any such activities will be disciplined in accordance with these policies, the external legal prosecution of alleged offenders, or both.

Examples of hazing include but are not limited to, forced consumption of alcohol or other substances or food, sleep deprivation, threats of harm, actual physical harm (e.g., paddling, beating, branding, laying on of hands, striking). Excessive and/or coerced physical exertion, performing any service or action under coercion or duress, forced exclusion from social contact, placing any other person in a situation of actual or simulated peril or jeopardy, undignified stunts or methods (either private or public) and/or any ordeal that is in any way violates the dignity of the victim.

The implied or express consent of participants or victims is not a defense. The time and location of any hazing activity, whether or not it occurs during any Troopers' camp, trip, activity, or show, is irrelevant. Any individuals who violate this policy will be subject to discipline or other appropriate action, up to and including termination or dismissal from the Troopers.

Bullying

Bullying is contrary to the mission goals and values of the Troopers Drum & Bugle Corps and is prohibited. "Bullying" includes but is not limited to actions, whether threatened or real, towards or against any individual or group, whether by actions, words, gestures, symbols, verbal or physical intimidation of any kind. Any individuals who violate this policy will be subject to discipline or other appropriate action, up to and including termination or dismissal from the Troopers.

Contraband

“Contraband” is defined to include but is not limited to: alcohol, illegal drugs, vaping paraphernalia, controlled substances without a prescription, knives over four inches in length, firearms, ammunition, fireworks, and incendiary devices or materials. Possession of contraband is prohibited and may lead to discipline including immediate termination from the Corps.

The Troopers reserve the right to inspect Members’, Staff Members’, and Volunteers’ living quarters and belongings if contraband is suspected or reported; this right may include random searches. The owner of the belongings, the Corps Director, and an additional Staff Member or Volunteer shall be in attendance during inspection.

Harassment

The Troopers is committed to creating and maintaining a positive and healthy atmosphere for its Members, Staff, Administration, and Volunteers. Essential to this is an environment that is free from any form or threat of harassment. Harassment is a form of discrimination, and includes any conduct that adversely affects a positive learning environment, including but not limited to actions or comments that are sexual in nature, violent or threatening violence, hazing, or demeaning, that the perpetrator knew, or reasonably should have known, would be unwelcome. Harassment leads to adverse impacts to the person(s) experiencing harassment as well as those around them, and negatively impacts the camaraderie we value.

Harassment can take many forms, but generally involves conduct, comments, or display(s) that are insulting, intimidating, humiliating, hurtful, demeaning, belittling, malicious, degrading or otherwise causing offense, injury or potential injury, discomfort, personal humiliation, or embarrassment to a person or group of persons. Any individuals who violate this policy will be subject to discipline or other appropriate action, up to and including termination or dismissal from the Troopers.

Violence

It is the Troopers’ policy that any threats, threatening language, or any other acts of aggression or violence made toward or by any Member, Staff, or Volunteer is not allowed. Members have a duty to inform the Member Advocate, Member Mentor, Staff, or Corps Director of any suspicious behavior, situations, or incidents that they observe or that they are aware of that involve any kind of violence or threat of violence. These situations include, by way of example and not limitation, threats or acts of violence, aggressive behavior, offensive acts, threatening or offensive comments or remarks, or similar behavior.

The Troopers will promptly and thoroughly investigate all reports of threats of violence or incidents of actual violence and of suspicious individuals or activities. In order to maintain safety

and the integrity of its investigation, the Troopers may suspend individuals suspected of violence or threats of violence, either with or without refund, pending investigation. Anyone found to be responsible for threats of or actual violence will be subject to prompt disciplinary action up to and including termination of their relationship with the Troopers.

Duty to Report Violations

It is the affirmative duty of all Staff, Volunteers, and Members to immediately report any violation of any Corps policy or any applicable law or rule. Reporting shall be made by any individual with knowledge of any violation and shall be made to any individual responsible for the Corps' operations, such as the Corps Director or Executive Director, or to any other individual in a position of authority, such as the Member Advocate or other member of the Care Team or Staff. Should circumstances prevent such immediate reporting, any violation shall be reported as soon as possible. Upon receiving any report, it will immediately be relayed to the Corps Director or the Executive Director then the Board of Directors. Individuals may also use the confidential reporting system through Direct Access, described below, or through DCI's whistleblower system.

Upon receiving such a report, appropriate action shall be taken to protect the health, welfare, and rights of the individuals involved, including but not limited to the reporting parties, supervisors and witnesses. The identity of the reporting party and any other individual(s) involved shall be kept confidential until the matter is reviewed by the Corps. Confidentiality shall apply and shall remain in place to the degree necessary in the sole discretion of the Corps.

