



International
Thespian
Society™

Troupe #5006 Constitution & Bylaws

Introduction: This is the standard Thespian troupe constitution for the operation of all Thespian troupes. Troupes may alter the constitution (except Article I) to best suit the needs of the troupe. The troupe director may adopt bylaws to incorporate other guidelines as appropriate.

Thespian Troupe #5006 Constitution

Article I: Name, Purpose, and Governance

Section 1. Name: This organization shall be called Troupe 5006. The troupe has been chartered by Olathe South High School. The charter affiliates it with the International Thespian Society (ITS).

Section 2. Purpose: The troupe is the honors component of the school's theatre program. Its purpose shall be the advancement of standards of excellence in theatre. More specifically, the troupe will encourage students to attain a better mastery of the theatre arts and will reward those who achieve it with induction into the troupe. Thespians achieving honor ranks and scholar distinctions shall receive recognition of their exemplary accomplishments.

Section 3. Governance: This troupe constitution and its bylaws are two components of a hierarchy of documents that govern members of the International Thespian Society and its parent organization, the Educational Theatre Association (EdTA). The documents affecting troupes, in order of authority, are: the EdTA Code of Regulations, the membership policy, the troupe handbooks, the troupe constitution, and troupe bylaws. This constitution may not be altered in any way that conflicts with a superseding document or school policies and procedures.

Article II: Organization and Officers

Section 1. Membership: Membership is achieved by complying with all induction criteria as defined in the troupe handbook. The Thespian point system is the official guideline for awarding induction points. Any changes to induction criteria, including the Thespian point system, must be adopted as a troupe bylaw.

Section 2. Officers: The Thespian troupe shall have the following officers: president, vice president, secretary, treasurer, and clerk/scribe. Duties shall be defined in the troupe's bylaws.

Section 3. Elections: The troupe shall elect officers for the next school year in the last full month of the current school term.

Article III: Meetings and Participation

Section 1. Meetings: Thespian troupe meetings shall be held monthly throughout the school year. Special meetings may be called by the troupe director, any officer, or by a quorum of Thespians.

Section 2. Quorum: A quorum shall be a majority of the troupe's active membership.

Section 3. Denial of participation: Any Thespian who causes deliberate dissension or disruption of any production or business meeting may be denied participation in troupe activities by a vote of two-thirds of the troupe's membership and the consent of the troupe director. Any member requesting reinstatement of participation rights may have them restored with the consent of the troupe director and two-thirds of the troupe's membership. In extreme cases a Thespian's status as a member in good standing of the local troupe may be suspended or withdrawn by the troupe director for just cause. Such decisions are subject to oversight by the school administration. This may affect any or all participation rights and benefits that require the troupe director's authorization, but will not affect membership and benefits that come directly from the ITS national office.

Article IV: Dues and Fees

Section 1. Dues: There shall be no mandatory dues for Thespian induction except as provided by the EdTA Board of Directors.

Section 2. Fees: Troupes may approve additional fees for local Thespian troupe participation. This requires consent of the troupe director, and a two-thirds vote of the active troupe members at a regular troupe meeting. The school and its troupe director may also assess user fees in accordance with school policy.

Article V: Bylaws

Section 1. Purpose: Bylaws provide additional guidance for the governance and operations of the troupe. No bylaw may be in conflict with the EdTA Code of Regulations, membership policy, troupe handbook, troupe constitution, or school policy or procedures.

Section 2. Adoptions and amendments: The troupe director may adopt or amend bylaws as deemed appropriate. Bylaws may also be added or amended by approval of a simple majority of the troupe's active membership and the consent of the troupe director.

Article VI: Amendments

Section 1. Exclusions: Article I may not be amended.

Section 2. Procedure: Articles other than Article I may be amended by approval of two-thirds of the troupe's active membership with the consent of the troupe director. This constitution and its amendments shall be subject to change according to any or all requirements of the International Thespian Society.

Constitution Adopted: January 8, 2025

Troupe Director: David Tate Hastings

Signature: David Tate Hastings

Troupe Officer: Aly Arenholz

Signature: Aly Arenholz

Troupe Officer: Chiron Crabb

Signature: Chiron Crabb

Troupe Officer: Noah Hastings

Signature: Noah Hastings

Troupe Officer: Emilia Huerta Torres

Signature: Emilia Huerta Torres

Troupe Officer: Reece Johnson

Signature: Reece Johnson

Troupe Officer: Camille Kamseu

Signature: Camille Kamseu

Troupe Officer: Addie Posch

Signature: Addie Posch

Troupe Officer: Zoey Starke

Signature: Zoey Starke

Troupe Officer: Alexzander Weimorts

Signature: Alex Weimorts

Thespian Troupe #5006 Bylaws

Article I: Expectations

Section 1. Be Prompt

"Early is on time, on time is late, and late is unacceptable." - Eric Jerome Dickey

- Students are expected to be in the room where it happens at all call times for rehearsals and performances. This includes attending and being on time to all rehearsals AND to all your classes at Olathe South.

