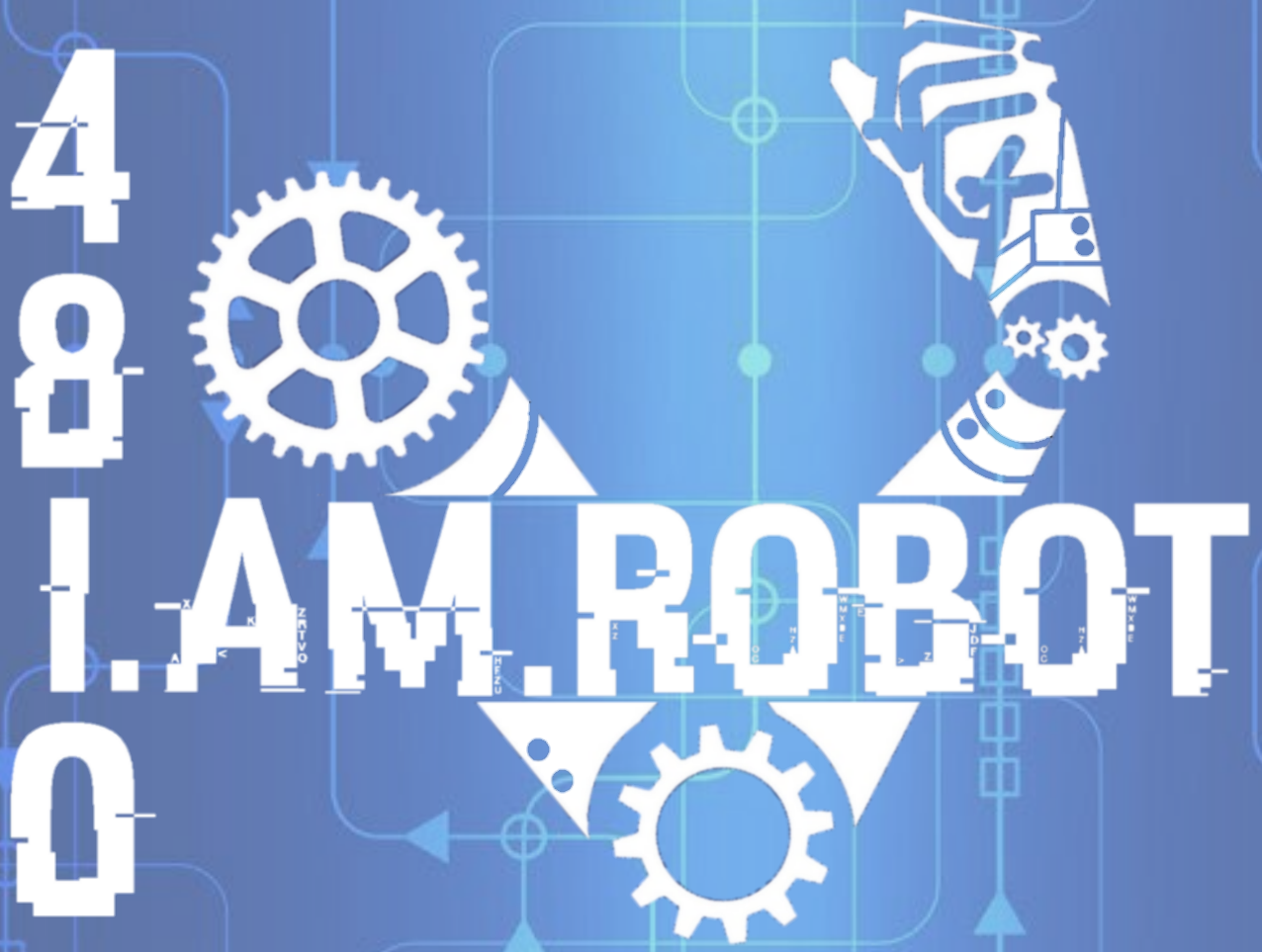
I.AM.ROBOT - FRC TEAM 4810

2026 – 2027 Team Handbook

Version 08.18.2026



WE.BUILD.FUTURES

FIRST

FIRST CANOPY

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Welcome to Team 4810

Team 4810: I.AM.Robot is a *FIRST* Robotics Competition team based out of the International Academy of Macomb in Clinton Township, Michigan. We also serve students from Dakota High School, Chippewa Valley High School, Lutheran High North, and some local middle schools. Since our founding in 2013, Team 4810 has been known for hard work, dedication, competitive growth, and ever-expanding community outreach programs. Our team of energetic, dedicated students and industry-experienced mentors is excited to continue building on that success in the 2026–2027 season.

Our Mission: WE.BUILD.FUTURES

I.AM.Robot builds futures by helping students become confident leaders, problem-solvers, teammates, engineers, builders, programmers, communicators, and community servants. Our team competes hard, learns from failure, supports each other, and uses robotics to create opportunities for students and our community.