Cooperation with Investigation

All individuals involved in or with knowledge of any incident requiring investigation, including the perpetrator(s), victim(s), witness(es), person(s) to whom the incident was reported, Corps Director and Board of Directors, shall fully cooperate with any investigation by the Corps, third-party investigators, and/or by appropriate law enforcement agencies or personnel.

Retaliation

Retaliation against any individual for making a report or assisting in any way with the investigation of any report shall not be tolerated. Retaliation or attempting to retaliate in any form will be subject to consequence, including but not limited to immediate suspension or termination of contracts, restriction of activity with the Corps, financial penalties, and reporting the incident to appropriate law enforcement officials. Any person dismissed for retaliation hereby waives his or her right to sue for any civil liability based on the dismissal.

Costs and Indemnity of Civil Actions

If legal action is taken against the Corps due to a violation of these policies by any person associated with the Troopers, the person who committed the violation agrees to pay all attorneys' fees and costs incurred by the Troopers in defending against such an action and to fully indemnify the Troopers for any other financial costs, damages of any kind of type awarded, as well as any other associated with defending such an action.

Disciplinary Decisions

A decision whether any person associated with the Troopers has violated these Policies will be determined by the Corps Director and Executive Director, after informing and consulting with the Executive Committee of the Board of Directors. In such an event, that person will be notified and disciplined, up to and including immediate suspension or termination of any contract, employment, or volunteer relationship, the suspension or termination of membership, and the reporting of the incident to appropriate law enforcement officials.

Should any person associated with the Troopers be found to have violated criminal law, ordinance or local rule by school administration, private citizens, or law enforcement officials, the Corps shall not be responsible for any disciplinary action, prosecution, or fines that may result.

Reporting Crimes Against a Minor to Law Enforcement

Any allegation of a crime against a minor will be reported to law enforcement officials as required by state and federal law. It is the policy of the Troopers to report allegations of any crime against any individual to appropriate law enforcement.

Social Media Policy

This policy is for Members, Volunteers, and Staff. Because online comments and postings can impact the Troopers, DCI, and/or the way Members, Volunteers, and Staff are spending their time while involved with the Troopers, the Troopers has adopted the following policies that all Members, Volunteers, and Staff must observe when participating in social networking sites and/or engaging in other forms of Internet use. These policies will be in effect from the date a Members, Volunteers, and Staff signs a contract with the Troopers through the close of the end of year banquet after the DCI World Championships. The policies fall under the umbrella of Paragraph 5 of "General Policies", "General Responsibilities", and Paragraphs 3 and 6 in the Code of Conduct which Members, Volunteers, and Staff are contractually obligated to follow.

As Members, Volunteers, and Staff of the Troopers, you are encouraged to interact and be a part of social media communities where the Troopers are present. This is a great way to build positive publicity for the Troopers as well as to fundraise. Furthermore, the Troopers respect Members, Volunteers, and Staff use of social networking and personal Internet. However, your online presence can affect the Troopers, both positively and negatively, as your words, images, posts, and comments can reflect or be attributed to the Troopers or to DCI, its parent

organization. As a Members, Volunteers, or Staff of the Troopers, you should be mindful to use social media, even on your own personal time, responsibly and respectfully to others. Please remember that any content you create, post, and publish will be around for a long time. Consider your content carefully when disclosing information, and discuss any posts first with Troopers administration if you have any questions or concerns about publishing a statement or opinion. Do not post anything you would not want published on the front page of the local newspaper; privacy settings are not an absolute protection against dissemination of social media communications. Please respect all privacy laws and make sure you comply with licensing requirements for music, images, and illustrations. If you have questions about what these laws require, please do not hesitate to contact Troopers administration.

It shall be considered a breach of acceptable conduct to post on any private or public website or other forum, including but not limited to discussion lists, newsgroups, blogs, information sharing sites, social media sites, social or business networking sites such as LinkedIn, Facebook, Instagram, TikTok, SnapChat, chat rooms, Twitter, or any other electronic or print communication format any of the following:

- Anything that may harm the goodwill or reputation of the Troopers or DCI or any disparaging information about the Troopers or DCI;
- Any disparaging, discriminatory, or harassing information concerning any employee, Member, Volunteer, or Staff of the Troopers or DCI. The Troopers' policies prohibiting harassment, hazing, and bullying apply online as well as offline;
- Any private information relating to an employee, Member, Volunteer, or Staff of the Troopers or DCI;
- Any images of items described as "contraband" in the Troopers Member Manual;
- Pictures or video of the Troopers or opinions about the Troopers, DCI, or any other member-corps relative to competitive results, special announcements, experiences, occurrences, or policies that would be perceived as being representative of the Troopers organization on any issues or preempting an announcement/statement by the official Troopers administration;
- Videos, streamed images, or audio recordings of the Troopers' production.

