BYLAWS OF

USA WEIGHTLIFTING, INC.

Amended June 26, 2017
Amended April 11, 2019
Amended May 28, 2019
Amended October 31, 2019
Amended May 11, 2020
Amended July 3, 2021
Amended August 19, 2021
Amended March 7, 2022
Amended February 20, 2024
Amended December 16, 2024 (updated mission statement in Section 3)
Amended October 15, 2026 (new Sections 9.4 and 9.5)
Amended ___

SECTION 5. MEMBERS

Section 5.1 Categories of Membership.

Membership in USAW shall be open to the following categories of individuals and organizations upon registration with USAW and payment of the requisite membership fee. All members must be in compliance with all requirements of these Bylaws and other requirements as otherwise promulgated by USAW in its rules, regulations, policies, and procedures.

a. ~~Elite~~USAW 10 Year Athletes. ~~The following individuals shall be~~ Those eligible for ~~Elite Athlete~~USAW membership in ~~USAW:~~

a. ~~those~~this category shall be any athlete who~~, within the prior ten (10) years, represented the United States~~ qualifies as an NGB 10 Year Athlete, as that term is defined in the ~~Olympic Games, Pan American Games, an Operation Gold event, a World Championship recognized by the IWF, the Paralympic Games, or an IPC-recognized World Championship in weightlifting; or~~USOPC Bylaws and as applied to USAW (hereinafter "**USAW 10 Year Athlete**"). This USAW 10 Year Athlete[1] membership type is limited to the following:

i. ~~those~~an athlete who qualifies as a USOPC 10 Year Athlete, as that term is defined in the USOPC Bylaws ("**USOPC 10 Year Athlete**"), in the sport of weightlifting; or

~~i.~~ii. an athlete who was selected by USAW, within the ~~prior ten (~~previous 10~~)~~ years, ~~represented the United States in the Pan American Championships (senior); or~~to compete in a competition as defined by the USAW Athletes Advisory Council ("**AAC**") and approved by the NGB Athlete Representation Review Working Group ("**ARRWG**") to qualify an athlete for USAW 10 Year Athlete status.

~~i. National Team athletes, who, within the prior ten (10) years, represented the United States in the IWF Junior World Championships, FISU World University Championship, FISU Universiade, IWF Grand Prix, IWF World Cup or any event considered an Olympic Qualification event.~~

b. Athlete Members. Those eligible for USAW membership in this category shall be any individual who registers with USAW, is a competitive athlete eligible to compete in weightlifting events, but who does not otherwise qualify for membership as ~~an Elite~~a USAW 10 Year Athlete.

c. Technical Official Members. Those eligible for USAW membership in this category shall be any individual who is a ~~coach who has~~technical official in the sport of weightlifting. Technical Official Members shall be designated as National or Higher, or Local Technical Officials depending on the status they have achieved ~~a National~~ pursuant to USAW policy.

~~b.~~ Coach ~~rating or above, and/or a member who has achieved National Technical Official status or above.~~

d. ~~Coach, Referee, and Auxiliary~~ Members. Those eligible for USAW membership in this category shall be any individual who ~~registers with USAW,~~ is a weightlifting coach ~~who~~

[1] The period of eligibility for USAW 10 Year Athlete membership starts when an athlete is selected for the relevant competition and ends on December 31 of the tenth year after their last selection for, or participation in, such competition, whichever is later.

~~is not yet a~~. Coach Members shall be designated as National ~~Coach~~ or ~~a Technical Official who is not yet a National Technical Official.~~ Higher, or Local Coaches depending on the status they have achieved pursuant to USAW policy.

~~c.~~c. Auxiliary Members. Those eligible for USAW membership ~~categories such as~~ in this category shall be those individuals identified under USAW policy as being eligible for auxiliary membership, including but not limited to volunteers and medical ~~membership shall be considered in this category~~staff at USAW owned and operated events.

