By-Laws of the United States Racquetball Association

dba USA Racquetball

AMENDED AUGUST 10, 2026

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NOTE: Throughout these Bylaws and all USA Racquetball policies, when the term Executive Director is utilized, and pursuant to the information provided in Articles VI and VIII, the term "Office of the Executive Director" is to be considered synonymous with the term "Executive Director" and all the roles and responsibilities therein, except where otherwise noted.

ARTICLE I

101.0 NAME. The name of the organization shall be USA Racquetball, Inc., hereinafter referred to as the Corporation. In this bylaws document, "the Corporation" may also be referred to as "the association."

102.0 DEFINITION. This Corporation is organized pursuant to the general non-profit corporation's code of Colorado. This Corporation is one that does not contemplate pecuniary gain or profit to any member, officer, or director, and no part of the earnings of this Corporation shall inure to the benefit of any member, officer, or director thereof. The property of this Corporation is irrevocably dedicated to athletic, charitable, healthy, and educational purposes. Furthermore, in the event of the dissolution or liquidation of this Corporation, any and all surplus, capital, or assets shall be distributed to one or more funds, foundations, or Corporation (selected and chosen by the Board of Directors of this Corporation), exempt from Federal Income Tax under Section 501-C-3 of the Internal Revenue Code of 1954 as now in effect or as subsequently amended.

103.0 CORPORATION YEAR. The Corporation's year is from 1 January through 31 December.

ARTICLE II

201.0 PURPOSE. USA Racquetball is a non-profit corporation designed to foster and promote the development of recreational and competitive racquetball in the United States. The Corporation is organized and operated exclusively to foster national and international amateur sport competition within the meaning of 501-C-3 of the Internal Revenue Code. Notwithstanding any other provision of these articles, the Corporation shall not carry on any other activities not permitted by a corporation exempt from Federal Income Tax under 501-C-3 of the Internal Revenue Code. The Corporation offers institutions and individuals, which desire to join in membership for the advancement of racquetball, an opportunity to participate and contribute to that growth. The stated purpose, which is consistent with the provisions of Title II, Sections 202 and 203 of the Amateur Sports Act of 1978, Public Law 95-606, are fulfilled through the following aims and objectives:

202.0 AIMS AND OBJECTIVES

A. To perpetuate, improve, promote, and extend the sport of racquetball in the United States.

B. To stimulate the interest of people in healthy sport participation through racquetball.

C. To supervise and administer a continuing racquetball program for all age groups for the purpose of stimulating interest and developing athletes through careful preparation and planning, utilizing existing facilities, resources, and coaching.

D. To unify and coordinate the efforts of all agencies interested in promoting racquetball and permit all interested parties to have a voice in the development of the sport in the United States.

E. To create and maintain research projects that will benefit all parties interested in racquetball.

F. To provide a clearinghouse for the distribution of coaching aids, literature, films, research materials, and rules collected from sources within the United States and other countries.

G. To establish an effective means of communication for the transmission of useful ideas whereby coaches and athletes will be informed of the latest developments and techniques in racquetball.

H. To give prompt attention to valid suggestions on how to improve the conduct of administration in racquetball in the United States.

I. To establish regional, national, and international series of racquetball clinics.

J. To maintain records and disseminate information pertaining to all phases of racquetball.

K. To train and certify competent racquetball officials.

L. To raise money and finance improvement in the sport of racquetball.

M. To operate for educational and charitable purposes, to coordinate programs and activities between participants representing the United States and other countries that are conducted in or outside of the United States.

N. To resolve disputes arising within racquetball concerning rules, equipment, player eligibility, or any other areas concerned.

203.0 JURISDICTION

A. Membership in the Corporation includes the following classifications:

1. Recreational or competitive member: this membership is open to any individual who is an athlete, coach, trainer, manager, administrator, or official who is active in racquetball and to any sponsor, competitor, or interested enthusiast who wishes to participate in and contribute to the growth of racquetball.

Equal Opportunity

USA Racquetball is committed to providing equal opportunity to amateur athletes, coaches, trainers, managers, administrators, and officials to participate in/compete in amateur athletic competition without discrimination (on the basis of race, color, religion (creed), gender, gender expression, sex, age, national origin (ancestry), disability, marital status, sexual orientation, or military status) as required by the Act §220524(8).

Anti-Discrimination

USA Racquetball does not and will not discriminate on the basis of race, color, religion (creed), gender, gender expression, sex, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, staffing, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for everyone including but not limited to our staff, members, volunteers, subcontractors, and vendors.

2. Institutional member: this membership is open to any institution or organization that sponsors and supports a racquetball team or teams.

B. The members of this Corporation are those persons, institutions, and organizations that pay the membership fee prescribed by the Board of Directors and hold valid membership cards.

C. Membership cards are of such form and design as the Board of Directors may elect, and said cards shall express on their face the membership number, the date of expiration, the name of the member to whom it is issued, and the official insignia or logo of the Corporation. Membership cards are available for self-printing in each member's profile in the USA Racquetball membership software.

ARTICLE III

301.0 INSIGNIA/LOGO. The Corporation shall have the official insignia and logo shown in the USAR Governance Manual.

ARTICLE IV

401.0 DUES. The dues structure is a component of the USAR Governance Manual.

ARTICLE V

501.0 ANNUAL AND SPECIAL MEETINGS

A. An Annual Meeting of the USA Racquetball Board of Directors will take place on a date scheduled after the completion of the annual Board of Directors election/Athlete Representatives election and before May 31 of that same year. Meetings should include written committee reports. Board members should receive agenda items and written committee reports five (5) days in advance of the Annual Meeting.

B. Special meetings of the Board of Directors may be called by the President on five (5) days' notice, or on the written request of two-thirds or more of the members of the Board of Directors. Should extenuating circumstances or an emergency arise, the notice timeframe may be shortened or waived by majority vote of the Executive Committee of the Board of Directors.