What is *FIRST*?

FIRST — For Inspiration and Recognition of Science and Technology — is a global robotics community that prepares young people for the future through hands-on, mentor-based programs. Through *FIRST* LEGO League, *FIRST* Tech Challenge, and *FIRST* Robotics Competition, students build technical skills while also developing teamwork, communication, leadership, confidence, and resilience.

FIRST is more than robots. Students work with mentors, solve challenges, support their communities, and learn skills that can help them in school, careers, and life.

What is an FRC Team?

FIRST Robotics Competition, often called FRC, is the high school-level robotics program within *FIRST*. FRC combines the excitement of a sport with hands-on learning in engineering, programming, design, business, strategy, teamwork, and leadership. Each January, *FIRST* releases a new game challenge, and teams design, build, program, test, and improve a competition robot to play that year's game.

Team 4810 participates in the Michigan FRC district system. We typically compete in two district events each season. Based on performance, awards, and qualification points, teams may also qualify for the Michigan State Championship and the *FIRST* Championship, where teams from around the world compete and share ideas. Team 4810 is open to eligible students in grades 8–12, subject to team expectations, school requirements, parent/guardian approval, and mentor approval.

Team History

Team 4810, I.AM.Robot, was formed in December 2012 for the 2013 *FIRST* Robotics Competition season, Ultimate Ascent. The team was founded by students from the International Academy of Macomb under the leadership of founding coaches Dr. Janice Zryd and Dennis Jarzombek. In our rookie season, we had approximately 10 students and quickly established ourselves as a competitive and hard-working team.

During our first season, Team 4810 earned the Rookie All-Star Award and Highest Rookie Seed Award at the Grand Blanc District Event. We also earned the Rookie All-Star Award at the Troy District Event, where our alliance finished as event finalists. Although our robot did not compete at the Michigan State Championship that year, the team won the Michigan State Rookie All-Star Award and qualified for the *FIRST* Championship in St. Louis, Missouri.

Since then, Team 4810 has continued to grow as both a competitive robotics team and a community-focused STEM organization. In 2022, we expanded recruitment beyond the International Academy of Macomb to include students from Dakota High School and Chippewa Valley High School. We have also continued expanding access to students from Lutheran High North and some local middle schools. This has allowed us to reach more students and create more opportunities for participation in *FIRST* Robotics.

Team 4810 has earned multiple judged and competitive awards over the years, including the *FIRST* Impact Award, formerly known as the Chairman's Award, which we have won twice. In 2023, our alliance won our first district event, earning the team two blue banners in one day. Our last trip to the *FIRST* Championship was in 2017, and our most recent visit to the Michigan State Championship was in 2026.

1. Team Membership Requirements

1.1 Academics

Team 4810 expects all students to remain in good academic standing while participating in robotics. Students are expected to maintain a cumulative grade point average of 3.0 or higher and must have a C or better in every class to miss school for team events. Students must also meet any school eligibility requirements and have parent/guardian approval for team events, competitions, and school-day absences.

If a student is struggling academically, the student and parent/guardian should contact a mentor as soon as possible. Team membership is not an excuse for slipping grades, and students may be asked to temporarily step back from meetings, competitions, or team responsibilities while they focus on improving their grades. Coaches and mentors will work with the student, parent/guardian, and school as appropriate to help the student get back on track.

1.2 Fundraising / Participation Fees — Dues

Competitive robotics is an expensive program to operate. Team 4810's annual budget generally ranges from $30,000 to $40,000 and includes robot parts and materials, competition registration fees, tools, supplies, food, team apparel, outreach materials, and other team expenses.

To help offset these costs, each student is expected to participate in team fundraising efforts. For the 2026–2027 season, student dues are $250 per student. Dues may be waived if a student brings in $500 or more in new sponsorships for the season. Dues may also be waived if a parent/guardian

commits to mentoring a minimum of 6 hours per week, approximately two meetings per week, during the competition season from January through May.

No student should be discouraged from participating because of financial hardship. Families with concerns about dues should contact the lead mentor privately to discuss possible payment plans, fundraising options, sponsorship assistance, or fee waivers.

1.3 Meetings

Team 4810 is a year-round program. Meeting days may change based on team needs, school schedules, competitions, outreach events, and mentor availability. Specific meeting days will be communicated in advance through the team's communication channels.

The team's typical meeting schedule is:

- **Offseason — September through December:** 3 meetings per week.
- **Competition season — January through May:** 6 meetings per week.
- **Summer — end of school through end of August:** 2 to 3 meetings per week.

Offseason weekday meetings typically run from ***5:30–8:30 PM***, and Saturday meetings typically run from ***10:00 AM–2:00 PM***. During the competition season, weekday meetings typically run from ***5:30–9:30 PM***, and Saturday meetings typically run from ***9:00 AM–4:00 PM***.

