



First and foremost, welcome aboard the Arizona Ghostbusters! We are excited to have you as part of the team.

To ensure this group conducts itself in a professional and appropriate manner at all times in public and among fellow members, a few guidelines must be in place.

Mission Statement

The Arizona Ghostbusters are a costuming 501c3 non-profit organization bound together by their mutual love of the Ghostbusters™ license in all its forms for two purposes:

1. To raise awareness and or funds for charitable causes.
2. To bring an interactive and fun experience to ALL fans regardless of race, religion, creed, gender, sexual orientation, or age wherever we are needed.

Membership

The Arizona Ghostbusters do not discriminate based on race, religion, creed, gender, sexual orientation, or disability. Members must be at least 18 years of age. It is not required to own a complete or partial “Ghostbusters” costume before joining. Members who do not possess a complete costume at the time of applying will be advised and encouraged by current members in constructing their own costume. These members are invited to be helpers at events until their costumes are ready.



All new members and helpers of the Arizona Ghostbusters must complete a background check before being permitted to join.

Background checks are completed by the AccurateNow service. We will only need the applicant's name and email address to register them for a background check. The service will email a link to follow to enter the personal information required to complete the check. The background check fee is \$25.00 that will be the responsibility of the potential member. Background checks are generally completed within 48 hours of application submission.

The background check will search for the following items:

- Sex Crimes and/or Sex Offender Registry Entry
- Embezzlement and/or Theft
- Violent Crimes
- Crimes Against and/or Involving Children
- Felony Drug offenses

Upon completion of the background check, a copy of the report will be provided to the potential member and also kept in our records for one year. ANY negative results on a background check will result in membership rejection. An applicant has the right to dispute inaccurate information on the background check. The information will need to be reported to the AccurateNow service for investigation. Until a positive report is received, membership will be pending. New members will not be invited to participate in events until completion of the background check.

All current team members will also be required to complete a background check each year of membership from their start date to ensure continual compliance with our standards. Members will not be allowed to participate in events until the yearly check is completed. If the background check is not completed within 60 days of the yearly due date, membership will be terminated. Any undisclosed criminal history that occurred during the year may result in a default discharge upon presentation of incontrovertible proof of conviction.



An Arizona State Fingerprint Clearance Card may be accepted in lieu of a background check and will be validated with public records each year. Fingerprint clearance cards are available through the Arizona Department of Public Safety for a fee of \$67.00 and is valid for 6 years. The card is suspended following any arrests or other illegal activity.

Costumed members are asked to participate in at least **Four** events per year to be considered active. Members who serve in military branches are exempt from activity level requirements if their service renders them unable to meet these requirements.

Members will have a yearly \$50.00 fee that will cover their annual background check and assist the group with covering administrative costs.

Helpers

Helpers may include members who do not currently possess a costume, non-costumers, family, and friends who wish to support the costumed “Ghostbusters” at certain events. Helpers are expected to follow the same Code of Conduct as members and are required to apply undergoing the same requirements as full members. Team member acquaintances that are not required to be at an event and prove to be a distraction or loitering will be asked to leave. Helpers under the age of 18 must be accompanied by a parent or family member.

Team Captains

The Arizona Ghostbusters have a minimum, but not limited to, two captains. Both positions are reserved for our founding members: Matt Haynes and Jeff Lewis. Additional regional captains (i.e. Tucson, Yuma, Prescott) may be chosen to assist with leading or managing the operations of events. While advice or opinions are regularly sought after; all decisions made by the team captains are final and should be respected by other team members.



Fundraising

Money raised by the Arizona Ghostbusters will be used to benefit charitable organizations; however, funds raised may also be used for “administrative” purposes.

Items considered to be “administrative” are as follows but not limited to:

- Website Costs
- Raffle Items (to be given out during an event)
- Business Cards (to be given out during an event)
- Fliers (to be given out during an event)
- Buttons (to be given out during an event)
- Promotional Items (i.e. banners or stickers to be used during an event)
- Interactive Items (i.e. slime or sensory items to be used during an event)

Financial records will be made available at the request of any organization as it relates to funds raised at an event.

Code of Conduct

The Arizona Ghostbusters recognizes that its costumes represent characters from the Ghostbusters™ license and as such, it is the responsibility of each team member to act in a professional, polite, and friendly manner.

Members are prohibited from belittling any fellow Ghostbuster, costume group, or any other individual. Any action seen as “harassment” will not be tolerated and could lead to actions such as suspension or termination of membership.

Actions to be considered as “harassment” are as follows but not limited to:

- Foul Language
- Obscene Gestures
- Lewd Mannerisms
- Insults
- Threats



Any member who has a grievance with another member is encouraged to discuss it privately with a Captain, so a resolution can be reached.

All members in costume shall not be under the influence of alcohol or any illegal substances or consume any while at an event.

The guidelines outlined also apply to member conduct on the various social media sites. Members that make any inappropriate comments and threats on either our public sites or private Facebook group may be removed and/or blocked.

Any member who violates the Code of Conduct may be subject to dismissal from the group.

Events

Events are simply a title of functions in which we participate, including but not limited to charity walks, fundraisers, hospital visits, and conventions.

The type and duration of an event will determine the number of Ghostbusters and helpers required. Notification of upcoming events will be provided by email and will require a reply from interested parties as to their availability. Longer events or multiple day events will have a shift schedule set.

Any costs incurred to attend an event will be the sole responsibility of the member, such as parking, travel expenses, food, etc.

Costume Guidelines

The Arizona Ghostbusters takes pride in its authentic, unified appearance and encourages the same practice in its new members.



Uniforms include:

- Jumpsuit - We will recommend where to purchase a jumpsuit and instruct on dyeing procedures to ensure a unified appearance.
- Boots - The preferred style is black military jump boots.
- Elbows Pads & Belt - We will recommend where to buy the pistol belt (white) and elbow pads (which are white volleyball kneepads). Instructions will be provided on how to dye & customize both accessories.
- Accessories - All other accessories, including, but not limited to, traps, gloves, key fobs, radios, and leg hoses are not required. However, they are strongly encouraged because they add to the overall appearance.

Members are required to keep a well-kempt and professional appearance at events.

Proton Pack

A proton pack is a costly, labor-intensive prop and is built on a personal basis. If the new member does not currently own a proton pack, a spare pack may be provided, if available, and will be determined by event requirements.

The group encourages movie-accurate proton packs of durable construction due to the nature of events. Senior members will guide and help new members with the authenticity of packs.

Approved resources and plans will be provided.



I have hereby read and agree to all guidelines set forth in the Arizona Ghostbusters Code of Conduct.

Team Member Name Printed

Team Member Signature

Date: _____

Witnessed By:

Senior Officer Name Printed

Senior Officer Signature

Date: _____