Section 2. Be Prepared

"Confidence comes from being prepared." - John Wooden

- Students are expected to bring their script and a pencil to every rehearsal, and to have their lines, blocking, vocal parts, and choreography memorized by the designated due dates.

Section 3: Be Respectful

"Love the art in yourself, not yourself in the art." - Konstantin Stanislavski

- Students are expected to treat others with respect, kindness and compassion. Olathe South Theatre is about being a part of a winning team. A student's role is to help make the show better by helping others succeed.

Section 4: Follow School Rules

"It's always more difficult to recover than it is to do the right thing in the beginning." - Tony Baxter

- Students are expected to be passing all their classes and to follow all the school rules as found in the Olathe Public Schools Code of Student Conduct.

Article II: Attendance & Academics

Section 1. School Attendance: Students are expected to attend all their classes. Students who fail to attend school may lose their role in our shows (*or their role as an officer in our troupe.*) If a student misses any part of the school day, they may be "benched" or removed for all or part of the rehearsal, performance or the entire production.

Section 2. Rehearsal Attendance: Cast & Crew should plan to attend every rehearsal. Schedules vary based on when the adult in charge of the cast/crew needs the students for rehearsal. Olathe South High School rehearsal schedules are posted on the Olathe South Theatre website.

Section 3. Rehearsal Conflicts: The following conflicts are not accepted for this show: rehearsals/performances for another activity or sport, work schedules, private lessons, & driver's education classes. If a student has a conflict after turning in the Audition Agreement, they may be removed from the show at the discretion of the production staff. Conflicts will not be accepted for the week of the show.

Section 4: Dropping a Show: Dropping a show is not acceptable behavior in the theatre community. Students who drop shows, put themselves at a disadvantage in the highly competitive world of theatre.

Article III: Thespian Points

Section 1. Induction points must be earned over the course of more than one production. Students who were inducted Junior Thespians can have this section waived at the discretion of the troupe director **AND** with proof of membership in an official Junior Thespian Troupe. These students can join our troupe with one production, if they earn more than 5 points.

Section 2. Induction points will **NOT** be awarded for theatre-related work done outside Thespian Troupe #5006 productions and Thespian activities.

Section 3. Induction points may **NOT** be earned for attending productions outside Thespian Troupe #5006, unless our troupe attends the production as an official troupe activity.

Article IV: Induction

Section 1. An induction ceremony shall be held once each year.

Section 2. Each inductee must provide his or her current mailing address and email address. Individual inductees are responsible for their own induction fees. The troupe will pay for frames and stickers (stars and honor bars) to update the Thespian certificates. Students may ask the troupe director to purchase honor items on their behalf that are not included in the troupe's official system, with the approval of the principal of Olathe South. Such items will be available at the troupe director's discretion and at each student's expense.

Section 3. The troupe director determines the time, place, schedule, and format of the induction ceremony.

Section 4. Thespian inductions are produced by the Troupe Director and officiated by the Thespian officers. The current year Thespian Officers will set up the induction ceremony. The incoming officers will strike the induction ceremony.

Article V: Officers & Class Representatives

Section 1. Officers Duties: Troupe officer duties are defined below.

A. Chair: Represents the troupe. Assists all Thespian officers with their projects. Assists the Troupe Director(s). This position typically goes to a senior. Creates agenda for Thespian Officer meetings, and runs and keeps officer/troupe meetings on task. Only votes in officer meetings, if needed to break a tie.

B. Vice-Chair: Assists the chair in running meetings. Assists all Thespian officers with their projects. Assists the Troupe Director(s).

C. Marketing/Outreach/Service: Helps promote our troupe, as well as organize outreach/service projects. This officer will also assist other Thespian officers with all projects. Assists the Troupe Director(s).

D. Troupe Community Building: Helps create closer relationships within our troupe that are well-liked by the members of our troupe. Assists other Thespian officers with all projects. Assists the Troupe Director(s).