Additional meetings may be scheduled based on team workload, competitions, outreach events, STEM camps, robot progress, or other team needs. Occasional Sunday meetings may be necessary during the competition season, but the team will be notified in advance whenever possible.

Summer attendance is encouraged but not mandatory. Project loads during the summer are generally lighter, but Team 4810 does host STEM camps and outreach activities. Camp dates are usually set in May, and each camp may require approximately 10 student volunteers.

Workshop / Training Classes
Workshop and training classes are run by mentors, coaches, and student leaders. These sessions cover safety, tools, design, build, programming, electrical, business, scouting, strategy, outreach, or other team topics. All team members must complete the required safety training before using team tools, robots, or shop equipment. Training schedules will be shared in advance so students can plan accordingly.

Project Meetings
Project meetings focus on specific team projects, outreach activities, community service, offseason robot work, or other team initiatives. These meetings may happen throughout the year and will be announced in advance whenever possible.

Business Sponsorship Meetings
Business sponsorship meetings are visits with local businesses, organizations, or potential sponsors to present Team 4810's program and request support. These meetings often happen after school and before 5:00 PM, when many businesses close. Students participating in sponsorship visits are expected to dress professionally, be prepared, and represent the team well.

1.4 Member Involvement

I.AM.Robot offers students many ways to be involved, including robot design, build, programming, electrical, strategy, scouting, business, marketing, fundraising, outreach, Impact, media, and other

team projects. Students are encouraged to explore different areas, especially during their first year, before focusing on a specific sub-team or role.

Team members are expected to attend mandatory meetings, participate in team activities, and contribute to the team's success. Students in specialized roles, such as drive team, Impact, media, grant writing, scouting, strategy, or leadership, may have additional expectations or customized schedules. These expectations will be discussed with the affected students before becoming effective.

1.5 Adult Mentor / Parent Involvement

Team 4810 could not operate without the support of mentors, parents, guardians, and adult volunteers. Adults can help in many ways, regardless of technical background or robotics experience.

Parents, guardians, and mentors can support the team by mentoring students, helping at build sessions and events, donating snacks or meals, assisting with transportation or tournament preparation, supporting fundraising, or connecting the team with potential sponsors.

Adults interested in becoming regular mentors should speak with the lead mentor and may be required to complete school, district, or *FIRST* Youth Protection screening requirements before working directly with students.

1.6 Required Forms

Each season, all team members must agree to the Code of Conduct, member eligibility requirements, and liability waiver. Required forms must be completed annually and kept on file with the team.

2. Attendance

2.1 Attendance Expectations

Team 4810 is a competitive, year-round program. Like athletics, marching band, and other team-based activities, robotics requires consistent attendance, communication, and follow-through. Students do not need to attend every meeting, but they are expected to participate regularly, contribute productively, and communicate when they cannot attend.

Attendance credit is based on productive participation. Students are expected to be present, engaged, and contributing to the team's work. A student who signs in but is not participating, or who is repeatedly distracted by non-team activities, may not receive full attendance credit for that meeting.

Students seeking leadership roles, drive team, pit crew, project lead roles, recommendation letters, or other special opportunities should expect a higher level of commitment than the minimum required for competition eligibility.

2.2 Competition Eligibility

To be eligible to attend competitions, students must attend at least **60% of the available team hours during the offseason and competition season combined**. The offseason runs from **September through December**, and the competition season runs from **January through May**.

Available hours may include regular team meetings, build sessions, training sessions, approved project meetings, offseason competitions, and other mentor-approved team activities. Students

who do not meet the 60% attendance requirement will not be eligible to attend competitions unless an exception is approved by mentors.

Approved outreach hours completed during the year will count toward attendance credit at **125%**. For example, 4 hours of approved outreach participation will count as 5 attendance hours. This recognizes the importance of Team 4810's outreach mission while still requiring students to remain actively involved with the team.

Mentor-approved work completed outside of normal meeting times may also count toward attendance or participation expectations when approved in advance.

2.3 Summer Participation

Summer participation is encouraged but not mandatory. Students are encouraged to attend at least **8 hours per month** during the summer when possible.

Team 4810 hosts summer STEM camps and other outreach activities, and students are expected to commit some time to supporting these events. Summer participation may include STEM camps, outreach events, training, preseason projects, fundraising support, community service, sponsor support, shop organization, or other mentor-approved team activities.

Students seeking leadership roles, drive team consideration, project lead roles, or other major responsibilities should expect to stay meaningfully involved during the summer and offseason.

2.4 Team Commitment

Team 4810 depends on students being reliable, productive, and committed to the team's success. Attendance expectations are intended to support safety, fairness, accountability, and team progress. Students who consistently fall below attendance expectations may be asked to meet with mentors to discuss their commitment and develop a plan for improvement.

Failure to improve participation may affect competition eligibility, leadership consideration, recommendation letters, drive team or pit crew consideration, project lead roles, special opportunities, or continued team membership.