If you do post or comment on social media and identify yourself as affiliated with the Troopers or DCI, you must make it clear that you do not represent the Troopers or DCI in any official capacity and must include the following statement: "The postings on this site are my own and do not necessarily represent the opinion or position of the Troopers or Drum Corps International."

Please keep in mind that your personal postings will be read not only by your friends and family, but possibly by Members, Staff, Volunteers, Troopers' Management and Board, Alumni, as well as the Troopers' fans and competitors. Even if you post anonymously or under a pseudonym, your identity can be discovered easily. Please use your common sense when posting.

Non Discrimination Policy

The Troopers provide equal employment and independent contractor opportunities to all employees, independent contractors, and applicants, without regard to race, color, religion, sex, national origin, age, gender identity, sexual orientation, disability, or veteran status, in accordance with applicable federal, state and local laws. This policy applies with respect to all terms and conditions of employment or independent contractor status, including hiring, compensation, benefits, layoffs, and termination.

The Troopers seek to provide an atmosphere free of discrimination and harassment in any and all forms. To this end, the Troopers expressly prohibit any form of unlawful employee or independent contractor harassment based on race, color, religion, sex, national origin, age, gender identity, sexual orientation, disability, or veteran status. All employees and independent contractors are responsible for assuring that this workplace is free from harassment or discrimination of any kind. Improper interference with the ability of the Troopers' employees and independent contractors to perform their expected duties in a healthy and safe environment will not be tolerated.

Whistleblower Policy

Any Member may raise a concern about compliance with Troopers' policies or applicable law, as well as Member health, safety, and welfare at any time. Concerns may be voiced to the Member Advocate, any member of the Care Team, Staff, Corps Director, or the Executive Director, through whichever avenue the Member feels the most comfortable with. Members may also make a complaint via whistleblower platforms with:

DCI Whistleblower Platform: <https://www.dci.org/static/complaints-and-concerns>

Or

Troopers Whistleblower Platform

1. Call the Direct Access hotline, 866-494-3161 or log onto eniweb.com and
2. Click on "DirectAccess Login"
3. Enter PIN number 4762
4. Provide a detailed report of witnessed activity including date and location in a secure and confidential voicemail.

These whistleblower platforms will be used:

- To provide information, cause information to be provided, or otherwise assist in an investigation regarding any conduct which the reporter reasonably believes constitutes a violation of state or federal law applicable to the Troopers or the Troopers' policies and procedures, when the information or assistance is provided to, or the investigation is conducted by:
 - any state or federal regulatory or law enforcement agency;
 - any lawfully constituted investigative body; or a person with supervisory authority over the individual, or such other person working for the Troopers who has the authority to investigate, discover, or discipline misconduct.
- To file, cause to be filed, testify, participate in, or otherwise assist in a proceeding filed or about to be filed relating to an alleged violation of state or federal law applicable to the Troopers.

Reports of real or potential violations of law or violations of the policies and procedures of the Troopers shall be reported to the Executive Director, Corps Director, or Member Advocate.

Retaliation against any individual for the good-faith reporting of real or potential compliance and policy violations is cause for immediate and appropriate actions, up to and including summary dismissal from the Troopers. No Staff, Volunteer, Member, contractor, subcontractor, or agent of the Troopers shall discharge, demote, suspend, threaten, harass, or in any other manner knowingly and intentionally discriminate against any individual in the terms and conditions of their relationship with the Troopers because of any act done by the individual:

Investigations

Corps Members, Staff, and Volunteers are required to report any violations of Troopers policies and procedures, as well as potential violations of the law. If a formal complaint is made either through DCI's whistleblower system, or through DirectAccess, the following process will occur:

If complaint was made through the DCI Whistleblower Platform:

- The Troopers will receive notice of the complaint. The Troopers will be required to provide a written response and final report to DCI.
- The Troopers have no control over how or when DCI chooses to contact complainants or what information they share.

If complaint was made through the Direct Access Platform:

- The Member message is transcribed into a text document by the DirectAccess Team.
- The Member's anonymous report is provided to the Corps Director, Executive Director, Corps Attorney, and the Executive Committee of the Board of Directors.
- The Troopers will not share the results of any investigation with any other entity than DCI or law enforcement, if necessary.