C. All plans, arrangements, programs, budgets, and like subjects affecting the welfare and policies of the Corporation are prepared and actuated by the Executive Director. All such plans, arrangements, programs, and budgets are subject to the approval of the Board of Directors each year (or more often as directed), primarily at the Annual Meeting of the Board of Directors.

502.0 ROBERT'S RULES OF ORDER. The latest edition of Robert's Rules of Order governs any and all meetings.

503.0 MEETING RECORDS AND PROCEDURES

A. Conflict of Interest

USA Racquetball's Conflict of Interest Policy of USA Racquetball, Inc. is posted in its entirety on the USA Racquetball website under Governance/Policies.

The Secretary gathers Conflict of Interest Disclosure documents in conjunction with the Board of Directors Annual Meeting as well as when new directors join the Board. (See 601.0.A.5)

The Secretary will maintain a composite Conflict of Interest report to include Board member roles and involvements that may indicate needs to recuse when Board votes are taken. Board members will be reminded on meeting agendas (using standard conflict of interest language) to identify conflicts of interest and recuse themselves appropriately. (See 503.0.B)

Board Members will notify the Secretary and submit updated Conflict of Interest Disclosure documents as circumstances change.

B. Minutes

Minutes will be taken, approved, and then made available online in a timely manner, not to exceed quarterly.

Meeting minutes include:

-- Instances when individuals recuse themselves due to a Conflict of Interest (see 503.0.A).

-- Identification of high-level topics discussed in executive session.

C. Quorum / Attendance Tracking

At all meetings and reconvened meetings of the Board of Directors, a simple majority constitutes a quorum and the actions of the Board of Directors at such meetings are binding upon all members of the Board of Directors, the Corporation's membership, and its employees.

Attendance will be tracked by the Secretary of the Board or another assigned Board member. In the event of numerous excused absences, the Executive/Ethics/Personnel/Grievance Committee will determine whether action should be taken. The Executive/Ethics/Personnel/Grievance Committee will make decisions on unforeseen situations. (See Article VIII, 804.0.E)

D. Other

The President is authorized to conduct mail, telephonic, or electronic votes of the Board of Directors. When balloting is completed, the Secretary of the Board is charged with recording the votes and reporting the results to the Board of Directors by mail, telephone, or email, and results of votes by these means will be reviewed with the Board of Directors at the next scheduled meeting and placed into the minutes.

ARTICLE VI

601.0 GOVERNING BODIES. The Corporation shall have two governing bodies:

A. Board of Directors

1. The formulation of policy, procedures, and operation for the Corporation is vested in a qualified Board of Directors elected or appointed from the association's membership*. Members of the Board must be Citizens of the United States who are at least 18 years of age. (Additionally see Board Qualifications 601.0.A.3)

*USA Racquetball does not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to staffing, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for everyone including but not limited to our staff, members, volunteers, subcontractors, and vendors.

2. The Board of Directors of this Corporation consists of:

a. Persons who have been duly elected by the general membership (At Large) or have been appointed by the Board of Directors. At least 20% of At Large and Appointed positions (combined) must be female. Appointed persons, whether in Board Appointed or Executive Appointed categories, will be ratified by a 2/3 majority vote of the entire board (see Article VII.)

Positions that are populated by the President **to replace vacated positions** according to Section 804.0.B are not considered to be appointed positions as defined herein and in Article VII (Board of Directors Position Categories: Selection and Terms).

b. Athlete representatives will equal at least 33.3% of the USA Racquetball Board of Directors.

At least 20% of Board of Directors voting members must be 10 Year Athlete representatives. The remaining athlete representatives that bring total athlete representation to 33.3% must be either 10 Year or 10 Year+ Athlete representatives.

At least half of these athlete representatives will have obtained 10 Year or 10 Year+ Athlete representative eligibility through either competing at an event that at the time of election/selection is on a Delegation Event program (as required), or

qualifying for an event that, at the time of election/selection, is on a Delegation Event program.

USA Racquetball's representative on the Team USA Athletes' Commission (Team USA AC), as well as the Team USA AC Alternate, will serve on the USA Racquetball Board of Directors. The Team USA AC Representative will serve with voice and vote; the Team USA AC Alternate will serve as a non-voting ex officio member of the Board.

If an athlete representative on the Board of Directors also is chosen through separate election to be the Team USA Alternate, he/she will retain the voting status achieved when they were initially elected to be a Board athlete representative.

The Team USA AC Representative will be included toward the 20% 10 Year Athlete representation of the Board's voting members. In addition to the 10 Year Athlete and 10 Year+ Athlete requirements, all applicable eligibility requirements, the conflict of interest policies, and code(s) of conduct of all relevant stakeholders (i.e., NGB, USOPC, and/or AAC) will apply in determining the eligibility of a candidate.

Terms of Service

The terms of athlete representatives will coincide with the end of the Board of Directors Annual Meeting, every four years just prior to the Summer Olympic Games, with a maximum of two terms served. (See Article V, 501.0.A)

The terms of the Team USA AC Representative and Team USA AC Alternate are four years, with a maximum of two terms served. Terms served are subject to the timeline of the bylaws of the Team USA Athletes' Commission.

Definitions

The terms used herein, e.g., USOPC-required, 10 Year Athlete Representative, and 10 Year+ Athlete Representative, as well as the roles athletes representatives will fulfill on the USA Racquetball Board of Directors, Designated Committees, and Other Committees (the latter as required), can be found in, and will mirror the language in, the USOPC Bylaws, Section 8.5 Athlete NGB Representation (Boards, Designated Committees, Other Committees) and Section 8.5.3 (Athlete Representation on NGB Boards).