~~d.~~f. Lifetime Members. Those eligible for USAW membership in this category shall be any individual who has competed for the United States in the sport of weightlifting in the Olympic Games (inclusive of those selected to compete in the 1980 Olympic Games but excluding the Youth Olympic Games), and who does not otherwise qualify as ~~an Elite~~a USAW 10 Year Athlete. Such persons shall be granted a lifetime membership in USAW without the requirement to pay dues, but shall be required to comply with other USAW membership requirements.

~~e.~~g. Organizational Grassroots Membership. Any club, whether national or local, is eligible for USAW membership in this category if it registers and agrees to be bound by the rules and regulations of USAW. The club president will solely hold the vote on behalf of the club.

~~e. Weightlifting State Organizations. Weightlifting State Organization ("**WSO**") members shall be the recognized weightlifting leadership in their local area as defined in Section 5.8.~~

Section 5.8 Regional Weightlifting ~~State~~ Organizations.

~~a. Structure. WSOs are committees of~~ USAW ~~that advise USAW on matters pertaining to~~ may have such regional weightlifting ~~within their Region (defined below) and assist USAW in organizing an annual championship in their Region.~~

~~b. Finances. Finances for WSOs will be managed by USAW.~~

~~c. There shall be the following WSOs. The relevant "**Region**" of each WSO shall be the geographic bounds as set forth below:~~

~~i. Pacific Northwest — the States of Alaska, Oregon, and Washington.~~

~~ii. Mountain South — the States of Utah, Arizona, New Mexico, and Nevada.~~

~~iii. Texas-Oklahoma — the States of Oklahoma and Texas.~~

~~iv. Missouri Valley — the States of Missouri and Kansas.~~

~~v. Minnesota-Dakotas — the States of North Dakota, South Dakota, and Minnesota.~~

~~vi. Iowa-Nebraska — the States of Iowa and Nebraska.~~

~~vii. New England — the States of Maine, Vermont, Rhode Island, New Hampshire, Connecticut, and Massachusetts.~~

~~viii. Tennessee-Kentucky — the States of Tennessee and Kentucky.~~

~~ix. Carolina — the States of North and South Carolina.~~

~~x. Southern — the States of Louisiana, Mississippi, and Arkansas.~~

~~xi. New York — the State of New York.~~

~~xii. DMV — the States of Maryland, Delaware, and Virginia, and the District of Columbia.~~

~~xiii. Pennsylvania-West Virginia — the States of Pennsylvania and West Virginia.~~

~~xiv. Ohio — the State of Ohio.~~

~~xv. New Jersey — the State of New Jersey.~~

~~xvi. Michigan — the State of Michigan.~~

~~xvii. Wisconsin — the State of Wisconsin.~~

~~xviii. Illinois — the State of Illinois.~~

~~xix. Indiana — the State of Indiana.~~

~~xx. Georgia — the State of Georgia.~~

~~xxi. Alabama — the State of Alabama.~~

xxii. Florida — the State of Florida.

xxiii. Mountain North — the States of Idaho, Colorado, Wyoming, and Montana.

xxiv. California North Central — all counties in the State of California north of San Luis Obispo, Kern and San Bernardino Counties.

xxv. California South — all counties in the State of California south of Monterey, Kings, Tulare, and Inyo Counties.

xxvi. Hawaii and International — the State of Hawaii and any overseas members.

d. WSO Committees. Each WSO committee will be made up of the following:

i. Nine (9) total committee members, to include:

(A) Three (3) athlete representatives from amongst the USAW member athletes within the applicable Region who have competed at least one (1) national level USAW owned and operated event in the last ten (10) years, provided that no more than one (1) athlete representative may come from the same club; and

(B) Six (6) at-large representatives elected as provided herein, provided that no more than one (1) at-large representative may come from the same club.

ii. If any WSO committee member fails to attend at least seventy-five percent (75%) of regular committee meetings called within twelve (12) months, they shall be referred to organizations as determined by the Board for removal.

iii. WSOs shall defer any ethical or other disciplinary issues under USAW's Bylaws, rules, policies, and procedures related to USAW members within their Region to USAW.

