

USA GYMNASTICS

BYLAWS

Revised September, 2009

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ARTICLE 1

NAME AND OFFICES

- 1.01 **Name.** The name of the Corporation is United States Gymnastics Federation. The Corporation may also do business as USA Gymnastics.
- 1.02 **Registered Office and Agent.** The street address of the Corporation's registered office and the name of its registered agent shall be as stated in the Corporation's Articles of Incorporation or as may be otherwise designated or appointed by the Board of Directors according to the law.
- 1.03 **Principal Office.** The principal office of the Corporation shall be at 132 E. Washington St., Suite 700 in the City of Indianapolis, Indiana, or such other place as may be designated by the Board of Directors.
- 1.04 **Other Offices.** The Corporation may have offices at other places both within and without the state of incorporation of the Corporation as the Board of Directors may determine or as the business of the Corporation may require.

ARTICLE 2

PURPOSE

- 2.01 **Purpose and Mission.** The purposes of the Corporation will be to serve as the National Governing Body for the sports of artistic gymnastics, rhythmic gymnastics, trampoline and tumbling, and acrobatic gymnastics in the United States and to fulfill the other non-profit purposes stated in the Corporation's Articles of Incorporation as from time to time amended. The mission of the Corporation shall be as stated in the Mission Statement adopted by the Board of Directors.
- 2.02 **Requirements As National Governing Body.** As the National Governing Body for the sport of gymnastics in the United States, the Corporation agrees to comply with the requirements for recognition as the National Governing Body as identified in the Ted Stevens Olympic and Amateur Sports Act and the Constitution of the United States Olympic Committee ("the Constitution"), including, but not limited to, the requirements that the Corporation:
- (a) Submit to binding arbitration conducted in accordance with the commercial rules of the American Arbitration Association any controversy involving its recognitions as a NGB or involving the opportunity of any amateur athlete, coach, trainer, manager, administrator, or official to participate in that amateur athletic competition specified in the Constitution;
 - (b) Be governed by a board of directors or other such governing board whose members are selected without regard to race, color, religion, national origin or sex, providing for reasonable representation of both males and females on such board of directors or other such governing boards;

- (c) Demonstrate that none of its officers are also officers of any other amateur sports organization which is recognized as a NGB; and
- (d) Not have eligibility criteria relating to amateur status which are more restrictive than those of the appropriate international sports federation.

2.03 **Governance Philosophy.** *To encourage participation and the pursuit of excellence in all aspects of gymnastics.*

The USA Gymnastics Board of Directors represents and serves its athletes and members, as well as the public trust, to ensure that the organization carries out the purposes for which it was established in a legal, ethical and accountable fashion. Authority and power are vested in the Board as a whole – on behalf of the members.

In turn, individual USA Gymnastics Board members provide leadership, vision, independent thinking, the ability to rally individuals and groups in support of our mission, the wisdom to listen to members and constituents, and the foresight to approach diversity as an opportunity and not as an obstacle. We will work to fulfill our vision and mission through the ‘heart and soul’ of our organization – our members – in a family-like atmosphere.

We are committed to effective team governance and an efficiently managed organization that focuses its resources to address the needs of its growing membership. Together with our staff, our membership, and the clubs, organizations and communities that we serve, we will continue to create, support and further an ambitious agenda for the future. To achieve our strategic initiatives and our performance plan, effective governance will include a willingness to learn, an openness to new possibilities and an appreciation and respect for the achievements of the past.

The USA Gymnastics Board delegates the authority for organizational management to its Chief Executive Officer, while retaining ultimate accountability for the organization. This governance partnership is critical and serves as the key relationship in the governance structure and operations of the Corporation. We guarantee on-going communication, trust, transparency and respect to keep this partnership both viable and strong.

We will continue to explore innovative approaches to strengthen our governance structure and operations which will enhance our ability to be responsive, nimble and flexible. In addition, we will increase opportunities for those with an interest in the governance of USA Gymnastics to become actively involved with and to lead the organization into the future.

2.04 **Inurement of Benefits.** No part of the net earnings of the Corporation shall inure to the benefit of any Director of the Corporation, officer of the Corporation, or any private individual (except that reasonable compensation may be paid for services rendered to or for the Corporation affecting one or more of its purposes), and no Director or officer of the Corporation, or any private individual shall be entitled to share in the distribution of any of the corporate assets on dissolution of the Corporation. No substantial part of the activities of the Corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and the Corporation shall not participate in, or intervene in (including the publication or distribution of statements) in any political campaign on behalf of any candidate for public office.

2.05 **Prohibited Purposes.** Notwithstanding any other provision of these Bylaws, the Corporation shall not conduct or carry on any activities not permitted to be conducted or carried on by an organization exempt from taxation under Section 501(c)(3) of the Internal Revenue Code and its Regulations as they now exist or as they may hereafter be amended.

2.06 **Dissolution.** Upon dissolution of the Corporation, the assets of the Corporation shall be distributed exclusively to charitable, religious, scientific, testing for public safety, literary, or educational organizations that would then qualify under the provisions of Section 501(c)(3) of the Internal Revenue Code and its Regulations as they now exist or as they may hereafter be amended.

ARTICLE 3

MEMBERS

3.01 **Qualifications.**

Any national amateur sports organization may apply for membership in the Corporation if it:

- (a) Conducts or sponsors national amateur gymnastic competition,
- (b) Sponsors amateur athletes to compete in national or international competitions,
- (c) Otherwise demonstrate support of gymnastic programs by providing training facilities, coaches, or judges, or
- (d) Otherwise engages in gymnastics activities or activities closely allied to the sport of gymnastics.

Organizations which are purely commercial or political in character, however, are not eligible for membership.

3.02 **Application and Admission to Membership.**

- (a) **Application.** Applications for membership shall be made in writing and shall contain such information as the Board of Directors may require. All applications shall be filed with the President at least ninety (90) days prior to a regular meeting of the Board. The President will forward copies of the application to the Board of Directors. Each application shall be accompanied by an application fee as established by the Board of Directors. The Board need not consider the application of any applicant who refuses to furnish required proof of qualifications or to permit any investigation or examination that the Board considers necessary.
- (b) **Historical Members.** Any organization qualifying as an Active or Associate member of the Corporation under the terms of the Corporation's Bylaws as of

November 1, 2007, shall continue as a Member of the corporation until such time as it:

- (i) Withdraws from membership, or
 - (ii) Is removed from membership pursuant to the terms of Section 3.03 of these Bylaws.
- (c) **Vote Required.** An applicant shall be admitted to membership upon the affirmative vote of two-thirds (2/3) of the Directors.
- (d) **Denial of Application.** If an application is not granted, written notification of the reasons for the denial of application will be provided to the applicant.

3.03 **Termination of Membership.**

- (a) **Basis For Action.** The Board of Directors, by the affirmative vote of two-thirds (2/3) of the Directors, may suspend or expel a Member where:
- (i) The Member is in default in the payment of dues;
 - (ii) The Member has failed to continue to meet the requirements of membership as established from time to time by the Board of Directors; or
 - (iii) The Board of Directors determines that other cause exists to suspend or expel the Member.
- (b) **Procedures.** Requests to include on the agenda of the Board of Directors the expulsion, suspension or other discipline of a Member shall be filed by or with the President at least ninety (90) days prior to a regular meeting of the Board. The request must be in writing and must identify the basis for seeking the suspension, expulsion or other discipline of the Member. The President will promptly forward copies of the request to the Board of Directors and the affected Member. The Board of Directors shall review the request, provide an opportunity for the Member to

respond to the request for expulsion, suspension, or other discipline, and conduct such investigation as it deems appropriate.

- 3.04 **Resignation.** Any Member may resign by filing a written resignation with the President, but such resignation shall not relieve the Member so resigning of the obligation to pay any dues, assessments, or other charges accrued and unpaid through the date of resignation.
- 3.05 **Reinstatement.** A former Member who has resigned or whose membership has been terminated may submit a written request for reinstatement to the President. Requests for reinstatement will be processed in the manner described in Section 3.02.
- 3.06 **Transfer of Membership.** Membership in the Corporation is not transferable or assignable, except that, upon written application, the Board of Directors may permit transfers if it determines that the transferee is the successor to the assets and has assumed substantially all the duties, obligations and liabilities of the transferor.
- 3.07 **Honorary Members.** All national organizations or individuals who have demonstrated an extraordinary level of commitment to the sport of gymnastics may have their contribution recognized by designation as an Honorary Member. Designation as an Honorary Member may be conferred by the vote of the Board. Designation as an Honorary Member does not confer on the designee any of the rights or obligations otherwise attached to Members under the terms of these Bylaws.