Exceptions may be made for school responsibilities, illness, family obligations, work, sports, band, religious commitments, emergencies, or other mentor-approved conflicts. Students are expected to communicate absences in advance whenever possible.

2.5 Mandatory Events

Team 4810 has several mandatory events each year that all students are expected to attend:

Kickoff – Usually the first Saturday of the new year, kickoff is when FIRST releases the new season's game to the world. Students are expected to attend this so that they are ready to begin work on the new season.

Competitions – The team competes in a minimum of two District events each year. If the team qualifies, we may also attend States and Worlds. Students who are eligible and selected to attend competitions are expected to attend the full event unless excused by a mentor.

Team Meetings – Full team meetings are where students learn about upcoming events, projects, team progress, and other important team news. These meetings are critical to understanding what the team is working on. Students are expected to attend all full team meetings.

Team 4810 Attendance Requirements

Student Role / Status	Offseason & Competition Season (September – May)	Summer (June – August)
Competition Eligible Student	Must attend at least 60% of available offseason and competition season hours combined	Summer participation is encouraged but not mandatory
Outreach Participation	Approved outreach hours count toward attendance credit at 125%	Students are expected to commit some time to summer STEM camps and outreach activities
Leadership / Captain Candidate	Higher commitment expected, including strong attendance, communication, reliability, and follow-through	Meaningful summer participation expected when possible
Drive Team / Pit Crew / Critical Robot Role	Higher commitment, practices, testing, competition availability, and role-specific preparation required	Role-specific participation encouraged when needed
Recommendation Letters / Special Opportunities	Based on attendance, contribution, reliability, maturity, communication, and team impact	Meaningful participation encouraged

Note: *Attendance credit is based on* ***productive participation****. Students are expected to be present, engaged, and contributing to the team's work. Mentor-approved conflicts and make-up work may be considered.*

3. Uniforms

3.1 Shirts per Member

The team uniform consists of a team-branded T-shirt and a more formal team shirt used for special events and the final day of competitions. Members will receive their shirts before the first competition, provided that dues have been paid. Additional shirts and team items may be available for purchase.

3.2 Team Attire

Team members are required to wear the appropriate team shirt at business visits, competitions, FRC events, outreach events, and team photos. Students should be prepared to dress business casual at events unless directed otherwise by the lead mentor.

3.3 Dress Code

The school dress code applies whenever students are representing the team or wearing team apparel. Students are expected to dress professionally when representing Team 4810, especially when speaking with sponsors, judges, school officials, or community partners.

The shop dress code is casual, but safety requirements must be followed. Closed-toe shoes are required in the shop. Loose clothing, dangling jewelry, unsecured lanyards, and long hair that is not tied back are not allowed when working near tools, machinery, robots, or moving parts. These rules are in place to protect students from serious injury.

4. Competitions

4.1 Number of Competitions

The number of competitions Team 4810 attends each year depends on sponsorships, registration availability, team readiness, student interest, and mentor availability. The team generally attends a minimum of two Michigan district competitions during the regular season and two offseason competitions. If the team qualifies, we may also compete at the Michigan State Championship and the *FIRST* Championship.

4.2 Competition Selection

Competitions are selected by the mentors/coaches with input from team members. Regular-season competition dates are usually available in November or December when *FIRST* opens event registration. Students and parents/guardians are generally responsible for transportation to and from events unless the team communicates a different plan.

4.3 Competition Attendance

Competition attendance is a privilege and depends on academic eligibility, behavior, completed forms, attendance requirements, team role, and mentor approval. Eligible students selected to attend competitions are expected to attend the full event and stay until team responsibilities are complete.

We understand that competitions may conflict with school, sports, band, work, family, or personal commitments. Competition dates are usually known several months in advance so families can plan accordingly. Students must notify a mentor as soon as possible if they are unable to attend a competition or any portion of a competition.

4.4 *Typical* Michigan District Competition Schedule

Thursday — Load-In, Inspection, and Practice

Only selected team members usually need to attend Thursday evening, such as drive team, pit crew, key build members, and mentors. Pits typically open around 5:00 PM and close around 9:00 PM. The team sets up the pit, completes robot inspection, makes necessary repairs or adjustments, and may run practice matches if available.

Friday — Qualification Matches

Pits usually open around 7:00 AM. The team will identify a meeting location before entering the event. Pit crew members report to the pits, while other students may help reserve team seating, scout matches, support strategy, assist with media, or cheer from the stands. Events typically run until approximately 6:00 PM, and pits usually remain open for about one hour after the last match. Students assigned to pit or robot responsibilities may be required to stay until the pits close.

Saturday — Qualification Matches, Playoffs, Awards, and Clean-Up

Pits usually open around 7:00 AM. The team will meet in the designated area before the event begins. Qualification matches continue, followed by alliance selection, playoffs, awards, and team clean-up. All attending students are expected to stay through the full event unless excused by a mentor. Team 4810 competes for the *FIRST* Impact Award each season, and the Impact Award is the final award announced at every event, so students are expected to remain through the full awards ceremony. Regardless of team performance, students are expected to maintain a positive attitude, support other teams, demonstrate good sportsmanship, and represent Team 4810

professionally. Some students may be asked to return to the shop after the event to help unload the trailer.