e. Elections. WSO committee elections will be staggered so that half (1/2) of the WSOs have committee elections every four (4) years beginning in 2023, and half (1/2) have committee elections every four (4) years beginning in 2025. All eligible individual USAW members within the applicable WSO will each have one (1) vote for each of the athlete representative positions for the corresponding WSO committee up for election and one (1) vote for each of the at-large representative positions for the corresponding WSO committee up for election.

f. Terms. WSO committee members will serve four (4) year terms.

g. Resignation, Removal, and Vacancies.

i. A WSO committee member's position shall be declared vacant upon their resignation, removal, incapacity, disability, or death. Any WSO committee member may resign at any from time by giving written notice to the president of the WSO committee, except the president's resignation shall be given to the CEO. Such resignation shall take effect upon receipt by the president of the WSO committee or CEO (in the case of the WSO committee president's resignation) unless the notice specifies a later effective date, and unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective.

ii. Any vacancy occurring in a WSO committee shall be filled as set forth for the election of that committee member. A committee member elected to fill a vacancy shall be elected for the unexpired term of such committee member's predecessor in office.

Requirements and Local Variances. USAW may from to time to time set additional requirements for WSOs. Local variances to this Section 5.8 and other applicable requirements may be permitted for WSOs, by written submission to, and approval by, USAW, otherwise these Bylaws and the provisions herein apply. Any approved variance shall be published to all USAW members within the WSO's region by the WSO.

h. Funding. Funding for WSO activities shall provided by USAW in the form of an annual budget allocation from USAW or a portion of membership fees for USAW members in the applicable WSO's Region, as determined by USAW in its discretion from time to time.

i. Members. Each USAW member is automatically assigned to a WSO based on the Region in which they have their primary address on file with USAW, unless the member chooses to be assigned to another Region in accordance with USAW's policies and procedures regarding WSOs.

SECTION 6. BOARD OF DIRECTORS

Section 6.5 Election/Selection.

USAW's Board shall be elected as follows:

a. ~~Elite~~USAW 10 Year Athlete Directors. ~~Two~~The two (2) Directors known as the "Elite Athlete Directors ~~on the Board shall be elected using the following method. One (1) Elite Athlete Director~~" immediately preceding the effective date of these Bylaws shall remain on the Board until they are replaced as follows. In the Team USA AC representative election immediately following the effective date of these Bylaws and such elections thereafter, the two positions previously known as the "Elite Athlete Director" seats will be filled as follows: One (1) USAW 10 Year Athlete Director shall be USAW's representative to the Team USA Athletes' Commission ("**AC**"), also known as the USOPC Athlete's Advisory Council ~~("**USOPC AAC**"),~~ elected pursuant to Section 11.3 of these Bylaws. ~~If for some reason USAW's representative to the USOPC AAC is unable or unwilling to serve, then~~ The other USAW 10 Year Athlete Director shall be USAW's alternate representative to the ~~USOPC AAC, also~~ Team USA AC, elected pursuant to Section 11.3 of these Bylaws~~, shall serve as an Elite Athlete Director to the Board. The second Elite Athlete Director shall be elected as follows: the Nominating and Governance Committee shall receive nominations for the Elite Athlete Director position and shall review the nominees to ensure they meet the qualifications for Elite Athlete Director, including that they competed in the Pan American Games, Olympic Games, or World (Senior) Championships in the past ten (10) years. The Nominating and Governance Committee shall then issue a list of qualified nominees to stand for election. In order to ensure gender balance on the Board, only those nominees for the gender opposite the USOPC AAC Representative serving on the Board will be eligible to run for election. The Elite Athlete Director shall be elected in a vote of all Elite Athlete members. Notwithstanding the requirement that the terms of Directors be staggered, the second Elite Athlete Director may be elected in the same year, and have a concurrent term, as the USOPC AAC representative~~.

