



WGI Sport of the Arts

# Color Guard Division Meeting

Dr. William Frankenger



# Employment Specifics

# Employee Education and Screening

Initial and ongoing education for staff is lacking when it comes not only to policy but response protocols.

- A focus on electronic communication must be considered in these discussions.

Scholastic groups and independent groups will be required to submit Background Check Confirmation Letters (next slide) which confirms that your groups have completed background checks for all adult supervisors AND required disclosures have been completed.

Background checks which are not cleared now have response levels based on the tier of the flagged report.

# FLAGGED BACKGROUND CHECK TIER 1 & 2

## TIER 1 – GENERALLY ACCEPTABLE

*These findings typically do not pose a risk to safety or reputation and do not require escalation.*

- Minor traffic violations (e.g., speeding, expired registration, failure to signal)
- Outdated or resolved financial issues (e.g., old collections, non-criminal bankruptcies)
- Single misdemeanors unrelated to violence, harassment, or sexual conduct that occurred over 5 years ago and show no pattern of behavior
- Non-violent civil disobedience (e.g., trespassing during peaceful protests)
- Dismissed charges or arrests that did not lead to conviction and are not part of a pattern

***No action required.***

## TIER 2 – FURTHER REVIEW BY GROUP LEADERSHIP

*These findings do not automatically disqualify someone but should prompt a case-by-case evaluation. The group may choose to consult WGI's Director of Participant Protection for guidance.*

- Recent (within the past 5 years) non-violent misdemeanors
- DUI or substance-related charges, particularly if more than one exists
- Non-Sexual assault or disorderly conduct charges that did not involve a minor, were isolated, and are several years old
- Financial crimes (e.g., fraud, embezzlement)
- Any incident where the outcome was "no contest" and there is a lack of clarity around the facts
- Past infractions that raise concern about judgment or professionalism but appear isolated

***Recommended Action: Document internal review rationale and consider requiring references or additional supervision.***



This agreement confirms that all adult supervisors as listed in the Director Dashboard have been background checked by a nationally credentialed body within the last two (2) years and we have submitted any Tier 3 background checks to Dr. Will Frankenberger at [will@wgi.org](mailto:will@wgi.org) prior to extending an offer of employment or contract. Tier 3 findings include:

- ☐ Any history of sexual misconduct or harassment (regardless of plea or verdict)
- ☐ Any charges or convictions involving minors (including child endangerment or child pornography)
- ☐ Any history of violence or threats toward others, including domestic violence
- ☐ Any felony conviction in the last 10 years related to assault, weapons, kidnapping, or stalking
- ☐ Multiple DUIs, especially if recent
- ☐ Any placement on a sex offender registry
- ☐ Any prior restriction or revocation of teaching, coaching, or volunteer privileges for misconduct

By signing, our group certifies the following disclosures have been made to WGI's Director of Participant Protection, in writing, for any adult supervisor who:

Has been the subject of an investigation or named in any report or allegation of inappropriate conduct

- ☐ Has been terminated, not re-hired, or removed from a role due to such conduct
- ☐ Has been reprimanded, suspended, or had teaching or professional privileges revoked for such conduct
- ☐ Has a record of allegations, including investigative reports, police reports (even without arrest), or public records such as school board or administrative hearing minutes



# Performer Reference Checking

# Performer Reference Checking

Groups should strongly consider engaging in a “reference check” for a performer prior to extending them a contract. This should be approached in a fair and ethical process between groups without an intent to “blackball” performers.