5. Team Funding

Team 4810 is funded through student dues, fundraising, grants, sponsorships, and donations. Team funds are managed through Chippewa Valley Schools. Because Chippewa Valley Schools is a public school district, donations made through the district may be tax-deductible as allowed by law. Families and sponsors should consult their tax advisor for specific guidance.

5.1 Grants

Team 4810 applies for grants to help support team operations, robot expenses, outreach programs, equipment, competition costs, and student opportunities. Grant writing is an important part of the team's business operations and may involve both students and mentors.

5.2 Local Business Sponsorship

Team 4810 seeks support from local businesses and community organizations through sponsorships, product donations, services, and partnerships. Students may participate in sponsor research, business visits, presentations, thank-you letters, and sponsor recognition.

If a parent/guardian works for an organization that offers charitable donation matching, we encourage families to use that program when possible so the team can receive matching funds.

5.3 Fundraising

Team 4810 may hold fundraising events throughout the year to help cover team expenses. Examples may include bottle drives, restaurant fundraisers, bowling outings, community events, and other team-approved fundraising activities.

6. Communication

Communication is critical to keeping students, parents, guardians, and mentors informed about team activities, schedules, deadlines, and expectations. I.AM.Robot uses the following communication tools:

6.1 Slack

Slack is the team's primary communication tool. All team members and mentors are expected to join Slack, check it regularly, and keep notifications turned on so they are aware of important updates. Training will be provided to new students on how to use Slack. Parents and guardians are also encouraged to join Slack to stay informed. A private parent/guardian channel is used to communicate important information directly to families.

6.2 Email

Students and parents/guardians are asked to provide an email address in case the team has difficulty reaching them through Slack. Email may also be used for larger updates involving parents, guardians, school contacts, sponsors, or other groups.

6.3 Phone

Students and parents/guardians are asked to provide a phone number that can be used in case of emergencies or time-sensitive communication.

6.4 Phone / Device Use

Phones and personal devices may be used during robotics for appropriate team-related communication, research, photos/videos, CAD review, programming reference, scouting, and other approved team activities. Students are expected to use devices responsibly and remain productive during meetings.

If a student is repeatedly using a phone or personal device for unproductive activities, such as playing games, watching unrelated videos, excessive social media use, or other non-team-related distractions, mentors may reduce that student's attendance credit for the day to reflect the amount of time they were unproductive.

Continued misuse of phones or personal devices may result in the student being required to store their device in a secure, locked area during robotics meetings or events. Devices will be returned when the student leaves.

7. Specialized Roles on the Team

7.1 Drive Team

Each year, the drive coach and mentors will hold tryouts or evaluations for the drive team and backup drive team. Students interested in drive team must be in good academic and behavioral standing, meet team attendance expectations, communicate well, and be available for practices, robot testing, strategy discussions, and competitions.

Drive Team positions are not permanent and are selected for the current season only. A student who serves on the Drive Team must continue earning that role each season. Previous experience will be considered, but it does not guarantee future selection.

Being part of the drive team is a major commitment. Drivers, operators, human players, technicians, and backup drive team members are expected to attend frequently during the build and competition season and may have additional practice requirements. Team 4810 maintains a full competition-sized field so the drive team can practice under realistic competition conditions.

7.2 Impact Team

The Impact Team is open to students who regularly attend team meetings, outreach activities, events, and competitions. Students interested in the Impact Team may help with writing, presentations, documentation, outreach records, interviews, media, sponsor information, and judge preparation.

Impact Team positions are not permanent and are selected for the current season only. A student who serves on the Impact Team must continue earning that role each season. Previous experience will be considered, but it does not guarantee future selection.

Each season, mentors will select the students who will serve on the official Impact presentation team. Three students will present at competitions, with additional students supporting documentation, preparation, pit conversations, and judge interactions. Final selections will be made by mentors and approved by the lead mentor.

Impact Team members are expected to understand the team's history, outreach, mission, partnerships, and community impact. Attendance and reliability are especially important because the *FIRST* Impact Award is the most prestigious award in *FIRST* and requires a high level of preparation and commitment.

7.3 Team Leadership Positions

Team leadership positions require commitment, reliability, maturity, communication, and a team-first attitude. Students interested in leadership must regularly attend team meetings and events, complete assigned work, communicate respectfully with mentors and teammates, support newer students, and represent Team 4810 professionally.

Each sub-team may have up to two captains selected by the mentors before or during the season. Student leaders will work closely with mentor leads to help organize work, communicate priorities, train students, track progress, and help the team meet its goals. Students selected for leadership roles will receive guidance from mentors and are expected to lead by example.