To ensure participation, the association will reimburse athlete representatives for reasonable expenses incurred specifically for in-person Board meeting attendance, i.e., reasonable domestic travel to and from the meeting location; economy fares and seating; share rooms whenever feasible, at host hotel. Air travel and hotel accommodations will be arranged by the USA Racquetball staff in consultation with the athlete representatives. The Executive/Ethics/Personnel/Grievance Committee will assist in resolving questions or concerns.

c. Any persons representing any amateur sports organization that have duly qualified by showing that the organization:

Conducts a national program or regular national amateur athletic competition in

the applicable sport on a level of proficiency appropriate for the selection of amateur athletes to represent the United States in international amateur athletic competition; and

Ensures that the representation reflects the nature, scope, quality, and strength of the programs and competitions of the applicable organization in relation to all other programs and competitions in the sport in the United States.

Uses the rules of play adopted by this Corporation or a variation thereof approved by this Corporation.

Supports in word and action the policies, goals, and programs of the Corporation.

Makes application for affiliation purposes to actively participate in the conduct of the affairs of the Corporation.

Once all points of qualification under Article VI, 601.0.A.2.c have been satisfied, an individual representing an amateur sports organization who requests to join the USA Racquetball Board of Directors may become a voting member of the USA Racquetball Board effective immediately, pending approval via a 2/3 vote of the entire Board of Directors.

3. BOARD QUALIFICATIONS

A candidate must be a member of USAR in good standing as of the first of the year prior to an election year; must have capacity to enter contracts; must not have a felony or criminal background; must be willing to sign a release for a background check; must not have been employed by USAR as of the first of the year two years prior to an election year; must possess past and present demonstration of good character. (Additionally see 601.0.A.1)

4. BOARD RIGHTS

The Board of Directors has the right to reject a membership application, to deny renewal of membership, and suspend or terminate the membership of anyone whose public actions have been judged detrimental to the welfare, image, and well-being of racquetball.

The Board of Directors may authorize the Executive Director to sign all contracts and other instruments in writing, subject to approval of each such contract or instrument by the Board of Directors.

5. BOARD FUNCTIONS AND RESPONSIBILITIES

Board members, regardless of how they were selected for Board service, are subject to all rules and entitled to all the privileges governing other members of the Board except as otherwise stated in these By-Laws.

All Board members must complete all agreement documents and processes required, including but not limited to confidentiality, conflict of interest disclosure (see Article V, Section 503.0.A), background check, SafeSport education/training, social media, and any other agreements deemed necessary to ensure the integrity of the Board.

As an entity, the Board of Directors' main areas of focus on longer-term objectives and impacts rather than on day-to-day management. Responsibilities and functions include but are not limited to:

Review and approval of USA Racquetball's strategic plan and budget
Oversight of the financial activities throughout the fiscal year
Review and approval of the financial statements, annual reports, financial and control policies, and selection of independent auditors
Selection, compensation, evaluation, and termination of the CEO/ED
Ensure that athlete safety rules, policies, and procedures comply with the requirements of the USOPC and U.S. Center for SafeSport.

B. Executive/Ethics/Personnel/Grievance Committee

1. The Board of Directors contains an Executive/Ethics/Personnel/Grievance Committee comprised of the following officers of the Corporation: President, Executive Vice President, Secretary, and Treasurer.

One or more Athlete Representatives must be members of the Executive/Ethics/Personnel/Grievance Committee pursuant to USOPC requirements (see 601.0.A.2.b). These individuals may simultaneously serve in officer capacities as determined by the Board of Directors.

The Executive Director serves in a non-voting advisory role for the Executive/Ethics/Personnel/Grievance Committee. The Immediate Past President may serve in a non-voting advisory role on the Executive/Ethics/Personnel/Grievance Committee. (See Article VIII, 806.0.A.1).

Per the designation at the top of page 4 of these bylaws, should the occasion arise to install a temporary Office of the Executive Director (OED) structure, it shall be defined as "two or more individuals acting together collaboratively in volunteer leadership and coordination roles to jointly fulfill the responsibilities of an Executive Director." Should the Board vote to install an Office of the Executive Director structure, the terms Executive Director and Office of the Executive Director shall be synonymous in these Bylaws and all USA Racquetball policies unless otherwise noted.

If an OED structure is adopted and if one or more of the volunteer OED members also serve in roles as elected or appointed Board members/officers, they may exercise both voice and vote on Board and Executive/Ethics/Personnel/Grievance Committee motions and participate in decisions made by either body as appropriate (if not affected by conflict of interest issues per USA Racquetball's Conflict of Interest Policy).

2. The Executive/Ethics/Personnel/Grievance Committee is empowered to act for the Board of Directors between meetings and may transact business and administer the affairs of the Corporation and the Board of Directors. The Executive/Ethics/Personnel/Grievance Committee will provide regular updates to the Board of Directors either in written form or as part of the next regular Board meeting as circumstances dictate.

3. The Executive/Ethics/Personnel/Grievance Committee meets at such times and places as it determines or upon the call of the President, or upon the call by a majority of its members.

4. A quorum of the Executive/Ethics/Personnel/Grievance Committee consists of a simple majority of the Executive/Ethics/Personnel/Grievance Committee.

5. Officers may not serve as officers at another USOPC National Governing Body.

6. The Executive/Ethics/Personnel/Grievance Committee acts as the first point of contact for grievances, either choosing to directly adjudicate as a committee or, alternatively, appointing appropriate committees and/or individuals to comprise adjudication panels responsible for addressing specific individual grievances. This approach allows for inclusion of subject matter experts with specialized functions/knowledge and others chosen to provide the most balanced and fair handling for each grievance brought to the association. Whether any grievance panel is the Executive/Ethics/Personnel/Grievance Committee itself or an alternative appointed panel, athlete representation percentage in accordance with USOPC Bylaws Section 8.5.3 is mandatory.
(Also see 903.0, Standing Committees, Executive/Ethics/Personnel/Grievance Committee)

602.0 COMPENSATION. No member of the Board of Directors will receive compensation for any services rendered without full disclosure to and prior approval by the Board of Directors. The Corporation may make reimbursement for reasonable expenses incurred by a Director in the course of his/her duties. Reimbursement must be requested in writing and submitted in accordance with USAR Finance Policies and Procedures.