b. ~~National Team Athlete Directors. Two (2) National Team Athlete~~Athlete Directors. The two (2) Directors elected as the "National Team Athlete Directors" in the election immediately preceding the effective date of these Bylaws shall serve their full terms on the Board until they are replaced as follows in the next Director elections at which their seats would be up for election and thereafter. Two (2) Athlete Directors on the Board shall be elected using the following method. The USAW AAC and the Nominating and Governance Committee shall develop a process to jointly identify and vet candidates to serve as the Athlete Directors. In addition to other qualifications for Directors, any candidate for Athlete Director must meet the definition of USAW 10 Year (as of the date their term commences) or USAW 10 Year+ Athlete. All current USAW 10 Year Athlete Members, as defined in Section 5.1 of these Bylaws, shall each have the right to one (1) vote in the Athlete Director elections, which they may use to vote for one (1) of the nominated individuals, to serve as the Athlete Directors on the Board. Since both Athlete Directors will be elected simultaneously, the individual with the most votes will be elected regardless of gender. For the second Athlete Director, the individual with the most votes of the opposite gender will be elected (if there is such an individual), provided, however, that if the first Athlete Director meets the definition of a USAW 10+ Year Athlete and not a 10 Year Athlete, then the 10 Year Athlete of the opposite gender (or, if no such individual, of the same gender) with the most votes will be elected. This election will occur in the opposite Board election year of the USAW 10 Year Athlete Directors.

National Directors. The two Directors known as the "Coach/Technical Directors" immediately preceding the effective date of these Bylaws shall serve their full terms on the

Board until they are replaced as follows in the next two (2) consecutive Director elections at which their seats would be up for election and thereafter. The National Directors on the Board shall be elected using the following method. The Nominating and Governance Committee shall receive nominations for the National ~~Team Athlete~~ Director ~~position~~positions and shall review the nominees to ensure they meet the necessary qualifications ~~for National Team Athlete Director. The National Team Athlete Directors will consider the Olympic Games, Pan American Games, World (Senior) Championships, Pan American Championships (Senior), IWF Junior World Championship, FISU Universiade, FISU World University Championship, IWF World Cup, IWF Grand Prix, or other Olympic Qualification event in the last ten (10) years and may be of either gender. The Nominating and Governance Committee shall then issue a list of qualified nominees to stand for election. Each National Team Athlete Director will be elected as follows: the Nominating and Governance Committee shall receive nominations for the National Team Athlete Director position and shall review the nominees to ensure they meet the qualifications for National Team Director~~. The Nominating and Governance Committee shall then issue a list of qualified nominees to stand for election. ~~For clarity, since both National Team Athlete Directors will be elected simultaneously, the individual with the most votes will be elected from either gender. For the second National Team Director, the individual with the most votes of the opposite gender will be elected. This election will occur in the opposite Board election year of the Elite Athlete Directors. Such directors will be elected by the vote of all athlete members.~~

~~b.~~c. ~~Coach/Technical Directors. The Coach/Technical Directors on the Board shall be elected using the following method. The Nominating and Governance Committee shall receive nominations for the Coach/Technical Director positions and shall review the nominees to ensure they meet the~~In addition to other qualifications for ~~Coach/Technical Director. The Nominating and Governance Committee shall then issue a list of qualified nominees to stand for election. In addition~~Directors, to be eligible for nomination to run for the ~~Coach/Technical~~ National Director position, a candidate must ~~have obtained at least ten (10) signatures of support from current technical membership category, and he~~be either a National Coach or ~~she must be at least~~ higher, or a National ~~Coach or National~~ Technical Official or higher, as ~~that term is~~ defined by ~~the~~ USAW policy. All current ~~USAW~~Coach and Technical ~~members, as defined in Section 5. of these Bylaws,~~Official Members who are National level or higher shall then each have the right to one (1) vote, which they may use to vote for one (1) of the nominated individuals, to serve as the ~~Coach/Technical Director on~~National Director on the Board. The individual with the highest vote total shall be elected as the National Director to the Board.