ARTICLE 4

DIRECTORS

4.01 **Authority.** The business and affairs of the Corporation are the responsibility of the Board of Directors.

4.02 **Number and Selection of Directors.** The Board of Directors shall consist of twenty (20) Directors selected as follows:

- (a) **National Membership Directors** (seven [7] Directors). Two (2) Directors for each the Men's and Women's Programs and one (1) Director for each of the Rhythmic, Trampoline and Tumbling and Acrobatic Gymnastics Programs shall be elected by a vote of those individuals holding a valid professional membership in those disciplines at the time the ballot is distributed. Each eligible professional member shall be able to cast a vote for each open Director position in his or her discipline(s). Voting shall be done by mail or electronic ballot prepared and distributed by the Corporation's national office. Separate ballots shall be prepared for each of the five disciplines, with the candidates appearing on the ballot having been first selected by the National Program Committees for that discipline. Candidates may be selected from among all current professional members who meet the criteria as established by the National Program Committees. The number of candidates appearing on the ballot shall always be at least one more than the number of Director positions being voted upon. The candidate(s) receiving the most votes (as determined by a count of those ballots returned by the dates specified in the voting procedures) shall be elected regardless of whether the candidate obtains a majority of the votes cast. The election shall take place prior to the end of each Summer Olympic year (or as necessary to replace a Director who has died, resigned or been removed from office). In the case

of a tie in the voting that has a material impact on the outcome of the election, a special run-off election shall be conducted among those individuals receiving the same number of votes.

- (b) **Athlete Directors** (five [5] Directors). The Board of Directors shall include five (5) Athlete Directors, one (1) representative from each of the five disciplines. Voting for the Athlete Directors shall be done by discipline, e.g., athletes from the women's artistic gymnastics program who are eligible to vote may vote for the representative of artistic gymnastics for women. To be eligible as an Athlete Director, an athlete must meet the standards specified for an athlete representative to a board of directors of a National Governing Body as defined in the Bylaws of the U.S. Olympic Committee at the time of the election. Athlete Directors shall be elected by athletes who meet the applicable standards specified in the Bylaws of the United States Olympic Committee at the time of the election.
- (c) **Public Sector Directors** (four [4] Directors). The Board of Directors shall include four (4) Public Sector Directors elected by the affirmative vote of a majority of the Board of Directors. No specific qualifications shall limit nomination or election to these positions, provided, however, that those Directors:
 - (i) Should be individuals with a demonstrated history of success in business, who by virtue of their experience, can be expected to bring unique skill, talent or relationships to the Corporation,
 - (ii) Should meet the following standards of independence for a period of two (2) years prior to the date upon which the Director's selection to the Board becomes effective:
 - (1) Not receive any material compensation from USA Gymnastics,

- directly or indirectly, excluding any cost or expense reimbursement;
- (2) Not be an owner, executive officer, controlling shareholder, controlling member or partner of a corporation, partnership or other business entity that conducted business with USA Gymnastics;
 - (3) Not be an owner, executive officer, controlling shareholder, controlling member or partner of a corporation, partnership or other business entity that was a sport family entity with USA Gymnastics;
 - (4) Not be an owner, executive officer, controlling shareholder, controlling member or partner of a corporation, partnership or other business entity that was a club member, financial partner with or a sponsor of USA Gymnastics;
 - (5) Not be affiliated with or employed by USA Gymnastics' outside auditor or outside counsel; nor have any immediate family member was so affiliated or employed by such outside auditor or outside counsel as an owner, officer, partner, principal or manager;
 - (6) Not be affiliated with any particular USA Gymnastics discipline as a Vice-Chair, Program Committee Chair or chair of any standing subsidiary committee; was an employee of USA Gymnastics; or have an immediate family member who was any of the foregoing or a member of any senior national team of any discipline of USA Gymnastics.

- (d) **Advisory Council Directors** (three [3] Directors). The Board of Directors shall include three (3) Advisory Council Directors elected by the affirmative vote of a

majority of the members of the Advisory Council pursuant to procedures established by the Advisory Council.

- (e) **Chair** (one [1] Director). The Board of Directors shall include the Chair of the Corporation elected by the affirmative vote of a majority of the Board of Directors.

4.03 **Resignation.** Any director may resign by submitting written notice to the Chair of the Corporation.

4.04 **Removal.** The Board of Directors, by the affirmative vote of two-thirds (2/3) of the Directors, may reject a newly appointed Director or remove a Director where:

- (a) The appointed Director does not meet the requirements established for the particular seat on the Board to which he/she has been appointed,
- (b) The Director fails to meet the requirements for participation on the Board as established from time to time by the Board of Directors,
- (c) The Director engages in conduct deemed detrimental to the sport of gymnastics, or
- (d) The Board concludes that the best interest of the Corporation will be served thereby.

4.05 **Vacancies.** Any vacancy on the Board of Directors, whether by resignation, removal, expiration of term, change in number of Directors, death or incapacity, shall be filled in the same manner prescribed by these Bylaws for initial appointment or election of that Director, provided, however, that where an election [as required by Sections 4.02 (a), 4.02 (b), or 4.02 (d)] is the manner prescribed by the Bylaws, the Athletes' Council in the case of an Athlete Director, the affected National Program Committee in the case of Director elected by the national membership or the Advisory Council in the case of a Director elected by the Advisory Council may appoint a qualified individual to serve in the vacated Director spot until such time as the next regularly scheduled election is conducted.

4.06 **Term.**

(a) **Generally.** Unless sooner removed, each Director shall hold office until that Director's successor shall have been elected or appointed and qualified.

(b) **Length of Term.** Unless otherwise specified in these Bylaws, Directors shall be elected for four (4) year terms, and no Director may serve more than two (2) successive terms.

4.07 **Reimbursement.** By resolution adopted by the affirmative vote of a majority of the Directors, the Corporation may reimburse Directors for their actual expenses incurred on behalf of the Corporation provided those expenses are of the type specified in the Board's resolution and are supported by appropriate documentation of the expense.

ARTICLE 5

BOARD PROCEDURES

- 5.01 **Quorum.** A quorum exists for purposes of conducting a meeting of the Board of Directors whenever a majority of the Directors are in attendance.
- 5.02 **Voting.**
- (a) **Number of Votes.** Each Director in attendance shall be entitled to one (1) vote on each issue submitted to a vote at a meeting of the Board of Directors.
 - (b) **Majority Vote.** The act of the majority vote of the Board of Directors present at a meeting of the Board, at which a quorum is present, shall be the action of the Board of Directors, except as otherwise specifically provided by applicable state law, the Corporation's Articles of Incorporation or these Bylaws. As used in these Bylaws, the phrase "affirmative vote of a majority of the Board of Directors" means the act of a majority of the Directors in attendance at any meeting at which a quorum is present.
 - (c) **Method of Voting.** Any vote may be taken by voice or by show of hands unless a Director objects, in which case, written ballots shall be used.
 - (d) **Voting by Proxy.** Voting by proxy is not allowed.
 - (e) **Alternate Athlete Director Voting.** An Alternate Athlete Director shall be entitled to attend a meeting of the Board of Directors and to vote on each issue submitted to a vote at such meeting only as is provided in Section 6.02 (b) (ii) of these Bylaws.
- 5.03 **Meetings.**
- (a) **Place of Meetings.** Meetings of the Board of Directors, regular or special, may be held either within or without the state of incorporation of the Corporation.