Next steps:

- The Troopers will refer the complaint to an outside attorney having no affiliation with the Troopers, who will conduct as thorough an investigation as possible based on the information in the complaint. This attorney will review the allegations, interview the complainant (if they choose to identify themselves), interview those individuals mentioned in the complaint and any witnesses who may come to light as a result of the investigation, and review Troopers policies and procedures and applicable laws.
- The attorney will then generate a report with a determination of whether the allegations are substantiated, unsubstantiated, or impossible to determine.
- This report will be provided to the Troopers Executive Committee of the Board of Directors, and the Corps Attorney.
- The Corps Director, in consultation with the Corps Attorney, Executive Director, and Executive Committee of the Board of Directors will determine what, if any, actions need to be taken, including but not limited to appropriate discipline of Members, Staff or Volunteers, as well as reporting any potential crimes to the appropriate law enforcement agency. The Troopers will cooperate with any law enforcement agency that conducts an official law enforcement investigation based on such a report. If the complaint concerns the Corps Director or the Executive Director, the Board Chairperson, in consultation with the Corps Attorney and the Executive Committee, will follow this same process.
- A copy of any report will be forwarded to DCI.
- Once the report has been reviewed by the Troopers Board and/or DCI, the complainant will be contacted (if the complainant has chosen to identify themselves) and given the report's conclusion. To the extent allowed by applicable law, other parts of the report may be revealed to the complainant as appropriate.

All complaints are treated as confidential, and all those interviewed are instructed not to discuss the allegations with anyone who does not "need to know" (i.e. their own legal counsel, a spouse, a parent) or a law enforcement agency when appropriate or required.

Limitations

It is important to understand the limits of what the Troopers can and cannot do in an investigation.

- Troopers can only require current Members, employees, Staff, and Volunteers to participate in an investigation.
- While the Troopers can make their own internal decisions regarding discipline, it cannot control or make any decisions for DCI, any other corps, or any outside agency.
- Thorough investigations take time, and often solutions cannot be implemented immediately.

- If an emergency situation exists, or if someone's health, safety, and welfare is at risk, the Corps Director is empowered to make on the spot decisions. However, other solutions may take additional time to implement.
- The Troopers respect your right to make a complaint in whatever manner you are most comfortable with, anonymously, through Direct Access, through the DCI Whistleblower platform, or with your Member Advocate. However, if you want to learn the outcome of an investigation or want someone to speak with you directly, the Troopers will not be able to provide that closure without knowing who made the complaint.

PACKING LIST FOR SPRING TRAINING AND TOUR

Please Note: There is very limited space available under the buses.

General - Whole Corps

- Sunscreen-30 SPF minimum-No Spray
- ChapStick -- 15 spf (DCT recommended)
- Backpack (durable for the summer)
- A trash bag for backpack on rainy days
- Large bug spray
- Laundry bag
- Detergent Pods (5 laundry days)
- Roll of quarters (laundry)
- Sleeping bag/blanket/pillow
- Air Mattress (twin size)—NO COTS PERMITTED
- Bus bins (shoe box size for overhead shelf on bus)
- Extra dot book w/ string
- Pencils
- Sunglasses (Polarized)
- Cell Phone Charger
- 1 Gallon Blue Coleman Water Jug

Toiletries - Whole Corps

- Shampoo (& conditioner if needed)
- Soap (gel) (2-n-1 is great)
- Deodorant
- Comb/brush
- Toothbrushes/toothpaste
- Nail clippers
- Shaving supplies
- Advil/Ibuprofen
- Braces if needed (plan ahead)
- Prescriptions
- Contacts/Glasses
- 2-3 Bath Towels

For Women

- Hair spray, hair gel, and hair nets (best match for your hair color)

- 100+ bobby pins (you will use and lose them all)
- Alligator clips and 20+ hair ties
- Hair dryer and other accessories
- Small mirror
- Make up
- Uniform (Brass & Percussion)**
- Troopers Under Armour (no longer provided by our sponsors. See next page)
- 3-4 pairs of tall cotton black socks—NOT NYLON
- Compression/spandex shorts, both women & men (black. See next page for ordering)

Brass Only

- Please consult your brass manual for details on what equipment you need to bring on tour.

Percussion Only

- A couple rolls of White stick tape, practice pad, multiple pairs of sticks, and earplugs.