Section 2. Each grade shall have up to one elected representative. Sophomore, Junior, and Senior representatives will be elected along with the Thespian Officers. Freshman Representatives will be elected at the September Troupe meeting.

A. Class Representatives: Represents their class and assists other Thespian officers with all projects. Assists the Troupe Director(s).

Section 3. All candidates running for an officer position must be inducted members of Thespian Troupe 5006.

Section 4. Candidates must attend Olathe South High School during the year in which they wish to serve as a Thespian Officer.

Section 5. Any student that joins our Thespian Troupe in the spring is eligible to run for an officer position.

Section 6. Any officer who is not enrolled at Olathe South in August of the year they plan to serve as officer will be replaced with a current student at the discretion of the Thespian Troupe Director.

Section 7. Elections for the next school year will be conducted at the March troupe meeting.

Section 8. Voting will be done by secret written ballot.

Section 9. Three members, including one officer, may request a recall election of all or any elected officers. This request must be submitted to the troupe director in writing and state the need for such an election. A special meeting will be scheduled with the principal of Olathe South High School within two weeks of the receipt of the request for the purpose of voting on whether a recall election is necessary. Two-thirds of the membership is required to mandate a recall election. If a recall election is necessary, election of officers will follow the procedure set in Sections 3 through 8 above (*with the exception that the special election would happen at the next official troupe meeting.*)

Section 9. Officers shall be installed at the Thespian induction ceremony in May.

Article VI: Troupe Activities

Section 1. The troupe is not a secret organization. All interested faculty, students, parents, Honorary Thespians, troupe alumni, and administrators are welcome at troupe meetings.

Section 2. Monthly troupe meetings during the school year are open to all students at Olathe South for the purpose of playing theatre games and creating improvisations. Troupe officers lead these meetings and will share information about upcoming events.

Article VII: Core Values

Section 1. People Matter

- A. Every individual has the opportunity to make a difference.
- B. Take care of yourself and your colleagues.
- C. Cultivate each person's skills, strengths, and talents.
- D. Be respectful, considerate, and honest with each other.

Section 2. Strive for Excellence

- A. Define success.
- B. Be open to and embrace positive change.
- C. Look outside the wall of our troupe. Learn and document ways to do things better.
- D. Take risks - turn both successes and failures into lessons learned.

Section 3. Work Together

- A. The best ideas, performance, and results come through collaboration.
- B. Focus on the objective and challenge ideas, not people.
- C. Be kind, assertive, and supportive, even when there is disagreement.
- D. Support the final decision.

Section 4. Be the Person You Want to Work With

- A. Celebrate individuality and honor diversity.
- B. Engage fully.
- C. Bring joy and optimism to your work.

Article VIII: Code of Conduct

Section 1. Troupe 5006 provides a safe and productive experience at all sponsored events for all participants.

Section 2. Troupe 5006 does not tolerate discrimination, or any harassment or abusive conduct.

Section 3. Prohibited Conduct at troupe events includes, but is not limited to the following:

- A. Harassment based on gender or gender identity, race, color, personal appearance, national origin, religion, age, physical disability, mental disability, perceived disability, medical condition, ancestry, marital status, sexual orientation, or any other basis protected by federal or applicable state laws or local ordinances.
- B. Demeaning comments or harassment about a person's professional status or qualifications.
- C. Sexual harassment
- D. Abusive conduct (including but not limited to bullying, hazing, or harassment) that has the purpose or effect of unreasonably interfering with another person's ability to benefit from and enjoy or participate in an event, including social events related to an event and sponsored by our troupe.
- E. Undue interruption of an event.
- F. Violence or threats of violence.
- G. Use of illicit drugs or substances that have been declared illegal to possess, use or distribute without authorization under federal and/or state laws.

The above is not a complete list of what may be deemed inappropriate, abusive conduct, sexual or other unlawful harassment prohibited by law. It is impossible to define every action or word that could be interpreted as inappropriate. Our troupe has a "zero tolerance" policy toward discrimination and all forms of unlawful harassment or abusive conduct. Our troupe reserves the right to discipline event participants who engage in any inappropriate conduct, even if it is not specifically referred to in this Code of Conduct.

Article IX: Harassment Defined

Section 1. Unlawful harassment includes verbal, physical, in-person, virtual, or other conduct - whether intentional or unintentional - that creates an intimidating, offensive, or hostile environment. It can take many forms and includes, but is not limited to, the following: slurs, epithets, derogatory comments, insults, degrading or obscene words, jokes, demeaning statements, offensive gestures, or displaying derogatory or demeaning pictures, drawings, or cartoons based upon an individual's gender, race, color, personal appearance, national origin, religion, age, physical disability, mental disability, perceived disability, medical condition, ancestry, marital status, sexual orientation, or any other basis protected by federal or applicable state laws or local ordinances.