Team leadership positions are not permanent and are selected for the current season only. A student who serves as a captain, lead, or other student leader must continue earning that role each season. Previous leadership experience will be considered, but it does not guarantee future selection. When selecting leaders for a new season, mentors will review how current and past leaders handled their responsibilities, including attendance, reliability, maturity, communication, follow-through, teamwork, and their ability to support the team ahead of personal interests.

8. Team Organization

As a team of approximately 50–60 members, Team 4810 uses sub-teams to help students focus on areas of interest while still working together toward shared team goals. Each sub-team will have at least one mentor lead and may have up to two student captains.

8.1 Sub-Teams

Team 4810 is divided into several sub-teams, including:

- **Design** — Uses CAD to design the robot based on team strategy, game requirements, and design goals developed during and after kickoff.
- **Build** — Uses the CAD/design information to manufacture, assemble, test, repair, and improve the robot's mechanisms and structure.
- **Programming** — Uses C++ and other tools to program the robot, develop autonomous routines, tune controls, support sensors, and improve robot performance.
- **Electrical** — Wires the robot, installs and maintains electrical components, supports sensors and pneumatics when used, and helps ensure the robot is safe and reliable.
- **Business** — Supports fundraising, sponsorships, marketing, social media, finance tracking, awards documentation, team communications, and administrative needs.
- **Strategy** — Develops the team's game strategy, match strategy, robot priorities, and competition planning.
- **Scouting** — Gathers and analyzes data on teams and matches during competitions to support match strategy and alliance selection.

9. Required Member Application

Each new member must complete a team member application through Google Forms. A link to the application will be provided at team meetings or through the team's communication channels. Returning members may also be asked to update their information each season.

10. Code of Conduct Requirements

Each member must read, agree to, and sign the Code of Conduct contract at the beginning of each new season. The signed contract must be completed annually and kept on file with the team.

11. Liability Waiver Requirements

Each member must agree to and sign the liability waiver at the beginning of each new season. The signed waiver must be completed annually and kept on file with the team.

Team Code of Conduct

Participation on Team 4810: I.AM.Robot is a privilege and carries responsibility. Students, mentors, parents, guardians, and volunteers are expected to represent the team, their schools, *FIRST*, and our community with professionalism, respect, and integrity.

This Code of Conduct applies to everyone participating in Team 4810 activities. These expectations are intended to help ensure a safe, respectful, productive, and professional environment for everyone involved with the team. By signing this agreement, students and parents/guardians acknowledge that they have read, understand, and agree to follow these expectations.

General Conduct

- Students, mentors, parents/guardians, and volunteers are expected to treat each other, teachers, school officials, sponsors, other teams, judges, event volunteers, and community members with respect. Disrespectful, disruptive, or unprofessional behavior may result in removal from a meeting, event, competition, or the team.
- All team members are expected to conduct themselves professionally at team meetings, competitions, outreach events, sponsor visits, online communication, and any team-affiliated social media. This includes using appropriate language, dressing appropriately for the activity, following mentor instructions, and representing Team 4810 in a positive manner.
- Students and mentors are expected to be honest and act with integrity. Mistakes happen, but team members are expected to be truthful, take responsibility, and not hide mistakes, safety issues, damaged equipment, or poor decisions.
- If a student or mentor has a concern or conflict with another team member, they should address it respectfully and as soon as possible. If they are not comfortable addressing the issue directly, they should speak with a mentor for help. Discussing the issue with uninvolved team members instead of working toward a solution is discouraged. If needed, concerns may be handled through the team's conflict resolution or grievance process.
- Stealing from another person or from the team, intentionally damaging property, or intentionally physically harming another student, mentor, or volunteer will not be tolerated and may result in immediate removal from the team.
- Students and mentors are expected to maintain a team-first attitude. Team 4810 succeeds through the work of the entire team, and everyone is expected to ask, "What can I do to help the team succeed?"

Meeting Conduct

- Students and mentors are expected to exhibit Gracious Professionalism.
- Team members are expected to arrive on time, be prepared, and participate productively during meetings, training sessions, build sessions, outreach events, and competitions.
- Team members should respect each other and follow the "one voice" rule during group discussions. Only one person should speak at a time. Everyone will have the opportunity to be heard, but side conversations, interruptions, and talking over others are not acceptable.
- Differences of opinion are expected and can help the team make better decisions. However, yelling, antagonizing others, starting heated arguments, or undermining other team

members is not acceptable. Discussions should remain civil, respectful, and focused on solving the problem.

- Phones and personal devices must be used responsibly and should not interfere with productive participation. Repeated misuse of phones or devices may result in reduced attendance credit or temporary storage in a secure location, as outlined in the team's Phone / Device Use policy.
- Meeting notes, schedules, and important updates may be shared through Slack, Google Drive, email, or other team communication tools.