ARTICLE VII

701.0 Board of Directors Position Categories: Selection and Terms

INTRODUCTION

The general rules (processes and timelines) governing selection and terms for the four categories of positions (i.e., seats) on the Board of Directors are described below and in further detail in USAR's Board of Directors Selection Procedures posted on the USA Racquetball website (Governance/Board of Directors).

Statutes of Term Board terms begin, and end, with the Board of Directors Annual Meeting. (See Article V, 501.0.A.)

With the exception of athlete representatives, the total consecutive term of service for any Board member is a maximum of six years. Appointed member terms will be three years; At Large Elected will be two years. After six years of consecutive service, no members of the Board of Directors can be elected or appointed again until at least two years after their departure.

Athlete representatives' term limits are a maximum of eight consecutive years (the equivalent of two quadrennia). (See also Article VI, 601.0.A.2.b/Terms of Service)

The terms of the Team USA AC Representative and Team USA AC Alternate are four years with a maximum of two terms served. Terms served are subject to the timeline of the bylaws of Team USA Athletes' Commission. (See also Article VI, 601.0.A.2.b/Terms of Service)

BOARD OF DIRECTORS POSITION CATEGORIES

A. Board of Directors – At Large Elected Positions

1. Elected by the association's membership via the processes and timelines contained in the Board of Directors Selection Procedures for At Large Elected positions.

B. Board of Directors – Board Appointed Positions

1. Based on needed skill sets and experience, the Task Force attached to the Election Committee (see Article IX, 903.0) serves to identify, research, and present candidates for Board Appointed positions for ratification by 2/3 majority vote of the entire Board of Directors.

2. One Board Appointed position may be filled after the conclusion of each annual Board election (At Large).

C. Board of Directors – Executive Appointed Positions

1. Based on needed skill sets and experience, the president identifies, researches, and presents candidates for Executive Appointed positions for ratification by 2/3 majority vote of the entire Board of Directors.

2. One Executive Appointed position may be filled per election cycle.

D. Board of Directors – Athlete Representatives

See also Article VI, 601.0.A.2.b – Athlete Representatives

USA Racquetball adheres to processes that ensure the number of athlete representatives equal at least 33.3% on the USAR Board of Directors, the Executive/Ethics/Personnel/Grievance Committee**,** and any other governing entities as required by the Act §220522(13) and Section 8.5.3 of the USOPC Bylaws.

Athlete representatives will meet the relevant requirements for their position. USA Racquetball's Secretary of the Board of Directors and an assigned staff member are jointly responsible for maintaining records that reflect the athlete's election/selection date, term, and the event they participated in (or qualified for) that meets the criteria for their position (i.e., the representative's qualifying event[s].)

<u>Elections</u>

Elections are conducted by the USA Racquetball Election Committee utilizing procedures supplied by the Team USA AC Bylaws. The Election Committee and the USA Racquetball AAC are responsible for the preservation of election documentation and results in the association's records.

a) All athlete representatives (10 Year and 10 Year+) to the USA Racquetball Board of Directors must be directly elected by the pool of athletes who meet the requirements as 10 Year Athlete representatives for USA Racquetball.

b) The USA Racquetball AAC and the USA Racquetball Election Committee will collaborate to identify and vet candidates to serve as 10 Year and 10 Year+ Athlete representatives.
c) The Team USA AC Representative and Team USA AC Alternate (the latter serving ex officio with voice but no vote) and are elected consistent with Team USA AC requirements.
https://www.usopc.org/teamusa-athletes-commission

Processes for Athlete Representation on the Board of Directors

Immediately following an athlete representative election, the elected athlete representatives to the USA Racquetball Board of Directors will collaborate with any existing athlete representatives to the USA Racquetball Board of Directors to determine who among them will serve (or continue to serve) on the Executive/Ethics/Personnel/Grievance Committee.

E. Board of Directors - Independent Perspective

The current members on the Board of Directors must include at least one voting Board member who can provide an independent perspective under the following criteria.

A Board member cannot provide an independent perspective if, within the preceding two (2) years:

1. the individual is/was employed by or held any governance position (whether a paid or volunteer position) with USA Racquetball, the International Racquetball Federation, an international regional sport entity, or any sport family entity connected to USA Racquetball;
2. an immediate family member of the individual is/was employed by or held any governance position (whether a paid or volunteer position) with USA Racquetball, the International Racquetball Federation, an international regional sport entity, or any sport family entity connected to USA Racquetball;
3. the individual is/was affiliated with or employed by USA Racquetball's outside auditor or outside counsel;
4. an immediate family member of the individual is/was affiliated with or employed by USA Racquetball's outside auditor or outside counsel as a partner, principal, or manager;
5. the individual is/was a member of USA Racquetball's Athletes' Advisory Council or any constituent group with representation on the board;
6. the individual receives or received any compensation from USA Racquetball, directly or indirectly;
7. the individual is/was an executive officer, controlling shareholder, or partner of a corporation or partnership or other business entity that does business with USA Racquetball.
8. the individual is/was the parent or close family member or coach of an athlete that has competed in a Protected Competition; or
9. The individual is/was a member of USA Racquetball who has participated in Protected Competitions.

The member must maintain an independent perspective by maintaining the requirements above for their entire term and any successive term with the exception of holding any

governance position with USA Racquetball or International Racquetball Federation and reimbursement of expenses related thereto.