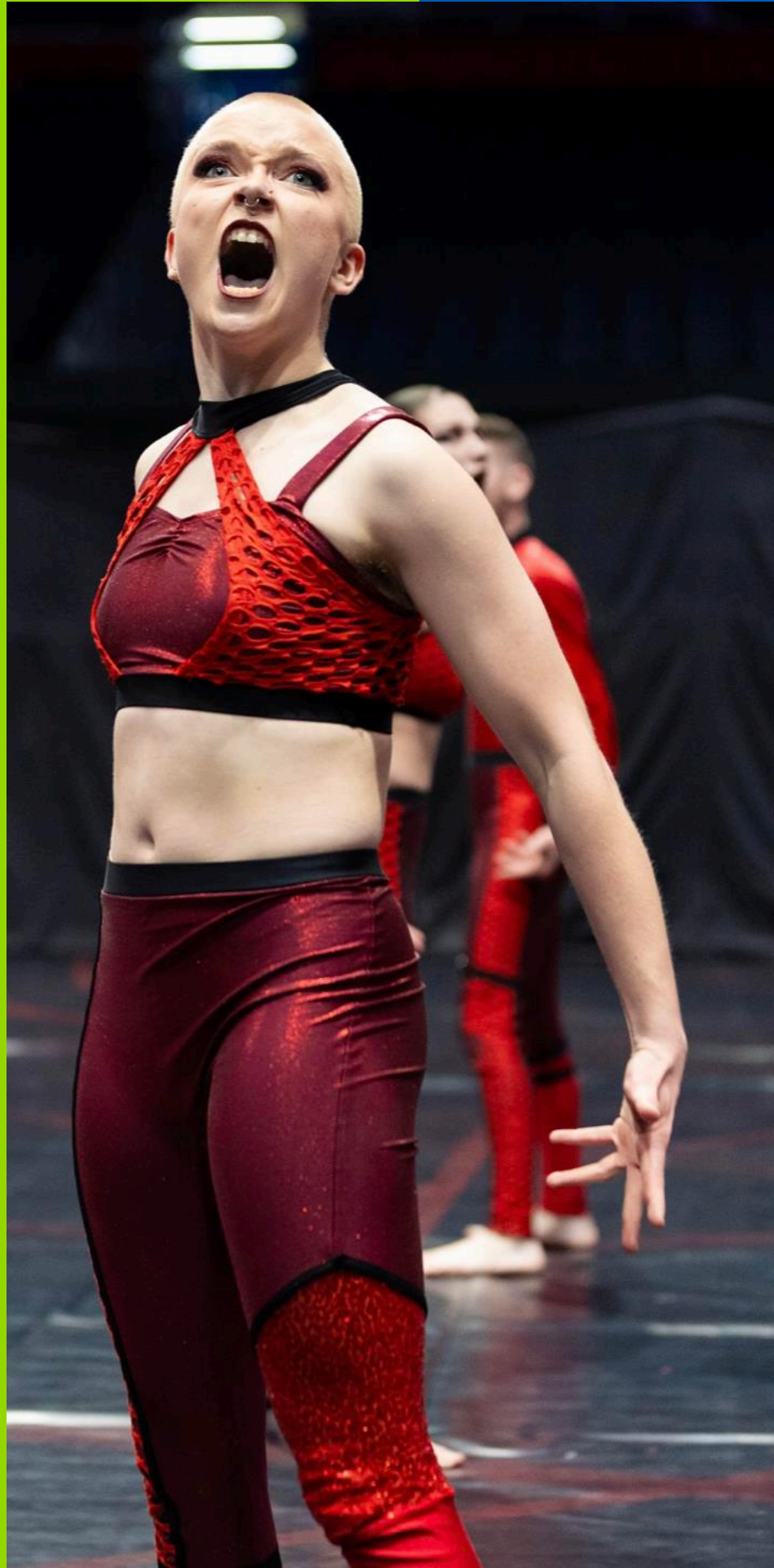


**Ask performers for marching history.**

**Contact the staff/director and inquire.**

- Would the performer be cast again if they were to audition?
- Did the performer leave in good financial standing?
- Would you have any reservations recommending this performer for our ensemble?





# Independent Group Boards



# Independent Group BoDs

## Barrier

This protection barrier is there for issues between senior staff when support is needed. The BoD should be in tune to what is happening in the ensemble but also able to ensure they balance the needs of the ensemble when issues may arise to hear them and address them swiftly and equitably.

## Boss


**The BoD serves as “the boss” of the senior staff and often the design team. If the BoD is unable to provide feedback to senior staff and designers, including termination if needed, there is a lack of authority from the Board level to senior staff and designers – that is a red flag.**

# WGI Studio


Participant Protection Practices: Setting the Standard

COURSE LIVE AUGUST 1, 2025

REQUIRED FOR ALL ADULT SUPERVISORS FOR YOUR GROUP.

 Home Events Plan

Search Topics Log In



# WGI STUDIO

SPORT OF THE ARTS®

Resources & Help

Code of Conduct

Best Practices

Seek Help & Guidance

# Simple New User Set Up

UPON FIRST LOG IN, INDIVIDUALS WILL CREATE THEIR OWN ACCOUNTS INCLUDING;

- NAME
- EMAIL
- ROLE
- DIVISION
- GROUP – THE INDIVIDUAL CAN SELECT MULTIPLE

THIS IS VERY IMPORTANT TO MAKE SURE THAT AN INDIVIDUAL SHOWS UP ON A STAFF LIST IN THE REPORTING SYSTEM.

GROUP DIRECTORS WILL HAVE ACCESS TO SEE COMPLETION OF THE COURSE.

## New User Registration

First Name

RuPaul

Last Name

Charles

Email

dragqueenno1@yasqueen.com

Password

Confirm Password

Which role(s) best describe you?

Group Director-Color Guard ✕

Which division do you teach in?

Color Guard

Color guard groups

Lyra Winterguard ✕

Tampa Independent Open ✕

Submit





Other Topics

# Other Topics...

Within the CG Division, we experienced many situations of inappropriate communication between male performers to other male performers (in groups and not in groups) that sometimes also included staff members that often led to interpersonal conflicts or member removals.

Changing on buses – when you have minors and legal adults changing next to each other it can be problematic so either move to shifting or change in private locations like locker rooms or bathrooms

# QUESTIONS?

Feel free to find me while here to meet or send me an email at [will@wgi.org](mailto:will@wgi.org) or text me at (773) 946-1814.