Attendance

- Team 4810 is a competitive, year-round program. Like athletics, band, and other team-based activities, robotics requires consistent attendance, communication, and follow-through. Students do not need to attend every meeting, but they are expected to participate regularly, contribute productively, and communicate when they cannot attend.
- Attendance credit is based on productive participation. Students are expected to be present, engaged, and contributing to the team's work. A student who signs in but is not participating, or who is repeatedly distracted by non-team activities, may not receive full attendance credit for that meeting.
- To be eligible to attend competitions, students must attend at least **60% of the available team hours during the offseason and competition season combined**. The offseason runs from September through December, and the competition season runs from January through May.
- Approved outreach hours completed during the year will count toward attendance credit at **125%**. For example, 4 hours of approved outreach participation will count as 5 attendance hours.
- Summer participation is encouraged but not mandatory. Students are encouraged to attend at least **8 hours per month** during the summer when possible, and students are expected to commit some time to supporting summer STEM camps and outreach activities.
- Students seeking leadership roles, drive team, pit crew, project lead roles, recommendation letters, or other special opportunities should expect a higher level of commitment than the minimum required for competition eligibility.
- Students must communicate absences in advance whenever possible. Excused absences may include school responsibilities, illness, family obligations, work, sports, band, religious commitments, emergencies, or other mentor-approved conflicts. Mentor-approved work completed outside of normal meeting times may count toward attendance or participation expectations when approved in advance.
- Students who fall below attendance expectations may be asked to meet with mentors to discuss their commitment and develop a plan. Failure to improve participation may affect competition eligibility, leadership consideration, recommendation letters, special roles, or continued team membership.
- If a student is absent from school for reasons unrelated to a competition or approved team event, they should not attend an after-school robotics meeting unless cleared by a parent/guardian and mentor.

Students' Academic Obligations

- Team membership is not an excuse for slipping grades. Students are expected to stay current with schoolwork, meet the team's academic requirements, and make up any work missed due to competitions or team events.
- Parents/guardians are responsible for monitoring student grades, as the team does not have regular access to academic records. If a student is struggling academically, the student or parent/guardian should contact a mentor as soon as possible so the team can provide support where appropriate.
- Students are expected to maintain a cumulative grade point average of 3.0 or higher.
- Students must have a C or better in every class to miss school for team events.
- Exceptions must be approved by the student's teacher, parent/guardian, and mentors as appropriate.

Prohibited Conduct

The following conduct is prohibited at all Team 4810 meetings, events, competitions, travel activities, outreach events, and team-affiliated activities:

- Using, possessing, distributing, or being under the influence of alcohol, tobacco, vaping products, illegal drugs, or controlled substances without authorized medical supervision.
- Possessing weapons or dangerous items on school property, at team events, or at competitions.
- Stealing from another person, the team, a school, an event site, hotel, business, or other organization.
- Willfully damaging, defacing, or destroying property, including team equipment, shop facilities, school property, hotel rooms, vehicles, competition venues, or personal property. Students and their parents/guardians may be held financially responsible for damage caused by the student.
- Using language, gestures, images, or behavior that is profane, lewd, vulgar, threatening, discriminatory, or intentionally disrespectful.
- Bullying, harassment, intimidation, hazing, or targeting others in person, online, or through electronic communication.
- Intentionally physically harming, threatening, or attempting to harm another student, mentor, volunteer, or community member.
- Encouraging, pressuring, or assisting another person to violate the Code of Conduct.
- Violations may result in consequences up to and including removal from a meeting, event, competition, travel activity, or the team.

Bullying and Harassment Policy

- Team 4810 is committed to maintaining a safe, respectful, and professional environment for all students, mentors, parents/guardians, volunteers, and guests. Bullying, harassment, intimidation, hazing, or retaliation will not be tolerated.
- Bullying or harassment includes behavior that is intended to harm, embarrass, threaten, exclude, intimidate, or target another person. This may include written, verbal, physical, non-verbal, or electronic communication, including behavior that occurs through social media, messaging apps, email, or other online platforms.
- Any team member who experiences or witnesses bullying, harassment, intimidation, hazing, or retaliation should report it to a mentor or the lead mentor as soon as possible. Reports will be taken seriously and addressed through the team's Code of Conduct, conflict resolution process, school policies, district policies, or *FIRST* Youth Protection policies as appropriate.

Professional Boundaries / PDA Policy

- All individuals involved with Team 4810 are expected to maintain professional behavior at team meetings, competitions, outreach events, travel activities, sponsor visits, and any other team-related activity. Team activities are work-focused environments, and personal relationships should not interfere with the team's productivity, safety, or professionalism.
- Public displays of affection, also known as PDA, are not appropriate during team activities. PDA includes romantic physical contact or behavior that may distract others, make others uncomfortable, or create an unprofessional team environment. Examples may include kissing, cuddling, sitting in another person's lap, romantic touching, or other behavior that is not appropriate for a team setting.
- Students are not required to disclose personal relationships to mentors. However, students in a relationship are expected to keep the relationship from interfering with robotics. If a relationship creates disruption, conflict, favoritism concerns, discomfort for others, or interferes with team responsibilities, mentors may address the behavior and may adjust student assignments or roles as needed.
- Student and mentor relationships must always remain strictly professional and appropriate. Adult mentors are expected to follow all school, district, and *FIRST* Youth Protection requirements.
- Failure to follow this policy may result in a warning, parent/guardian contact, reassignment of team responsibilities, removal from an event, or further consequences under the Code of Conduct.