Clothes - Whole Corps

- Baseball hat - May need a couple
- 14-16 pairs of short, thick white socks
- 14-16 pairs of underwear
- 3-5 pairs section shorts
- 5-7 WHITE t shirts/tank tops & 5-7 other t shirts
- Flip-flops (for shower and off-time)
- 1-2 pairs athletic shoes (will need to be replaced mid-tour)—ASICS RECOMMENDED
- Light jacket (rain/wind resistant)
- Sweatpants/something warm on the bus
- 2 sets of casual clothes (laundry and free days)
- Backpack for your “Emergency Overnight Bag” (Details will follow later)

Be sure to have your ATM Card & Insurance Card

***The Troopers are NOT RESPONSIBLE for cell phones, iPads, chargers, personal jewelry, wallets. Etc....

2022 “vorAcious” TOUR

The dates and locations below are to be considered tentative until further notice. We are still waiting on COVID restrictions to ease up in some areas. All of this is subject to change.

| DATE | LOCATION | EVENT NAME |
|---------------|-------------------|--|
| ??/?? - 07/07 | TBA | Spring Training/Wyoming Performances |
| TBA | Casper, WY | Fort Caspar |
| TBA | Casper, WY | Casper Preview Show |
| Fri, Jul 8 | Camas, WA | Drums on Fire |
| Sat, Jul 9 | Renton, WA | Seattle Summer Music Games |
| Mon, Jul 11 | Tri-Cities, WA | Drums Along the Columbia |
| Tue, Jul 12 | Boise, ID | DCI Boise |
| Wed, Jul 13 | Ogden, UT | Corps Encore |
| Fri, Jul 15 | Cheyenne, WY | Drums Along the Rockies - Cheyenne Edition |
| Sat, Jul 16 | Denver, CO | Drums Along the Rockies |
| Mon, Jul 18 | Canyon, TX | West Texas Drums |
| Tue, Jul 19 | TBA - Northern TX | TBA |
| Thu, Jul 21 | Round Rock, TX | DCI Austin |
| Sat, Jul 23 | San Antonio, TX | DCI Southwestern Championship |
| Mon, Jul 25 | Mesquite, TX | DCI Mesquite |
| Wed, Jul 27 | Little Rock, AR | DCI Little Rock |
| Fri, Jul 29 | Trussville, AL | DCI Birmingham |
| Sun, Jul 31 | Winston-Salem, NC | NightBEAT |
| Mon, Aug 1 | TBA | Epic Freeday!! |
| Tue, Aug 2 | Annapolis, MD | DCI Annapolis |

| | | |
|-------------|------------------|------------------------------------|
| Wed, Aug 3 | Glassboro, NJ | DCI Glassboro |
| Sat, Aug 6 | Allentown, PA | DCI Eastern Classic |
| Sun, Aug 7 | Pittsburgh, PA | DCI Pittsburgh |
| Mon, Aug 8 | Cincinnati, OH | DCI Cincinnati |
| Thu, Aug 11 | Indianapolis, IN | DCI World Championship Prelims |
| Fri, Aug 12 | Indianapolis, IN | DCI World Championship Semi Finals |
| Sat, Aug 13 | Indianapolis, IN | DCI World Championship Finals |
| Sun, Aug 14 | Lebanon, IN | Awards Banquet |

FAQ'S

| QUESTION | ANSWER | PAGE |
|---|---|----------|
| How do auditions work? | Auditions are held virtually, with a recording, or in person. | 14 |
| How do contracts work? | A contract will be offered to you after you audition for the Troopers. Each person's situation is different depending on which audition package you choose. | 14 |
| How much does it cost? | 2022 tuition is a total of \$4,900. This does not include travel to and from the drum corps activities or winter camps. There will also be items you will need to purchase while on tour. | 14 |
| When are the camps? | Camps are held each month from December through April | |
| | | |
| What should I pack for tour? | Please consult our complete list on page 33-34 | 33-34 |
| Do I need to bring this Manual? | Yes. This Manual is as important as your equipment and your biggest resource. | |
| What is our tour schedule? | This typically is a part of the Member Manual that may be added later. Information will be on the website as well. | 35 |
| Where will we be staying? | Once housing is finalized, you will be given the info to add to this Manual and let your family know. | |
| Can I smoke or drink even if I am of legal age? | No. | 19 |
| What about my medications? | Once you arrive at Spring Training, you will go over your meds with our Health Team. | 18 |
| How does the Whistleblower Policy work? | If you need to file this report, you will use DirectAccess, or go to the DCI website. | 26-27 |
| What if I have a problem? | Any problems should be directed to the Member Experience Liaison or the Corps Director. | 8, 11-12 |
| What if I have a special diet? | No problem! See our Food Truck Manager once you arrive. | |
| | | |