- (b) **Regular Meetings.** The Board of Directors shall meet not less than four (4) times each calendar year, with at least two (2) of these meetings being in person (rather than telephonic) meetings. As used in these Bylaws, the term "annual meeting" refers to the first regular meeting of the Board of Directors in any calendar year.
- (c) **Special Meetings.** Special Meetings of the Board of Directors may be called by the President or Chair whenever the President or Chair deems it necessary or is requested to do so in writing by a majority of the Directors. The business to be transacted and the purpose of any special meeting shall be specified in a notice or waiver of notice.
- (d) **Action Without a Meeting.** Any action required or permitted to be taken at a meeting of the Board of Directors may be taken without a meeting if a consent in writing, setting forth the action so taken, is signed by all the Directors. Such consent shall have the same force and effect as a unanimous vote at a meeting.
- (e) **Telephone and Similar Meetings.** Directors may participate in and hold a meeting by means of conference telephone or similar communications equipment which allows each Director to hear and be heard by all other participating Directors. All persons participating in a meeting conducted in this manner shall be considered present in person at the meeting for purposes of determining the existence of a quorum and tallying votes, except where a person participates in a meeting for the express purpose of objecting to the transaction of any business on the ground that the meeting is not lawfully called or convened.

5.04 **Notice of Meetings.**

- (a) **Regular Notice.** Except as otherwise provided in Section 5.04(b) hereof, notice of any regular meeting shall be given by, or at the direction of, the President to each of the Directors not less than thirty (30) days prior to the date of the meeting.
- (b) **Special Notice.** If the President or the Chair determines that an emergency exists, which requires immediate action of the Board, a special meeting may be called upon ten (10) days' notice given by telephone. If a Director cannot be reached by telephone, notice will be sufficient if given to a member of the Director's family over the age of 14.
- (c) **Method.** Whenever by statute or the Articles of Incorporation or these Bylaws, notice is required to be given to a Director, and no provision is made as to how the notice shall be given, it shall not be construed to mean personal notice, but any such notice may be given (i) in writing, mail, postage prepaid, addressed to the Director at the address appearing on the books of the Corporation, ii) by electronic mail, or (iii) in any other method permitted by law. Any notice required or permitted to be given by mail shall be deemed given at the time when the same is thus deposited in the United States mails.
- (d) **Waiver.** Whenever, by statute or the Articles of Incorporation or these Bylaws, notice is required to be given to a Director, a waiver thereof in writing signed by the person or persons entitled to such notice, whether before or after the time stated in such notice, shall be equivalent to the giving of such notice. Attendance of a Director at a meeting shall constitute a waiver of notice of such meeting, except where a Director attends for the express purpose of objecting to the transaction of business on the grounds that the meeting is not lawfully called or convened.

5.05 **Meeting Procedures.**

- (a) **Minutes.** The Board of Directors shall keep regular minutes of its proceedings. The minutes shall be placed in the minute book of the Corporation and distributed to all Directors.
- (b) **Rules of Order.** To the extent not inconsistent with these Bylaws, applicable state laws or rules adopted by the Board of Directors, the procedures used at any regular or special meeting of the Board of Directors shall be as set forth in Robert's Rules of Order, Newly Revised.

5.06 **Reports to Board of Directors.**

The President of the Corporation shall provide quarterly reports to the Board of Directors regarding the operations and activities of the Corporation. The Finance and Audit Committee shall provide no fewer than two financial reports to the Board of Directors, one of which shall be provided at the annual meeting of the Board of Directors.

ARTICLE 6
COMMITTEES

6.01 **Standing Committees.** The Corporation shall have the following standing committees:

- (a) Finance and Audit Committee;
- (b) Nominating and Governance Committee; and
- (c) Ethics and Grievance Committee.

The Board of Directors may designate and appoint such other standing committees, and the members thereof, as may be necessary or appropriate to properly manage the business of the Corporation.

(a) **Finance and Audit Committee.** The Finance and Audit Committee shall consist of the Treasurer, who shall chair the committee, one (1) Public Sector Director or non-Board member and two (2) other individuals, all selected by the affirmative vote of a majority of the Board of Directors, and one (1) Athlete Director or Alternate Athlete Director selected by the Athletes' Council. The Corporation's President and Controller shall serve as ex-officio, non-voting members of the committee. The Finance and Audit Committee shall:

- (i) Review and evaluate the financial status of the Corporation.
- (ii) Review and evaluate the annual budget.
- (iii) Recommend accounting practices and procedures, including, but not limited to, systems of internal control and risk mitigation.
- (iv) Review and provide oversight of the Corporation's financial activities.
- (v) Periodically, but at least annually, meet separately in executive session with management, the Corporation's financial staff, including the Controller, and the Corporation's outside auditor.

- (vi) Prior to the release and filing of the Corporation's financial reports, review and discuss the same with the outside auditor.
- (vii) Periodically recommend to the Board the rotation and selection of the Corporation's outside auditor.
- (viii) Conduct or authorize the conduct of any investigation into any matter within the committee's scope of responsibilities, with access to all books, records, facilities and personnel of the Corporation. The committee shall be empowered to retain independent counsel, accountants or consultants to assist in the conduct of any such investigation.

(b) **Nominating and Governance Committee.** The Nominating and Governance Committee shall consist of a chair, one (1) Public Sector Director or non-Board member, and one (1) other individual, all selected by the affirmative vote of a majority of the Board of Directors, one (1) member of the Advisory Council who is not currently serving as an Advisory Council Director selected by the Advisory Council, and one (1) Athlete Director or Alternate Athlete Director selected by the Athletes' Council. The Corporation's legal counsel and President shall serve as ex-officio, non-voting members of the committee. The Nominating and Governance Committee shall:

- (i) Evaluate and draft proposed amendments to the Bylaws, the Articles of Incorporation and parliamentary rules.
- (ii) Evaluate submitted proposed amendments to the Bylaws, and the Articles of Incorporation and parliamentary rules.
- (iii) Assist all other committees with the correct application of the Bylaws, the Articles of Incorporation and parliamentary rules.

- (iv) Annually review the Articles of Incorporation and the Bylaws.
 - (v) Identify those positions, whether Director, Officer or committee, which have or will have become vacant in any year.
 - (vi) Invite expressions of interest from individuals desiring to serve in those capacities.
 - (vii) Annually review the makeup of the Board and its committees, and make recommendations to encourage better racial and ethnic diversity.
 - (viii) Submit to the Board of Directors nominations for positions which must be filled.
 - (ix) Ensure that each Program Committee, the Advisory Council, and the Athletes' Council has in place a process consistent with the requirements of these Bylaws for nominating and electing representatives to the Board.
- (c) **Ethics and Grievance Committee.** The Ethics and Grievance Committee shall consist of a chair, two (2) Public Sector Directors or non-Board members, and one (1) other individual, all selected by the affirmative vote of the majority of the Board of Directors, and one (1) Athlete Director or Alternate Athlete Director selected by the Athletes' Council. The Corporation's legal counsel shall also serve as counsel to the Ethics and Grievance Committee, and shall assist the committee in the administration of the grievance procedures and its other functions, including the creation of a standard set of procedures for the conduct of a grievance hearing. The Ethics and Grievance Committee shall:
- (i) Review, recommend changes to, and assist in the interpretation of, and compliance with, the Code of Ethics and related policies that govern the conduct of individuals involved in the activities of the Corporation.

- (ii) Report to the Board on ethical issues.
- (iii) Review and investigate matters of alleged ethical impropriety and make recommendations concerning such matters to the Board.
- (iv) Review and provide guidance on ethical questions presented to the Board, individual Directors, Officers, committee and task force members and staff.
- (v) Analyze and approve or reject actual or proposed situations, transactions or financial arrangements involving individual Directors, Officers, committee and task force members and staff in accordance with conflict of interest policies which have been established by the Board and other generally accepted governance principles for non profit corporations.
- (vi) Fulfill the obligations established for the Ethics and Grievance Committee in the Corporation's grievance procedures.
- (vii) Perform such other duties as assigned by the Board, the Chair or the President.

6.02 **Special Committees.** The Corporation shall have the following special committees:

- (a) Advisory Council
- (b) Athletes' Council
- (c) Hall of Fame Committee
- (d) Men's Program Committee
- (e) Rhythmic Program Committee
- (f) Trampoline and Tumbling Program Committee
- (g) Women's Program Committee
- (h) Acrobatic Gymnastics Program Committee

The Board of Directors may designate and appoint such other special committees or task forces, and the members thereof, as the Board may deem necessary or appropriate. These special committees shall advise the Board of Directors and Officers on all matters directly related to their areas of responsibility, but shall not relieve the Board or Officers of the responsibility for governing the Corporation and its programs.