Consequences of Violations of the Code of Conduct

Violations of the Code of Conduct may result in consequences based on the seriousness of the behavior, the student's history, the impact on the team, and the judgment of mentors and team leadership. Consequences may include, but are not limited to:

- Verbal warning or written warning.
- Parent/guardian notification.
- Meeting with mentors, student, and parent/guardian.
- Loss of attendance credit for unproductive or inappropriate behavior.
- Removal from a meeting, event, outreach activity, or competition.
- Loss of eligibility for competitions, leadership roles, drive team, pit crew, recommendation letters, or special team opportunities.
- Notification to school administration when appropriate.
- Suspension from team activities.
- A student or mentor may be removed from an activity immediately for safety or conduct reasons; permanent removal from Team 4810 requires Mentor Leadership Team approval as described in the Conflict Resolution Policy.

  Serious violations, including theft, intentional damage, physical violence, harassment, threats, weapons, drugs, alcohol, or major safety violations, may result in immediate removal from an activity and may lead to permanent removal from Team 4810.

Students, parents/guardians, and mentors who wish to participate in FIRST Robotics must read and accept the Code of Conduct to ensure both a successful and enjoyable experience.

We have read and will abide by the Code of Conduct:

(Student/Mentor Name—Print)	(Student/Mentor Signature)	(Date)

(Parent/Guardian Name—Print)	(Parent/Guardian Signature)	(Date)

Student/Mentor Conflict Resolution Policy

This policy applies to conflicts that cannot be resolved directly by the individuals involved. It applies to unresolved conflicts between students, between students and mentors, and between mentors. Team 4810 expects conflicts to be handled respectfully, privately, and as early as possible.

Student / Student Conflicts

Unresolved conflicts between students should be referred to a mentor. Each student involved will have an opportunity to explain their side of the disagreement.

If a student is not satisfied with the mentor's decision, the student may appeal the decision to the Mentor Leadership Team. The Mentor Leadership Team will review the concern and make a final decision by majority vote. The mentor whose decision is being appealed will not vote on the appeal.

Student / Mentor Conflicts

Unresolved conflicts between a student and a mentor should be referred to the lead mentor. Each person involved will have an opportunity to explain their side of the disagreement.

If either person is not satisfied with the lead mentor's decision, the decision may be appealed to the Mentor Leadership Team. The Mentor Leadership Team will review the concern and make a final decision by a two-thirds vote. The lead mentor will not vote if their decision is being appealed.

Student / Lead Mentor Conflicts

Unresolved conflicts between a student and the lead mentor should be referred directly to the Mentor Leadership Team. Each person involved will have an opportunity to explain their side of the disagreement. The Mentor Leadership Team will make a final decision by majority vote, with the lead mentor excluded from the vote.

Mentor / Mentor Conflicts

Unresolved conflicts between mentors should be referred to the lead mentor. Each mentor involved will have an opportunity to explain their side of the disagreement.

If either mentor is not satisfied with the lead mentor's decision, the decision may be appealed to the Mentor Leadership Team. The Mentor Leadership Team will review the concern and make a final decision by a two-thirds vote. The lead mentor will not vote if their decision is being appealed.

Mentor / Lead Mentor Conflicts

Unresolved conflicts between a mentor and the lead mentor should be referred directly to the Mentor Leadership Team. Each person involved will have an opportunity to explain their side of the disagreement. The Mentor Leadership Team will make a final decision by majority vote.

Mentor Leadership Team

The Mentor Leadership Team includes the lead mentor and full-time mentors. A full-time mentor is generally defined as a mentor who has made a significant ongoing commitment of time, effort, and responsibility to the team.

If there is a question about whether a mentor is considered full-time, the remaining Mentor Leadership Team members will discuss and decide by majority vote.

Additional Decisions Requiring Mentor Leadership Team Approval

The following decisions require Mentor Leadership Team approval:

- Removal of a student or mentor from the team requires a two-thirds vote.
- Major changes to the team's organizational structure require a majority vote.

Students, parents/guardians, and mentors who wish to participate in FIRST Robotics must read and accept the Conflict Resolution Policy to ensure both a successful and enjoyable experience.

We have read and will abide by the Conflict Resolution Policy:

_____

(Student/Mentor Name—Print) (Student/Mentor Signature) (Date)

_____

(Parent/Guardian Name—Print) (Parent/Guardian Signature) (Date)