F. Board of Directors - Affiliated Member Position

At least one Board position will be made available for affiliated member(s) as defined in the Ted Stevens Olympic and Amateur Sports Act of 1978. If there are no organizations that meet the definition in the Act, the affiliated organization board seat may remain vacant or otherwise filled by another board member, so long as a seat remains immediately available if an affiliated organization qualified to elect a member is identified. (See 601.0.A.2.c)

G. Appointments to Vacated Seats/Employees

1. Appointments to vacated seats Mid-term open Board seats filled by Presidential appointment [per USAR By-Laws 804.0.B and 804.0.D] will be tracked on the basis of term length. If the vacated Board seat has 18 months or more remaining in its term, the replacement appointee will be considered to have completed a full term of service. Subsequent “second term” re-election bids will be processed on that basis [601.0.A.3]. If the vacated Board seat has fewer than 18 months remaining, the replacement appointee will be viewed as "interim" and a subsequent “first term” election bid may be sought.

2. Board Service by Former Employees In the event that any USAR employee wishes to run for the Board of Directors after his/her employment with the association ends, they may do so after a two-year period has elapsed (see 601.0.A.4).

ARTICLE VIII

801.0 OFFICERS. The officers of the Corporation shall be President, Executive Vice President, Secretary, and Treasurer, each to be elected by and from the membership of the Board of Directors. Each of these offices is to be held by a separate individual member of the Board. No officer of the Board may serve as an officer of any other amateur sports organization that is recognized as a national governing body by the United States Olympic & Paralympic Committee.

802.0 DEFINITION AND DUTIES OF OFFICERS

A. President

1. The Corporation shall have a President who shall preside at all meetings of the Corporation’s membership, Board of Directors, and the Executive/Ethics/Personnel/Grievance Committee and shall be an ex officio non-voting member of any and all committees.

2. The President shall be responsible for the affairs of the Corporation and, with the assistance of the Executive Director, shall execute and administer the policies established by the Board of Directors.

3. In the event that the President is unable to serve, the Executive Vice President shall act in his/her behalf until the President is able to serve or until a successor is duly elected.

B. Executive Vice President

1. The Corporation shall have an Executive Vice President who shall perform the duties of the President in his/her absence.

C. Secretary

1. The Corporation shall have a Secretary who shall keep records of the proceedings of the meetings of the membership, the Board of Directors, and the Executive/Ethics/Personnel/Grievance Committee and shall make a report of these activities to the Corporation's membership. Written minutes are to be submitted to the President for distribution to the Board of Directors no later than 30 days following the adjournment of each meeting. (See Article V, Section 503)

D. Treasurer

1. The Corporation shall have a Treasurer who shall provide for a commercial audit of the Corporation's funds and accounts by qualified auditors, payment for which shall be made by the Corporation.

2. The Treasurer shall present to the Board of Directors, before the end of any fiscal year, a proposed operating budget for the ensuing fiscal year.

803.0 ELECTION OF OFFICERS AND TERMS

A. The President, Executive Vice President, Secretary, and Treasurer will be elected by and from the membership of the Board of Directors. The election will be decided by the majority of the votes cast by the Board of Directors at a special meeting of the Board. This special meeting shall be held following the adjournment of the Annual Meeting of the Board of Directors. Furthermore, the meeting shall not be held until all of the newly elected Board members have been notified of their election and offered an opportunity to either attend or have their opinions expressed.

B. Officers of the Corporation shall serve a term of two years starting from the adjournment of the Board of Directors meeting at which they were elected and ending with the adjournment of the Annual Board of Directors meeting held two (2) years later. They may succeed themselves, but serve no more than three (3) consecutive terms.

804.0 REMOVAL AND REPLACEMENT OF OFFICERS AND DIRECTORS

A. An Officer or Director of the Board may be removed from office or from the Board of Directors by a two-thirds vote of the Board of Directors.

B. If an Officer or Director of the Board dies, resigns, or is removed, a Board member will be appointed by the President to complete the former officer's unexpired term of office. The President should appoint a replacement within 30 days of the vacancy.

C. If a Board member resigns once for what is deemed a valid reason (e.g. medical/family), he/she is eligible for future Board service, either appointed or elected. If the same individual resigns a second time, he/she is no longer eligible for future Board service, either appointed or elected. Based on circumstances, either of these scenarios can be overturned by a 2/3 vote of the Board of Directors.

D. If the Board member who dies, resigns, or is removed is an athlete representative, the USA Racquetball Athletes' Advisory Council, in consultation with the USAR Election Committee, will recommend to the Executive/Ethics/Personnel/Grievance Committee an interim athlete representative, to be appointed by the President, who meets the requirements to be an athlete representative (see 601.0.A.2.b).

1. Since the Ted Stevens Olympic and Amateur Sports Act requires at least 33.3% athlete representation on National Governing Body Boards of Directors, if an athlete representative on the Board of Directors dies, resigns, or is removed, the athlete representative should be replaced via election within 30 days of the vacancy.

2. If at any point in time the Board of Directors roster does not reflect required athlete representation, the Board of Directors may not vote on Board business concerning elite athlete issues until the roster is compliant.

E. If a Board member who has served all 12 months in a calendar year does not attend at least 50% of the scheduled conference call meetings in the course of that year, he/she automatically vacates his/her position on the Board. (Exception: excused absences as determined by the Executive Committee) For Board members who have served part of the calendar year, if he/she does not attend at least 50% of the scheduled conference call meetings during his/her time of service, he/she automatically vacates his/her position on the Board.

The Executive Director will have responsibility of providing electronic means in all meetings of the Board of Directors.

Attendance will be tracked by the Secretary of the Board or another assigned Board member. In the event of numerous excused absences, the Executive/Ethics/Personnel/Grievance Committee will determine whether action should be taken. The Executive/Ethics/Personnel/Grievance Committee will make decisions on unforeseen situations.