The individuals serving on each special committee, other than athlete members, shall be selected pursuant to the procedures established by the committee and subject to ratification by the Board of Directors. The structure, organization, responsibilities and actions of each special committee shall be determined by that committee subject to the approval of the Board of Directors.

(a) **Advisory Council.**

(i) There shall be an Advisory Council comprised of a representative of each of the Corporation's Members. The Advisory Council shall:

- (1) Provide a forum for Members to consider and offer perspectives on matters relating to the gymnastics' industry in the United States,
- (2) Select three (3) individuals to serve as Directors of the Corporation pursuant to the standards and conditions for such selection as set forth in the bylaws of the Advisory Council, and
- (3) Perform such other duties as may be assigned to it from time to time by the Board of Directors.

(ii) The Advisory Council shall operate in accordance with bylaws adopted by the Council and approved by the Board of Directors of the Corporation.

Pursuant to those bylaws, the Council shall elect its own officers and shall

meet and conduct business as necessary, provided, however, that the Council shall hold an annual meeting each year either in conjunction with the Corporation's National Congress or at another date specified by the Council.

(b) **Athletes' Council.**

- (i) The Athletes' Council will assist the Corporation in communicating with gymnasts currently involved in the Corporation's programs and in coordinating the activities of former members of the National Teams. In fulfilling this function, the Athletes' Council will solicit athlete input on pending policies or decisions of the Corporation, inform athletes of existing policies and decisions and communicate to the Corporation the views expressed by the athletes to the members of the Athletes' Council.
- (ii) Athlete Directors shall be members of the Athletes' Council. A second athlete from each discipline shall also be elected to the Athletes' Council, who will serve as an Alternate Athlete Director to the Board. To be eligible as an Athlete Director, an athlete must meet the standards specified for an athlete representative to a board of directors of a National Governing Body as defined in the Bylaws of the U.S. Olympic Committee at the time of the election. Alternate Athlete Directors shall be elected by athletes who meet the applicable standards specified in the Bylaws of the United States Olympic Committee at the time of the election. If the primary Athlete Director from any discipline is unable to participate in a Board meeting, the Alternate Athlete Director from the same discipline may replace the primary Athlete Director for that meeting. In the event that both the primary Athlete Director and the Alternate Athlete Director from a particular discipline are unable to

participate in a Board meeting, then the vote for that discipline will be forfeited for that meeting.

- (iii) The Athletes' Council will conduct the process for nominating, electing and/or appointing qualified Athlete Directors, Alternate Athlete Directors, athletes to serve on the Corporation's committees and athlete representatives to the United States Olympic Committee, as is required by the Bylaws of the United States Olympic Committee.

(c) **Hall of Fame Committee**

- (i) The Hall of Fame Committee shall review the selection criteria and presentation process for inductions into the USA Gymnastics Hall of Fame.
- (ii) The Hall of Fame Committee shall be responsible for making recommendations for inductions into the USA Gymnastics Hall of Fame as directed by the Board.

(d) **Men's Program Committee.**

- (i) The Men's Program Committee shall be charged with the development of a well organized and well designed program for men's gymnastics in the United States, consistent with the goals and objectives of the Corporation.
- (ii) The Men's Program Committee shall distribute and disseminate technical materials, rules and regulations, educational and scientific literature and other information necessary and appropriate to support the coaching and judging community.
- (iii) The Men's Program Committee shall provide for the improvement and growth of men's gymnastics through the training, education, certification and evaluation of coaches, judges and athletes.

- (iv) The Men's Program Committee shall design procedures for selecting coaches, judges, athletes, managers, trainers and support staff for domestic and international events including the Pan American Games, World Championships and Olympic Games.
 - (v) The Men's Program Committee shall recommend to the Board of Directors candidates to represent the Corporation in FIG activities including the international judges' courses, coaches' courses, FIG Congresses, and competitions.
 - (vi) The responsibility for the Junior Olympic Boy's Program shall be assigned to a subcommittee of the Men's Program Committee. This subcommittee will be the Junior Olympic Boy's Program Committee.
- (e) **Rhythmic Program Committee.**
- (i) The Rhythmic Program Committee shall be charged with the development of a well organized and well designed program for rhythmic gymnastics in the United States, consistent with the goals and objectives of the Corporation.
 - (ii) The Rhythmic Program Committee shall distribute and disseminate technical materials, rules and regulations, educational and scientific literature and other information necessary and appropriate to support the coaching and judging community.
 - (iii) The Rhythmic Program Committee shall provide for the improvement and growth of rhythmic gymnastics through the training, education, certification and evaluation of coaches, judges and athletes.
 - (iv) The Rhythmic Program Committee shall design procedures for selecting coaches, judges, athletes, managers, trainers, and support staff for domestic

and international events including the Pan American Games, Four Continents Championships, World Championships and the Olympic Games.

- (v) The Rhythmic Program Committee shall recommend to the Board of Directors candidates to represent the Corporation in FIG activities including the international judges' courses, coaches' courses, FIG Congresses, and competitions.
- (vi) The responsibility for the Rhythmic Junior Olympic Program shall be assigned to a subcommittee of the Rhythmic Program Committee. This subcommittee will be the Rhythmic Junior Olympic Program Committee.

(f) **Trampoline and Tumbling Program Committee.**

- (i) The Trampoline and Tumbling Program Committee shall be charged with the development of a well organized and well designed program for the sports of trampoline, synchronized trampoline, double mini-tramp, and power tumbling in the United States consistent with the goals and objectives of the Corporation.
- (ii) The Trampoline and Tumbling Program Committee shall distribute and disseminate technical materials, rules and regulations, educational and scientific literature and other information necessary and appropriate to support the coaching and judging community.
- (iii) The Trampoline and Tumbling Program Committee shall provide for the improvement and growth of the sports of trampoline, synchronized trampoline, double mini-tramp, and power tumbling through the training, education, certification, and evaluation of coaches, judges and athletes.

- (iv) The Trampoline and Tumbling Program Committee shall design procedures for selecting coaches, judges, athletes, managers, trainers and support staff for domestic and international events including the World Championships and the Olympic Games.
- (v) The Trampoline and Tumbling Program Committee shall recommend to the Board of Directors candidates to represent the Corporation in FIG activities including the international judges' courses, coaches' courses, FIG Congresses, and competitions.
- (vi) The responsibility for the Trampoline and Tumbling Junior Olympic Program shall be assigned to a subcommittee of the Trampoline and Tumbling Program Committee. This subcommittee will be the Trampoline and Tumbling Junior Olympic Program Committee.
- (g) **Women's Program Committee.**
 - (i) The Women's Program Committee shall be charged with the development of a well organized and well designed program for women's gymnastics in the United States, consistent with the goals and objectives of the Corporation.
 - (ii) The Women's Program Committee shall distribute and disseminate technical materials, rules and regulations, educational and scientific literature and other information necessary and appropriate to support the coaching and judging community.
 - (iii) The Women's Program Committee shall provide for the improvement and growth of women's gymnastics through the training, education, certification and evaluation of coaches, judges and athletes.

- (iv) The Women's Program Committee shall design procedures for selecting coaches, judges, athletes, managers, trainers and support staff for domestic and international events including the Pan American Games, World University Games, World Championships and the Olympic Games.
- (v) The Women's Program Committee shall recommend to the Board of Directors candidates to represent the Corporation in FIG activities including the international judges' courses, coaches' courses, FIG Congresses, and competitions.
- (vi) The responsibility for the Women's Junior Olympic Program shall be assigned to a subcommittee of the Women's Program Committee. This subcommittee will be the Junior Olympic Women's Program Committee.
- (vii) The responsibility for coordinating the administration of the Women's Program shall be assigned to a subcommittee of the Women's Program Committee. This subcommittee will be the Women's Administrative Committee.
- (viii) The responsibility for the organization and development of the women's elite program will be assigned to a subcommittee of the Women's Program Committee. This subcommittee will be the Women's Elite Program Committee.
- (ix) The responsibility for the development and interpretation of the technical information for the women's program will be assigned to a subcommittee of the Women's Program Committee. This subcommittee will be the Women's Technical Committee.