~~c.~~d. Grassroots Directors. The two Grassroots Directors in office immediately preceding the effective date of these Bylaws shall serve their full terms on the Board until they are replaced as follows in the next consecutive Director elections and thereafter. The Grassroots Directors on the Board shall be elected using the following method. The Nominating and Governance Committee shall receive nominations of presidents of Organizational Grassroots members and ~~WSOs. Any coach wishing to run for this Director position cannot be higher than a National coach as that term is defined by~~regional weightlifting organizations under Section 5.8, if any, and Local Coach and Technical Official Members, and shall review the ~~USAW.~~nominees to ensure they meet the necessary qualifications. All ~~current Organizational Grassroots members~~Local Coach and Local Technical Official Members shall then each have the right to one (1) vote, which they may use to vote for one (1) of the nominated ~~Organizational Grassroots members~~individuals to serve as their Grassroots Director on the Board. The individual with the highest vote total shall be elected as the Grassroots ~~Directors~~Director to the Board.

~~d.~~c. Independent Directors. The Independent Directors on the Board shall be elected using the following method. The Nominating and Governance Committee shall receive nominations of individuals for Independent Director positions and shall review the nominees to ensure they meet the necessary qualifications. ~~Nominees~~In addition to other qualifications for Directors, nominees must meet the definition of "Independent," as that term is defined in Section 6.6 of these Bylaws. The Nominating and Governance Committee shall put forward qualified candidates to the Board for election, and the candidate receiving a majority of votes of those Directors present at a meeting of the Board where a quorum is present shall be elected as an Independent Director. Election of Independent Directors shall be done after the other elections set forth in this Section 6.5 have been completed. In the event that the other elections held under Section 6.5 do not create a Board with at least thirty percent (30%) of each gender, then the Nominating and Governance Committee shall only put forward nominations for candidates from the gender that does not have thirty percent (30%) representation, and the Board shall elect an individual of that gender.

~~e.~~f. At-Large Directors. The At-Large Directors on the Board shall be elected using the following method. The Nominating and Governance Committee shall receive nominations for the At-Large Director position and shall review the nominees to ensure they meet the necessary qualifications. In order to ensure gender balance on the Board, one (1) At-Large Director shall be a male and one (1) At-Large Director shall be a female, so only those nominees from the gender assigned to the position up for election will be considered. ~~A~~In addition to other qualifications for Directors, a nominee for At-Large Director must have obtained at least ten (10) signatures of support from other USAW members. ~~The entire~~All individual voting ~~membership will~~members shall then each have the right to one (1) vote, which they may use to vote for one (1) of the nominated individuals to serve as the At-Large Director on the Board. The individual with the highest vote total shall be elected as the At-Large Director to the Board.

~~f.~~g. Affiliated Organization Director. If in the future, there are amateur sports organizations that are permitted under amended versions of these Bylaws to register as an affiliated organization and which conduct a national weightlifting program, or regular national amateur weightlifting competition, on a level of proficiency appropriate for the selection of amateur athletes to represent the United States in international amateur competitions, then the Board shall consider, adhering to any applicable requirements in the Sports Act, whether to admit such organizations as USAW members in a category appropriate thereof, and the Board shall consider amending these Bylaws to add a seat on the Board for one (1) Board member to represent the collective interest of any and all such organizations.

SECTION 8. COMMITTEES

Section 8.14 ~~WSO Council~~

~~The WSOs of USAW have a council of representatives to advise USAW on matters pertaining to WSOs.~~

~~a. The WSO Council will be appointed/elected as follows:~~

~~i. Two (2) Athlete Representatives appointed by the USAW AAC;~~

~~ii. One (1) independent (as that term is defined in Section 6.6) representative; and~~

~~iii. The remaining three (3) individuals will be elected by vote of the presidents of the WSOs.~~

~~b. The WSO Council shall:~~

~~i. serve as an advisory body to the WSO presidents on developing their WSOs;~~

~~ii. provide proposals to USAW regarding issues and policies that may benefit and improve regional organization; and~~

~~iii. perform such other duties as assigned by USAW or the Board.~~