805.0 EXECUTIVE DIRECTOR

A. The Executive Director of the Corporation shall report to the Board of Directors and perform their duties under the direct supervision of the President.

B. The Executive Director shall be in charge of the operation of the Corporation and shall be responsible for carrying out the details of the organization according to the policies and regulations established by the Board of Directors. He/she shall have general supervision over all income of the Corporation and supervise the disbursement of funds in accordance with the budget approved by the Board of Directors.

C. The Executive Director shall keep, or cause to be kept, Board of Directors and

Standing Committee meeting minutes. He/she shall have charge of all records of the Corporation including the USAR Governance Manual. The Executive Director approves all checks and drafts of the Corporation.

D. Per the designation at the top of page 4 of these bylaws, should the occasion arise to install a temporary Office of the Executive Director (OED) structure, it shall be defined as "two or more individuals acting together collaboratively in volunteer leadership and coordination roles to jointly fulfill the responsibilities of an Executive Director." Should the Board vote to install an Office of the Executive Director structure, the terms Executive Director and Office of the Executive Director shall be synonymous in these Bylaws and all USA Racquetball policies unless otherwise noted.

   If an OED structure is adopted and if one or more of the volunteer OED members also serve in roles as elected or appointed Board members/officers, they may exercise both voice and vote on Board and Executive/Ethics/Personnel/Grievance Committee motions and participate in decisions made by either body as appropriate (if not affected by conflict of interest issues per USA Racquetball's Conflict of Interest Policy).

E. The Executive Director shall be bonded (at the expense of the Corporation) and shall complete all agreement documents and processes that the Board of Directors are required to complete, including but not limited to confidentiality, conflict of interest, background check, SafeSport education/training, and social media.

F. The Executive Director employs, with the approval of the Board of Directors, administrative assistants and other persons as may be required for the proper conduct of the Corporation and for the performance of such duties as the Board of Directors may delegate, providing same are not contrary to law, and at such compensation as the Board of Directors may deem proper. Moreover, the Executive Director shall insure that all employees of the Corporation complete a Statement of Principles of Ethical Behavior and Conflict of Interest and receive an Employee Manual.

806.0 OTHER POSITIONS. In addition to the officers, the Board may designate other key positions as it deems necessary.

A. Immediate Past President

1. The Immediate Past President of the Corporation, at the discretion of the elected President, may remain as a non-voting advisor to the Board and the Executive/Ethics/Personnel/Grievance Committee for a period not to exceed one year after the date the person is no longer President.

B. National Rules Commissioner

1. The Corporation shall have a National Rules Commissioner who shall be appointed by the President, subject to the approval of the Board of Directors. The President may assign a committee, a subset of a committee, or a group of qualified individuals headed by a Board member, to administrate a selection process and make a recommendation to the Board of Directors.

2. He/she shall serve a term of three years and may be appointed to successive terms.

3. The duties of the National Rules Commissioner shall be to chair the National Rules Committee, taking necessary steps to explain, interpret, and revise the written rules of racquetball. All such explanations, interpretations, and revisions are to be submitted by the National Rules Committee to the Board of Directors for approval. Approval of any rule revision or interpretation will require a two-thirds majority vote of the Board of Directors. Detailed rule change procedures are included in the USA-Racquetball Rulebook, E. 1 Rule Change Procedures.

ARTICLE IX

901.0 BY-LAWS, AMENDMENTS TO THE BY-LAWS, AND USAR GOVERNANCE MANUAL

A. Such by-laws as deemed necessary for the operation and advancement of the Corporation may be adopted or amended by the Board of Directors at any regular or special meeting by a two-thirds vote of those directors present and voting.

B. Proposed amendments or additions to the By-laws shall be submitted by the President via email and/or other previously agreed-upon method(s) to the Board of Directors no later than 15 days preceding any such meeting.

C. Amendments to the by-laws become effective immediately on the date such motions were adopted unless otherwise specified.

D. The USAR Governance Manual shall be deemed a standing by-law, directive in nature, and shall include as a minimum: 1) USAR Official Rulebook; 2) fee structure; 3) history of awards; 4) committee assignments; 5) Board roster with contact information and terms of Board members; and 6) official insignia and logo.

902.0 ESTABLISHED POLICIES OF THE CORPORATION

USA Racquetball shall adopt policies conducive to ethical management of the corporation. Each policy shall state the specific categories of individuals governed by said policy and how violations are to be handled. These policies shall reside on the USA Racquetball website (www.usaracquetball.com/About/Policies) and include but not be limited to:

Anti-Doping, Background Check, Code of Conduct and Statement of Ethics, Competition Category, Conflict of Interest, Equal Opportunity, Gifts and Entertainment, Grievance Procedures, Minor Athlete Abuse Prevention Policy (MAAPP), SafeSport Code, Social Media (Athlete/Community), Sport Integrity, Whistleblower

903.0 STANDING COMMITTEES

A. Standing Committees: Representation and Procedures

The President is an ex officio non-voting member of every committee. The Executive Director serves in a non-voting advisory role on every committee.

The President shall appoint at least one Board member to each committee. If an Office of the Executive Director (OED) structure is being utilized, OED members who are also committee chairs or committee members may continue to participate in their committee

role(s) with OED representation delegated to other OED members.

At a minimum, USA Racquetball established committees shall consist of a chairperson and two additional committee members (with the exception of the makeup of the Election Committee as noted in the committee description herein).

Definitions

The terms used herein, e.g., USOPC-required, 10 Year Athlete Representative, and 10 Year+ Athlete Representative, as well as the roles athletes representatives will fulfill on the USA Racquetball Board of Directors, Designated Committees, and Other Committees (the latter as required), can be found in, and mirrors the language in, the USOPC Bylaws, Section 8.5 Athlete NGB Representation (Boards, Designated Committees, Other Committees) and Section 8.5.3 (Athlete Representation on NGB Boards).