- (h) **Acrobatic Gymnastics Program Committee.**
- (i) The Acrobatic Gymnastics Program Committee shall be charged with the development of a well organized and well designed program for acrobatic gymnastics, including men's pair, women's pair, mixed pair, women's trio and men's four, in the United States, consistent with the goals and objectives of the Corporation.
 - (ii) The Acrobatic Gymnastics Program Committee shall distribute and disseminate technical materials, rules and regulations, educational and scientific literature and other information necessary and appropriate to support the coaching and judging community.
 - (iii) The Acrobatic Gymnastics Program Committee shall provide for the improvement and growth of acrobatic gymnastics, including men's pair, women's pair, mixed pair, women's trio and men's four, through the training, education, certification and evaluation of coaches, judges and athletes.
 - (iv) The Acrobatic Gymnastics Program Committee shall design procedures for selecting coaches, judges, athletes, managers, trainers and support staff for domestic and international events including the World Championships and the World Games.
 - (v) The Acrobatic Gymnastics Program Committee shall recommend to the Board of Directors candidates to represent the Corporation in FIG activities including the international judges' courses, coaches' courses, FIG Congresses, and competitions.

- (vi) The responsibility for the Acrobatic Gymnastics Junior Olympic Program shall be assigned to a subcommittee of the Acrobatic Gymnastics Program Committee. This subcommittee will be the Acrobatic Gymnastics Junior Olympic Program Committee.

6.03 **Committee Operations and Procedures.**

(a) **Qualifications, Election, and Term.**

- (i) Each standing committee shall consist of five (5) members.
- (ii) All standing and special committees which provide for athlete representation shall have twenty percent (20%) athlete representation, unless deemed unnecessary by the Athletes' Council. Athletes who serve on a standing committee must be current members of the Athletes' Council. Athletes who serve on a special committee which is also a "Designated Committee," as that term is defined in the Bylaws of the United States Olympic Committee, must meet the standards specified therein for an athlete representative. Athletes who serve on a special committee which is also an "Other Committee," as that term is defined in the Bylaws of the United States Olympic Committee, must meet the standards specified therein for an athlete representative. Athlete appointments to all other committees and task forces shall be made with the approval of the Athletes' Council.
- (iii) Appointments to standing committees (other than athletes) will be recommended by the Board Chair, vetted by the Nominating and Governance Committee and be subject to the approval of the Board of Directors.
- (iv) Standing committee members other than those serving by virtue of their election to an office, shall serve for a period of four (4) years or until a

successor is appointed unless the committee is sooner terminated or unless such member is sooner removed.

- (v) Unless approved on an individual basis by the affirmative vote of a majority of the Directors, no member of a standing committee, except members who serve on standing committees by virtue of their status as Officers, may be reappointed after serving two (2) successive four (4) year terms until the expiration of at least a one (1) year period of time. Members of standing committees who serve by virtue of their status as Officers may continue to serve on the committee so long as they are Officers.

(b) **Removal.**

- (i) Any member of a committee may be removed by the Board of Directors, by the affirmative vote of the majority of the Board of Directors, whenever in its judgment the best interests of the Corporation shall be served thereby.
- (ii) Any individual serving as one of the Directors or Athlete Directors on a committee who, during their term on the committee, ceases to be a Director is deemed automatically removed from the committee as of the time they cease to be a Director.

- (c) **Resignation.** Any committee member may resign by written resignation delivered to the President.

- (d) **Vacancies.** Vacancies occurring in any standing committee (by death, resignation, removal or otherwise) shall be filled by appointment of the Chair of the Corporation. Vacancies occurring in any special committee shall be filled by appointments made in the same manner as provided in the case of the original appointments. In either

case the appointment shall be to fill the unexpired term of the member being replaced.

- (e) **Committee Chairs.** Unless otherwise specified in these Bylaws, one (1) member of each committee shall be appointed the chair of the committee by an affirmative vote of the Board of Directors. If the chair of any committee is not so designated by the Board, the chair shall be elected by the members of such committee. The chair of any committee may appoint a vice chair.
- (f) **Procedures.** Each committee may adopt procedural rules for its own governance provided those rules are not inconsistent with these Bylaws (including, in particular, Article 5) or with rules adopted by the Board of Directors.
- (g) **Meetings.** The time, places and notice of meetings of a committee shall be determined by the members of such committee.
- (h) **Quorum; Majority Vote.** At the meetings of a committee, a majority of the number of members of the committee fixed by these Bylaws shall constitute a quorum for the transaction of business. The act of a majority of the members of a committee present at any meeting at which a quorum is present shall be the act of such committee, except as is otherwise specifically provided by statute, by the Articles of Incorporation, or by these Bylaws. If a quorum is not present at a meeting of a committee, the members present may adjourn the meeting from time to time, without notice other than an announcement at the meetings, until a quorum is present.
- (i) **Minutes.** Each committee shall keep regular minutes of its proceedings and report the same to the President. The minutes of the proceedings of each committee as approved by the President shall become effective when placed in the minute book of the Corporation.

- (j) **Action Without a Meeting.** Any action required or permitted to be taken at a meeting of a committee may be taken without a meeting if a consent in writing is signed by all the members of such committee. Such consent shall have the same force and effect as a unanimous vote at a meeting. The signed consent, or a signed copy, shall be placed in the minute book of the Corporation.
- (k) **Telephone and Similar Meetings.** Committees may hold meetings by means of conference telephone or similar communications equipment which allows each Committee member to hear and be heard by all other participants. All persons participating in a committee meeting conducted in this manner shall be considered present in person at the meeting for purposes of determining the existence of a quorum and tallying votes except where a person participates in a meeting for the express purpose of objecting to the transaction of any business on the ground that the meeting is not lawfully called or convened.
- (l) **Reimbursement.** By resolution adopted by the affirmative vote of a majority of all the Directors, members of a committee may be paid their expenses, if any, for attendance at each meeting of the committee.
- (m) **Responsibility.** The designation of a committee and the delegation of authority to it shall not operate to relieve the Board of Directors, or any member thereof, of any responsibility imposed on it by the Articles of Incorporation or Bylaws of the Corporation.

ARTICLE 7

OFFICERS

7.01 **President.** The President is the Chief Executive Officer of the Corporation.

The President shall:

- (a) Direct the day-to-day business of the Corporation.
- (b) Hire, supervise and dismiss employees of the Corporation.
- (c) Prepare the annual budget and submit the annual budget to the Board of Directors at the annual meeting.
- (d) Appoint, with the approval of the Board of Directors, a certified public accounting firm to audit the books of the Corporation.
- (e) Report to the Board of Directors any violation of the Articles of Incorporation or Bylaws that may become evident.
- (f) Collect the dues as provided by these Bylaws.
- (g) Promote functions sponsored by the Corporation.
- (h) Have custody of the corporate funds and securities and keep full and accurate accounts of receipts and disbursements of the Corporation and deposit all moneys and other valuable effects in the name and to the credit of the Corporation in such depositories as may be designated by the Board of Directors.
- (i) Enter into any contract or execute and deliver any instrument in the name of and on behalf of the Corporation except as limited by policies established and approved by the Board of Directors.
- (j) Disburse the funds of the Corporation as may be ordered by the Board of Directors, taking proper vouchers for such disbursements, and present to the Directors, at the regular meeting of the Board, or whenever they may require it, a full and clear

statement of the business and financial condition of the Corporation including a detailed accounting of all financial transactions of the Corporation.

- (k) Authorize state or regional directors to open financial accounts in order to conduct the business of the state or region.
- (l) Authorize accounts and investments on behalf of the Corporation.
- (m) Give, or cause to be given, notice of all regular and special meetings of the Board of Directors.
- (n) Perform all other duties assigned to the President in these Bylaws or by specific direction of the Board of Directors.
- (o) Have authority, with the approval of the Board of Directors, to create, restructure, and dissolve special, ad hoc or advisory committees for a special purpose except those committees provided for in Section 6.02 of the Bylaws.

7.02 **Chair.** The Corporation shall have a Chair who shall preside at all meetings of the Board of Directors of the Corporation. The Chair shall see that all orders and resolutions of the Board of Directors are carried into effect. The Chair shall perform such other duties and has such other authority and powers as is established by applicable law or as the Board of Directors may from time to time prescribe.

7.03 **Vice Chair.** The Corporation shall have a Vice Chair who shall:

- (a) Perform the duties of and have the authority and exercise the power of the Chair when the Chair is absent or incapacitated, and
- (b) Perform such other duties and have such authority and powers as the Board of Directors may from time to time prescribe.