Section 2. Sexual harassing conduct in particular includes all of these prohibited actions, as well as other unwelcome conduct, such as unwanted sexual advances; lewd propositions or innuendos; leering; making sexual gestures; making sexually suggestive or graphic comments or engaging in sexually-oriented conversations; sexually suggestive objects, graphics, pictures, or posters, whether physically displayed in the event or access over the Internet; making or using derogatory comments, epithets, slurs or jokes, touching or display of one's own body; or physical touching or assault, as well as impeding or blocking movements. Sexually harassing conduct can be by a person of either the same or different gender. Conduct that begins as consensual in nature may become harassment if one party withdraws their consent. Sexual or other harassment prohibited by law is unacceptable and will not be tolerated.

Article X: Hazing Policy

Section 1. Hazing is contrary to the principles of the International Thespian Society. Hazing itself or conduct which represents hazing is against the law. Conduct which represents hazing shall under no circumstances be within the duties or obligations of a member of the International Thespian Society or the Educational Theatre Association.

Section 2. This Hazing Policy applies to all Educational Theatre Association (EdTA) and International Thespian Society members, including Thespian in troupe 5006 and other Olathe South High School students who participate in theatre activities through our school, including shows, activities, and even student-led traditions. The Educational Theatre Association views violation of this policy as an extremely grave matter. *The day-to-day responsibility of the enforcement of the hazing policy rests with the individual Thespians and their troupe and school leaders.*

Section 3. Hazing is any action, behavior or situation created by an Thespian troupe or by any member - student or adult - as part of the operations of any troupe voluntarily or involuntarily involving any member(s) or potential member(s) to produce or result in mental or physical discomfort, embarrassment, harassment or ridicule as a prerequisite to or as a requirement for membership or induction into the troupe or society, or which is otherwise prohibited by federal, state, provincial, or local institution policies, rules, regulations, statutes or ordinances, regardless of the person's willingness to participate.

Section 4. Prohibited Actions. Prohibited actions, behaviors and situations constituting hazing include, without limitation the following in any kind:

- A. Physical abuse in any form
- B. Calisthenics or other exercise
- C. Creation of fatigue, including sleep deprivation
- D. Physical or psychological shocks
- E. Kidnapping
- F. Scavenger hunts
- G. Personal servitude
- H. Verbal abuse
- I. Required uniforms or costumes
- J. Degrading, humiliating or harassing games and activities

K. "Hell Week" or any other pre-induction or intensive or condensed programming prior to, following, or in connection with a Thespian ceremony

L. The use of induction requirements such as colling signatures or interviews as a means of harassment

M. Activities as a prerequisite to or as a requirement for membership or induction in the troupe or society which exposes any inductee(s) to any type of physical danger regardless of degree

N. Activities with would disrupt public order to tend to bring the troupe or society into disrepute in the local community

O. Other activities not consistent with the principles of the International Thespian Society, or otherwise not in accordance with federal, state, provincial or local laws or ordinances.

Section 5. Penalties for Hazing. Any individual member participating in a hazing activity or who is otherwise in violation of this policy will immediately be deemed ineligible for any Thespian membership benefit, such as the ability to audition for or receive scholarships, to wear Thespian Honor items, etc.

Section 6. Penalties for Hazing. Any adult troupe leader or student troupe member witnessing or having knowledge of hazing potential hazing violations who does not report said violations to the local school administration and the EdTA Executive Director shall be in violation of this policy and shall be subject to the same penalties as those members actively involved in the hazing.

Article XI: Conflict Resolution

Section 1. In the event issues or conflicts arise between a Thespian and the troupe director that cannot be solved through communication between the two parties, the issue should be resolved by the school administration as indicated in the troupe handbook.

Bylaws Adopted: January 8, 2025

Troupe Director: David Tate Hastings

Signature: David Tate Hastings

Troupe Officer: Aly Arenholz

Signature: Aly Arenholz

Troupe Officer: Chiron Crabb

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Troupe Officer: Noah Hastings

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Troupe Officer: Camille Kamseu

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Troupe Officer: Addie Posch

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Troupe Officer: Zoev Starke

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Troupe Officer: Alexzander Weimorts

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