Athlete Representation on Committees

Athlete representatives will comprise at least 33.3% of USA Racquetball's Designated Committees (**).

At least half of the athlete representatives must be 10 Year Athlete representatives. The remainder must be either 10 Year or 10 Year+ Athlete representatives.

In addition to the 10 Year Athlete and 10 Year+ Athlete requirements, all applicable eligibility requirements, the conflict of interest policies, and code(s) of conduct of all relevant stakeholders (i.e., NGB, USOPC, and/or AAC) will apply in determining the eligibility of a candidate to provide athlete representation on a USAR Standing Committee.

Selection: The USA Racquetball AAC, and the USA Racquetball Election Committee will develop and utilize consistent processes to identify and vet candidates to serve as 10 Year and 10 Year+ Athlete representatives on Designated Committees.

Following the vetting process, the athlete representatives (10 Year and 10 Year+) to USA Racquetball's Designated Committees (**) will be selected by the USA Racquetball AAC from the list of vetted candidates.

On USA Racquetball Committees identified as "Other" (non **), to meet the requirement of 33.3% Athlete Representation on all committees, USA Racquetball's AAC in collaboration with the USA Racquetball Election Committee will jointly develop a process to identify and vet candidates to serve as Actively Engaged Athlete committee representatives.

All athlete representatives to USA Racquetball's Other Committees will be selected by USA Racquetball's AAC from the vetted candidates.

Refer to Article VI, 601.0.A.2.b, for further information concerning USA Racquetball Athlete Representation.

Selection: Committee chair and members shall be identified/recruited by committee chairs and/or Board members based on numbers of individuals deemed needed and desired qualifications. Persons appointed to committee membership, as chairs or members, are subject to approval of the Board of Directors.

Committee chairs and members are required to complete confidentiality agreements and conflict of interest disclosures prior to service. The Board Vice President or designated Board member overseeing committees/chairs is responsible for overseeing the process of completion and retention.

Each year after the Annual Meeting of the Board of Directors, committees are analyzed for makeup and terms of service, and current members are assessed relative to their qualifications and levels of participation. The Board Vice President or a designated Board member collaborates with committee chairs to make adjustments relative to numbers of individuals needed and desired qualifications.

Term of service: Committee members may serve an initial term of three years, and will be eligible for a second three-year term. After six years of consecutive service, no Committee member shall be elected or appointed again until at least one year after their departure.

The Secretary will maintain a list of Committee members and their terms of service.

If a Committee member who has served all 12 months in a calendar year does not attend at least 50% of scheduled committee meetings in the course of that year, they will vacate their position on the Committee. For Committee members who have served part of the calendar year, if they do not attend at least 50% of the scheduled conference call meetings during their time of service, they will vacate their position on the Committee. Exceptions may be made due to extenuating circumstances as determined by the Committee Chair and Board VP.

A Chair or a Member of a Committee may be removed as follows: a chair by a two-thirds vote of the Board of Directors, and a member via Committee Chair and Board VP agreement with appeal of the decision to the Board of Directors as desired.

No Chair or Member of a Committee shall receive compensation for any services rendered without full disclosure to and prior approval of the Board of Directors. USA Racquetball may make reimbursement for reasonable expenses incurred by a chair or committee member in the course of their duties. Reimbursement must be requested in writing and submitted to the Executive Director.

USA Racquetball staff members may be appointed to participate on committees in a liaison role, or they may be called upon to attend committee meetings when their areas of responsibility, experience, or expertise lend themselves to the committee's current work. In any instance of participation, staff members will contribute in a non-voting capacity.

B. Standing Committees: Descriptions and Responsibilities

The Board Vice President or a designated Board member works with and oversees committee chairs to make adjustments relative to numbers of individuals needed and desired qualifications. A current committee roster is to be posted on the USA Racquetball website.

****Election Committee**
This committee is responsible for applying election procedures fairly, consistently, and appropriately to maintain the fairness of all elections and the freedom of opportunity for candidates and voters alike. This committee is charged with identifying candidates, verifying the resumes and membership of those who apply to be candidates, and presenting a slate to the Board of Directors for approval. The USAR Election Committee will be comprised of an appointed Committee Chair who is a member of the Board of Directors plus at least three Board members, all of whom must not be eligible for re-election in the next election cycle. The makeup of the Committee may also include non-Board members in a number not to exceed the number of Board members serving on the Committee. In conjunction with the Election Committee during each election cycle, a specialized task force may be assigned to aid in identifying and recommending candidates for the Board of Directors in the category of Board Appointed positions, as needed and as determined by Board composition parameters. The members of this task force will change from cycle to cycle to include only Board members who will not be candidates in the next election. Board of Directors Selection Procedures are posted on USA Racquetball's website under Governance.

****Executive/Ethics/Personnel/Grievance Committee**
Per 601.0.B.2, the Executive/Ethics/Personnel/Grievance Committee is empowered to act for the Board of Directors between meetings and shall transact business and administer the affairs of the Corporation and the Board of Directors. This committee is responsible for developing personnel plans and programs. The committee also reviews recommendations for annual salary increases, approves budget lines for such increases, and has input on structural reorganizations to increase productivity. Per 601.0.B.6, the Executive/Ethics/Personnel/Grievance Committee acts as the first point of contact for grievances, either choosing to directly adjudicate as a committee or, alternatively, appointing appropriate committees and/or individuals to comprise adjudication panels responsible for addressing specific individual grievances. Whether any grievance panel is the Executive/Ethics/Personnel/Grievance Committee itself or an alternative appointed panel, athlete representation percentage in accordance with USOPC Bylaws Section 8.5.3 is mandatory.