7.04 **Treasurer.** The Corporation shall have a Treasurer who shall:

- (a) Review and report on the financial statements of the Corporation,

- (b) Chair the Finance and Audit Committee,
- (c) Perform such other duties and have such authority and powers as the Board of Directors may from time to time prescribe.

7.05 **Secretary.** The Corporation shall have a Secretary who shall:

- (a) Attend all meetings of the Board of Directors and record the minutes of all proceedings in a corporate minute book to be kept for that purpose.
- (b) Keep in safe custody the seal of the Corporation and, when authorized by the Board of Directors, affix the same to any instrument requiring it.
- (c) Perform such duties and have such authority and powers as the Board of Directors may from time to time prescribe.

7.06 **Qualification.** Other than the Chair, no Officer of the Corporation need be a Director of the Corporation or a resident of the state of incorporation of the Corporation.

7.07 **Election.** With the exception of the President who serves by virtue of his employment with the Corporation, Officers named in this Article shall be elected by the affirmative vote of a majority of the Board of Directors at the regular meeting immediately preceding the expiration of an Officer's term. After consulting with the Chair, the Nominating and Governance Committee will submit to the Board of Directors a slate of candidates for each office to be elected. Nomination for each office may also be made from the floor.

7.08 **Term.** The Chair, Vice Chair, Secretary and Treasurer shall each serve a term of four (4) years, commencing on the first day immediately following the meeting at which the Officer is elected. The Officer shall serve until the end of his term or, if earlier, his death, resignation or removal. No Officer other than the President may serve for more than two (2) consecutive four (4) year terms.

- 7.09 **Removal.** Any Officer elected or appointed by the Board of Directors may be removed by the Board of Directors whenever in its judgment the best interests of the Corporation will be served thereby. Such removal shall be without prejudice to the contract rights, if any, of the person so removed. Election or appointment of an Officer shall not of itself create contract rights.
- 7.10 **Resignation.** Any Officer may resign his/her office by written resignation addressed to the Board of Directors and delivered to the Chair or Secretary.
- 7.11 **Vacancies.** If there is a vacancy occurring in any office of the Corporation (by death, resignation, removal or otherwise) the Chair may call a special meeting of the Board of Directors to elect a successor to serve the expiration of the term of the office vacated. The meeting at which a successor is elected may be the same as that at which his predecessor was removed.
- 7.12 **Authority.** Officers shall have such authority and perform such duties in the management of the Corporation as are provided in these Bylaws or as may be determined by resolution adopted by the affirmative vote of a majority of the Directors not inconsistent with these Bylaws.
- 7.13 **Delegation of Authority.** The Board of Directors may from time to time delegate any of the functions, powers, duties and responsibilities of any Officer to any other Officer or to any agent or employee of the Corporation or other responsible person. In the event of such delegation, the Officer from whom any such function, power, duty or responsibility has been transferred shall thereafter be relieved of all responsibility for the prompt performance or exercise thereof.

7.14 **Compensation.** No salary or other compensation shall be paid for serving as an Officer of the Corporation except the President, whose salary shall be fixed, increased or decreased by the Board of Directors. Each Officer may be reimbursed for his actual expenses reasonably incurred in connection with the business and activities of the Corporation.

ARTICLE 8

SELECTION PROCEDURES

- 8.01 **General Rules.** All procedures used by the Corporation to select athletes, coaches, judges, delegates and others to represent the United States shall be subject to the following:
- (a) **Equal Opportunity.** The Corporation shall provide an equal opportunity to amateur athletes, coaches, trainers, managers, administrators, and officials to participate in amateur athletic competition, without discrimination on the basis of race, color, religion, age, sex, or national origin.
 - (b) **Performance Criteria.** The selection procedures shall be based primarily on current objective performance-related criteria.
 - (c) **Procedures.** The procedures used to select the members of the National Team or the Olympic, Pan American, World Championship and World University Games Teams must be:
 - (i) Approved by the Board of Directors,
 - (ii) Published in written form as soon as practical after approval by the United States Olympic Committee, and
 - (iii) Widely disseminated throughout the gymnastics community.

ARTICLE 9

MEMBERSHIP

- 9.01 **Membership.** Membership in the USA Gymnastics is a privilege granted by the Corporation. Where the conduct of any athlete, individual, or organization is determined to be inconsistent with the best interest of the sport of gymnastics and of the athletes the Corporation serves, that membership may be suspended or terminated.
- 9.02 **Member Misconduct Procedures.** If the Corporation becomes aware of conduct by any organization or individual member that violates the rules of the Corporation or is otherwise inconsistent with the best interests of the sport of gymnastics, the President or the President's designee will inform the member in writing of the alleged misconduct and provide the member with an opportunity to respond. That written notice shall also inform the member that he or she has the option of having the allegations resolved either by a) the President upon the conclusion of a thorough investigation which shall include an interview with the member or b) a Hearing Panel pursuant to the procedures set forth in Sections 10.5 through 10.8 of these Bylaws. In any instance where, despite proof that the notice of the alleged violation was received, was refused or, despite the best efforts of the Corporation, could not be delivered, a professional member fails, or refuses to notify the Corporation as to which method the member would prefer to use to resolve the allegation, the President may decide which of the two methods to employ. After a finding that the member has violated the rules of the Corporation or has otherwise engaged in conduct inconsistent with the best interests of the sport of gymnastics, the Corporation may discipline the member in any manner consistent with the penalties established in Section 10.07 of these Bylaws.

9.03 **Special Categories of Misconduct.**

- (a) If the Corporation becomes aware that any individual member:
 - (i) Is listed on any State or Federal sexual offender list or registry,
 - (ii) Has been declared a sex offender in any applicable State or Federal jurisdiction, or
 - (iii) Has been convicted of or has entered a plea of guilty or no contest to a criminal charge or indictment issued by an applicable City, County, State or Federal jurisdiction, and such charge or indictment involved sexual misconduct, child abuse or conduct that is a violation of any law or regulation that is specifically designed to protect minors,

The President may, without conducting any additional investigation, rely upon such fact, finding or determination and shall promptly notify the member that:

- (i) The Corporation intends to terminate the individual's membership by a specified date, and
 - (ii) The individual may request a hearing prior to the termination becoming effective.
- (b) The hearing, if requested, shall be:
 - (i) A telephonic hearing,
 - (ii) Conducted by the President,
 - (iii) Implemented on the most expedited basis possible, and
 - (iv) Strictly limited to the issue of whether the individual falls into one of the categories identified in Section 9.03 (a) (i-iii) above.
 - (c) The decision of the President made pursuant to this Section 9.03 is final and may not be appealed under Section 9.05 below.

- 9.04 **Expedited Hearings.** In instances where allegations of misconduct are referred to a Hearing Panel for resolution, either the member or the President may request that the matter be resolved on an expedited basis. Where such a request is made the Hearing Panel shall be empanelled and the hearing begun within 72 hours of the time the request to expedite is received by either the Chair of the Ethics and Grievance Committee or the Chair of the Hearing Panel (or as soon thereafter as is possible where circumstances beyond the control of the participants prevents the initiation of the hearing within the prescribed time period).
- 9.05 **Appeal.** Except in the case of decisions made pursuant to Section 9.03 above, appeal of a decision of the President or Hearing Panel may be taken by the member to the Board of Directors pursuant to Section 10.08 of these Bylaws. Appeal of a decision of the Hearing Panel may also be taken by the President to the Board of Directors pursuant to Section 10.08 of these Bylaws.
- 9.06 **Exclusive Remedy.** Any alleged misconduct by a member that is reviewed under the terms of this Section of the Bylaws may not also be the subject of a complaint under the terms of the Article 10 of these Bylaws.

ARTICLE 10

GRIEVANCE PROCEDURE

10.01 **Filing a Complaint.** Any athlete, professional member or organization that is a member of the Corporation (the "Complainant"), and believes himself/herself/itself to be aggrieved by any action of the Corporation or one of its members, may file a complaint with the Corporation (the "Complaint"). To be considered for resolution through the Corporation's grievance procedure, the Complaint must:

- (a) Be submitted in writing to the President of the Corporation at the Corporation's principal place of business,
- (b) Be signed by the Complainant, and
- (c) Include a concise statement of the Complaint, the individual or organization responsible for the Complaint and the relief sought. If the Complaint occurs at an event or competition sanctioned by the Corporation and the subject matter of the Complaint may be the subject of the protest procedures described in governing rules and policies, then those protest procedures must be exhausted prior to the filing of a Complaint. Failure to exhaust those protest procedures precludes resort to this Grievance Procedure.

