# EMPLOYEE EXPECTATIONS

## Officials Attire

All officials are expected to look like an official. This is a fun position for which to work, but you are a representative of not only the intramural program, but the office of Campus Recreation and ultimately Grand Valley State University. Officials will be provided with a black and white striped official jersey. You must return the jersey after each shift and are expected to come prepared with your whistle each day of work. Further, officials must wear black or dark navy blue pants/sweatpants/warm-up pants/shorts to each day of work. Each official is expected to have her/his shirt tucked in while working an intramural contest. Finally, headwear of any kind is not permitted on officials of indoor sports, however, officials of outdoor sports may wear headwear provided that it is plain in color, in good taste, and/or containing the GVSU logo. Staff job descriptions provide additional information about requirements for attire. Any staff member (supervisor, official, scorekeeper) found in violation of expectations for proper attire may be subject to consequences depicted in the *Staff Expectation Policy.*

# EMPLOYEE PARTICIPATION

Intramural employees may participate in intramural activities however, as a staff member of Campus Recreation you are expected to abide by the same policies and procedures that the rest of the participants adhere to, as outlined in the intramural rules and regulations.  You have the privilege to work and participate in Intramural Sports.  If you abuse that privilege it will be taken away from you.  IM Staff is expected to represent the program in a positive manner are viewed as a worker first, then a participant. It is expected that IM Staff be the solution to any problems, not the cause of problems. An employee abusing this privilege faces sanctions as outlined in the ***Staff Expectation Policy*** section of this manual.

Intramural supervisors are limited to no more than TWO supervisors per team roster. Intramural staff members are ineligible to serve as team captains OR game captains. In the event where an entire team is composed of intramural staff members, then any supervisors playing for that team are ineligible to serve as team or game captain. Intramural staff teams are granted one registration waiver in each division (men’s, women,s co-rec) and are accommodated on a first come-first serve basis. Intramural staff teams may have NO MORE than 2 non-staff members on the roster in order to receive a registration waiver.