10.02 **Processing the Complaint.** Upon receipt of a Complaint, the President will promptly:

- (a) Appoint one member, employee (including the President) or agent of the Corporation to investigate the Complaint (the "Investigator"). The Investigator may not, however, be an individual who is directly involved in the occurrence that is the subject of the Complaint.
- (b) Send the Complainant a notice acknowledging receipt of the Complaint.
That notice shall include:

- (i) The name of the Investigator,
 - (ii) The date (not later than thirty (30) days from the date of the notice) by which the investigation will be concluded, and
 - (iii) A copy of these grievance procedures.
- (c) Send to any individual or organization whose conduct is the subject of the Complaint (the "Adverse Party") a notice of the filing of the Complaint and a copy of the Complaint. No notice need be sent when the Adverse Party is the Corporation. The notice shall include:
- (i) An invitation to respond in writing to the Complaint,
 - (ii) The name of the Investigator,
 - (iii) The date by which the investigation will be completed, and
 - (iv) A copy of these grievance procedures.

10.03 Investigation of the Complaint. The investigation of the Complaint shall at least include a collection of all relevant documents and interviews (or attempted interviews) with the Complainant, the Adverse Party and other persons having information related directly to the subject matter of the Complaint.

10.04 Disposition of the Complaint. Within five (5) days of the end of the investigation, the Investigator shall prepare for the President of the Corporation a written summary of the investigation and a recommendation as to appropriate disposition of the Complaint. Without being limited by that recommendation, the President may then:

- (a) Inform the Parties that on the basis of the investigation, the President has concluded that the underlying facts do not give rise to an issue that is appropriate for resolution under these procedures,

- (b) Attempt to mediate the dispute to the satisfaction of the Parties. If mediation is successful, the agreed upon resolution must be recorded by the President in a form which includes the written acknowledgment by the Parties of that resolution,
- (c) Inform the Complainant that it may, at the Complainant's option, pursue the Complaint through a hearing under the procedures set out below, or
- (d) Inform the Complainant that the Corporation will pursue the grievance against the Adverse party on behalf of the Complainant under the provision of Article 9 of these Bylaws.

10.05 **Hearing Panel.** If a hearing is requested, the President will report that fact to the chair of the Ethics and Grievance Committee. The chair of the Ethics and Grievance Committee will then appoint at least three individuals to serve as the hearing panel that will hear the Grievance (the "Hearing Panel"). These appointments shall be subject to the following:

- (a) The chair of the Ethics and Grievance Committee may appoint himself/herself or any other member of the committee to the Hearing Panel.
- (b) The appointment of the Hearing Panel will include the designation of a chair.
- (c) The Hearing Panel shall have twenty percent (20%) athlete representation. All athlete members of the Hearing Panel must meet the standards specified for an athlete representative to a board of directors of a National Governing Body or a "Designated Committee," as that term is defined in the Bylaws of the U.S. Olympic Committee.
- (d) The chair of the Ethics and Grievance Committee is responsible for confirming the availability of each appointee to serve on the Hearing Panel.

10.06 **Conduct of the Hearing.** The Chair of the Hearing Panel will select the time and place for the grievance hearing so as to have the hearing occur at the earliest convenient date. The Chair may, with the consent of the parties, conduct the hearing by conference call or other similar electronic means. The Chair will communicate the information about the hearing schedule, along with the identity of the other two members of the Hearing Panel, to the Parties and the President. Prior to the hearing, the President will provide to the Hearing Panel copies of the Complaint, any written response previously submitted by the Adverse Party, and, where applicable, documents collected by the Investigator and the Investigator's summary. The Hearing Panel will not receive (and neither Party may introduce as evidence) the Investigator's recommendation or any resolution of the dispute proposed by the President to any of the parties during the mediation. Not less than fifteen (15) days prior to the hearing, the Chair of the Hearing Panel shall cause to be sent to the Parties a written copy of the procedures to be followed at the hearing. Those procedures shall include the opportunity for each Party to be represented by counsel, to present oral or written evidence, to cross-examine witnesses and to present such factual or legal claims as desired. The hearing shall be recorded with a transcript or copy of the recording made available to each Party at its expense.

All procedural and evidentiary decisions shall be made by the Chair and the Hearing Panel. Decisions about the merits of the Complaint and form of sanctions shall be made by majority vote of the Hearing Panel. The Hearing Panel shall report its decision on the merits in the form of written findings of fact and conclusions within ten (10) days of the conclusion of the hearing.

The decision shall be sent to the Parties and the President. The decision of the Hearing Panel shall be final and binding on all parties, except to the extent that decision is modified on appeal in accordance with Section 10.08 below.

10.07 **Penalties.** The Hearing Panel may impose any of the following penalties:

Reprimand. A communication, either public or private, of the Corporation's decision regarding the grievance complaint reprimand may be combined with probation or suspension.

Probation. A ruling that, for a specified time, the subject's continued participation in the Corporation's activities, sanctioned competitions or membership program is conditioned upon satisfaction of certain conditions. These conditions shall be described specifically, as shall the consequences of failing to meet them. The Panel may order that notice of probation be given to appropriate authorities, such as meet directors.

Suspension or Expulsion. A ruling that, either permanently or for a specified period of time, the subject is prohibited from participating in sanctioned competitions or other Corporation activities. The Hearing Panel may limit the effect of a suspension to certain activities or competitions, and may establish conditions that, if satisfied, will result in lifting of a suspension.

Other. The Hearing Panel may order such other relief as it deems appropriate (e.g., letter of apology or restitution including payment for damaging equipment).

10.08 **Appeal.** Appeal from a decision of the Hearing Panel may be taken by any Party, including the Corporation, to the Board of Directors, within ten (10) days of receipt of the decision of the Hearing Panel. The notice of appeal must set forth the basis for the appeal. The President will forward copies of the notice of appeal to the other Parties, all of who shall have the right to submit written responses to the appeal, which responses must be delivered

to the President within ten (10) days of receipt of the notice of appeal. The President will then deliver to the Board of Directors the complete record of the appeal along with the written appeal and responses submitted by other parties. The President will not take part in the decision of the Board of Directors. The Board of Directors, shall, by majority vote of all non-abstaining members and without considering new evidence or conducting additional hearings, render a written decision with respect to the appeal within thirty (30) days of receipt of notice and responses. A decision of the Board of Directors with respect to an appeal shall be final and binding on all parties.

10.09 **Expedited Procedure.** If the Complaint challenges a rule or decision affecting eligibility to participate in an international event or an event sanctioned or conducted by the Corporation, every effort will be made to expedite the proceedings, including but not limited to modifications made by the President to the procedures set forth above, in order to resolve the Complaint prior to the start of the event.

10.10 **General.** All notices, reports and decisions under this Article shall be made in writing and delivered in person by registered or certified mail, or other form of delivery creating a record of receipt. Participation in a grievance procedure shall be deemed to constitute agreement to be bound by the provisions of this Article. If, in the course of an investigation or hearing conducted pursuant to this Article 10, the Corporation discovers that the Adverse Party:

- (a) Is listed on any State or Federal sexual offender list or registry,
- (b) Has been declared a sex offender in any applicable State or Federal jurisdiction, or
- (c) Has been convicted of or has entered a plea of guilty or no contest to a criminal charge or indictment issued by an applicable City, County, State or Federal jurisdiction, and such charge or indictment involved sexual misconduct, child abuse

or conduct that is a violation of any law or regulation that is specifically designed to protect minors,

the resolution of the Adverse Party's status shall be resolved under Article 9, and the proceedings under this Article 10 shall be promptly terminated.

ARTICLE 11
SANCTIONING

11.01 **Domestic Events.** The Corporation may issue a sanction for any domestic competition, exhibition or similar event in which member athletes or judges participate.

11.02 **International Events.**

- (a) **Sanctions.** Any competition or exhibition held in the United States that involves participation by foreign gymnasts or judges must be sanctioned by the Corporation.
- (b) **Invitations to compete in United States.** All invitations to foreign gymnasts to compete in the United States must be extended by the Corporation.
- (c) **Invitations to compete abroad.** All invitations for American gymnasts or judges to participate in competitions or exhibitions conducted outside the United States must be extended by the host country's national governing body for gymnastics through the Corporation.
- (d) **Compliance.** Failure of any Corporation member athlete or foreign athlete to follow the procedures listed in sanctions, Section 11.02 (a) (b) (c), as well as those procedures in the statutes of the Federation Internationale de Gymnastique ("FIG") relating to international competition or foreign events could render the athlete ineligible for participation in future Corporation and FIG Events. Violation of these procedures may cause action to be taken against a foreign federation consistent with the Statutes of the FIG

ARTICLE 12

FINANCES

- 12.01 **Fiscal Year.** The fiscal year of the Corporation shall begin on the first day of January and end on the last day of December of each year.
- 12.02 **Record Keeping and Reporting.** Consistent with generally accepted accounting principles, the Corporation will maintain records of its financial activity and prepare for distribution to the Board of Directors regular reports of that activity.
- 12.03 **Budget.** The President will prepare for submission to the Finance and Audit Committee both an annual budget and a four-year budget for each Olympic quadrennium to be presented and approved at the annual meeting of the Board of Directors.
- 12.04 **Annual Audits.** The Board of Directors shall cause to be made an annual audit of the Corporation's books and records and an examination of its business affairs. The audit and examination shall be made by independent certified public accountants selected by the President, and approved by the Board, and the accountant's report shall be furnished to the Directors.
- 12.05 **Bonds.** The President shall, and any other officer or employee handling money of the Corporation may, be bonded at the Corporation's expense in such manner as may be determined by the Board of Directors.
- 12.06 **Dues.**
- (a) Each Member (not including the Men's, Women's, Rhythmic, Trampoline and Tumbling, and Acrobatic Gymnastics National Programs) shall pay annual dues in an amount as established by the Board of Directors.
 - (b) Dues shall be payable on the first day of each fiscal year (January 1) of the Corporation.

- (c) When any Member shall be in default in the payment of dues for a period of six (6) months from the date such dues become payable, such Member's membership may be terminated by the Board of Directors in the manner provided in Section 3.03 hereof.

ARTICLE 13

INDEMNIFICATION AND LEGAL FEES

13.01 Indemnification.

- (a) The Corporation shall indemnify each of its present or former Directors, officers, employees or official representatives, or any person who is or was serving another Corporation or other entity in any capacity at the request of the Corporation, against all expenses actually and reasonably incurred by such person (including, but not limited to judgments, costs and counsel fees) in connection with the defense of any pending or threatened litigation to which such person is, or is threatened to be made, a party because such person is or was serving in such capacity. This right of indemnification shall also apply to expenses of litigation that are compromised or settled, including amounts paid in settlement, if the Corporation shall approve such settlement as provided in Section 13.02 hereof. Such person shall be entitled to be indemnified if he acted in good faith and in a manner he reasonably believed to be in or not opposed to the best interests of the Corporation. The termination of any litigation by judgment, order, settlement, conviction or upon a plea of nolo contendere or its equivalent shall not, of itself, create a presumption that the person did not act in good faith and in a manner reasonably believed to be in or not opposed to the best interests of the Corporation.
- (b) Any amount payable as indemnification under this Article 13 shall be determined and paid by the Corporation pursuant to a determination by the affirmative vote of a majority of the Directors, other than those Directors who have incurred expenses in connection with the litigation for which the indemnification is sought, that such person has met the standard of conduct set forth in this Article 13.

- (c) Any expenses incurred by such person in connection with the defense of any litigation may be paid by the Corporation in advance of a final disposition of such litigation upon receipt of an undertaking by such person to repay such amount if any is determined under Section 13.02 hereof that such person is entitled to be indemnified under this Article 13.
- (d) The right of indemnification under this Article 13 shall be in addition to, and not exclusive of, all other rights to which such person may be entitled.
- (e) The Board of Directors may, at its discretion, authorize the purchase of insurance on behalf of any persons identifiable under this Article 13. Such insurance may include provisions of indemnification of such persons for expenses of a kind or subject to indemnification under this Article 13.

13.02 **Legal Fees.** Any Member, officer, director or participant in the Corporation's membership program who initiates legal proceedings against the Corporation before any independent tribunal or in any court of law agrees that the Corporation may seek an award of its attorneys' fees and related expenses if it prevails in that action.

ARTICLE 14

CONFLICT OF INTEREST

14.01 Conflict of Interest.

- (a) No Director or Officer of the Corporation, member of any committee, employee, paid consultant to or agent or representative of the Corporation, shall participate in the negotiation, evaluation or approval by the Corporation of any contractual arrangement to which it is proposed that the Corporation become a party, if such individual would financially benefit, directly from the Corporation becoming a party to such arrangement.
- (b) Each individual named in subsection (a) shall, upon learning that the Corporation is proposing to enter into an arrangement in which he or she has a financial interest in such arrangement, promptly notify the President in writing of the existence of such interest, and the President in turn shall disclose such interest to the Ethics and Grievance Committee. The Ethics and Grievance Committee or the Board of Directors may approve further participation by the individual upon an affirmative vote of the committee or the Board.
- (c) Every Director, Officer and member of a standing committee of the Corporation shall submit an annual written conflict of interest disclosure form as may be directed by the Corporation, the Finance and Audit Committee, the Ethics and Grievance Committee or the Corporation's outside auditor. In addition, every Director, Officer and member of a standing committee of the Corporation shall have an affirmative duty to promptly disclose in writing to the Ethics and Grievance Committee any matter which is of a similar type, description or subject that is contained in the

annual form in the event such a matter develops or is discovered after the execution and submission of the annual form.

- (d) In the event of a violation of this Section 14.01, the Corporation shall have the right to recover from the individual in question his or her financial benefit, and to void the arrangement.

ARTICLE 15

CONSTRUCTION AND AMENDMENT OF BYLAWS

- 15.01 **Amendment of Bylaws.** These Bylaws may be altered, amended or repealed, or new Bylaws may be adopted at any meeting of the Board of Directors by the affirmative vote of two-thirds (2/3) the Directors, provided notice of the proposed alteration, amendments, repeal, or new Bylaws are presented to the members within thirty (30) days of any meeting of the Board of Directors (according to Section 5.04).
- 15.02 **Editorial Changes.** Non-substantive changes to the Bylaws, as for example the correction of typographical errors or the substitution of a new address for the Corporation's principal office, may be made by the Nominating and Governance Committee without resort to a vote by the Board of Directors, provided any such changes are promptly reported to the Board.
- 15.03 **Construction of Bylaws.**
- (a) Whenever the context so requires, masculine shall include the feminine, the feminine shall include the masculine, and the singular shall include the plural, and conversely.
 - (b) If any portion of these Bylaws shall be invalid or inoperative, then, so far as is reasonable and possible, the remainder of these Bylaws shall be considered valid and operative; and effect shall be given to the intent manifested by the portion held invalid or inoperative.
- 15.04 **Table of Contents.** The table of contents and headings used in these Bylaws have been inserted for convenience only and do not constitute matter to be construed in interpretation.
- 15.05 **Relation to Articles of Incorporation.** These Bylaws are subject to, and governed by, the Articles of Incorporation.

15.06 **Savings Clause.** Failure of literal or complete compliance with provisions of the Bylaws in respect to dates and times of notice, or the sending or receipt of the same, or errors in phraseology or notice of proposals, which in the judgment of the members at meetings held do not injure the rights of members, shall not invalidate the actions or proceedings of the members at any meeting.

ARTICLE 16

GENERAL PROVISIONS

- 16.01 **Books and Records.** The Corporation shall keep correct and complete books and records of account and shall keep minutes of the proceedings of its Board of Directors.
- 16.02 **Corporate Seal.** The Corporation seal (of which there may be one or more) shall contain the name of the Corporation and the name of the state of incorporation. The seal may be used by impressing or reproducing a facsimile of it, for use on official documents of the Corporation.
- 16.03 **Publications.** USA GYMNASTICS and TECHNIQUE magazines are the official publications of the Corporation.