****Finance/Accounting Committee**
This committee oversees, validates, and approves and checks all of the financial operations and actions of the Association to include its budget, financial statements, annual audit, and fundraising activities. The Treasurer chairs this committee.

Hall of Fame/Awards Committee
This committee oversees the process by which the Association honors those men and women who have excelled at the competitive sport of racquetball on the court or made outstanding contributions to the development and growth of racquetball in the United States. Secondary objectives include assisting in the research necessary to develop and maintain a history of United States Racquetball and securing historical memorabilia. For annual awards, this committee is responsible for ensuring that qualified male and female nominees are identified for the numerous awards that the Corporation has developed,

including the Athletes of the Year, Peggy Steding and Bud Muehleisen Age Group Athletes of the Year, Joe Sobek Contributor Award, John Halverson (Fair Play) Award, and President's Award.

****Legislative Committee**
This committee is responsible for ensuring that the Association operates within the bounds of all applicable laws and regulations. The committee reviews proposed changes to legislation and makes recommendations to the Board of Directors regarding adoption or rejection.

Membership / Marketing Committee
This committee strives to actively engage the State Associations and USAR members through a variety of media sources in an effort to retain current members and acquire new members. It reviews member concerns and suggests methods to improve and enhance current practices including but not limited to membership, dues, communication, and benefits
.
This committee also develops and implements marketing initiatives and activities to drive awareness around USA Racquetball, increase engagement amongst current members, and attract new players and members.

****Rules Committee**
Per Section E.1 (Rule Change Procedures) of the USAR Rulebook, this committee will administer processes, review rule change proposals, and make recommendations to the Board of Directors.

****U.S. Team Committee**
This committee reviews and makes recommendations to the Board of Directors concerning team procedures and protocols including development of selection criteria and selecting athlete and staff delegations for international competitions. The committee is also responsible for due process issues involving probation and dismissal from the U.S. National Racquetball Team, as well as reviewing and soliciting recipients for grant funds. The committee provides a structure for communication between athletes and coaches. Through continual evaluation, the committee's policies will reflect those of the United States Olympic & Paralympic Committee and the Association as the sport evolves at the international level. If needed, the committee prepares announcements for coach and team leader positions, reviews applications, conducts interviews, and recommends personnel for all US Team roles and positions to the Board of Directors.

904.0 ATHLETES' ADVISORY COUNCIL

The USA Racquetball Athletes' Advisory Council (AAC) provides athletes with a voice in the governance structure of USA Racquetball. Athletes and the elected athlete representatives of USA Racquetball's AAC should be the primary decisionmakers about the operations of USA Racquetball's AAC.

Composition

a) The USA Racquetball Athletes' Advisory Council (USAR AAC) will be comprised of a minimum of four (4) 10-year athletes and a maximum of six (6) 10-year athletes, with

automatic inclusion of the 10-year athletes who have been elected as athlete representatives to the USA Racquetball Board of Directors. This includes both the USOPC AAC primary representative and alternate as automatic members of the USAR AAC, therefore making up two of the allotted positions on the USAR AAC.

b) All members of the USA Racquetball AAC should be 10-year athletes as defined in these bylaws. Care and consideration should be applied to ensuring appropriate representation of gender.
c) Ten-year athletes who serve on the USA Racquetball U.S. Team Committee may be invited by the AAC to act in an observer/non-voting role with the AAC.

Eligibility

a) Conflict of interest: Athlete representatives must complete USA Racquetball Conflict of Interest disclosure forms and provide the forms to the USA Racquetball Executive/Ethics/Personnel/Grievance Committee.
b) Other disclosures: Before any AAC election, athlete representative candidates must disclose any felony convictions or any other period of ineligibility served in sport such as violations of anti-doping codes or SafeSport violations.

ARTICLE X – PLAYERS' BILL OF RIGHTS

A. Membership in the Corporation is open to any individual who is an athlete, coach, trainer, manager, administrator, or official active in racquetball or to any amateur racquetball organization that conducts programs in racquetball. (See Article II, 203.0.A.1 for full statements on Equal Opportunity and Anti-Discrimination.)

B. Membership in the Corporation provides equal opportunity to athletes, coaches, trainers, managers, administrators, and officials to participate in racquetball, without discrimination on the basis of race, color, religion, age, sex, or origin and with fair notice and opportunity for a hearing to any athlete, coach, trainer, administrator, or official before declaring such individual ineligible to participate.

C. No individual or organizational member of the Corporation, nor any organization affiliated with the Corporation, may deny or threaten to deny any eligible racquetball player, coach, trainer, manager, official, or administrator the opportunity to participate in any international racquetball competition approved by the Corporation, if selected by the Corporation or one of its members. In addition, no individual or organizational member of the Corporation, nor any organization affiliated with the Corporation, may censor or otherwise penalize subsequent to the event any player, coach, trainer, manager, official, or administrator for having participated in any such international racquetball competition approved by the Corporation.

ARTICLE XI – AMATEUR RULES

At no time will the Corporation have eligibility criteria relating to amateur status that is more restrictive than those of the International Racquetball Federation. Definition of amateur: To be eligible to compete in any USAR sanctioned event, a player must be a USAR member in good standing (dues paid and current), without regard for professional activity or earnings. Revised in accordance with IRF ruling, 01/01/03]. Reinstatement rules are found in the USAR Governance Manual.

ARTICLE XII - DUTIES OF THE CORPORATION

A. This Corporation, in its role as the national governing body for the sport of racquetball, is under duty to:

1. Develop interest and participation throughout the United States and be responsible to the persons and amateur sports organizations it represents;

2. Minimize, through coordination with other amateur sports organizations, conflicts in the scheduling of all practices and competitions;

3. Keep amateur athletes informed of policy matters and reasonably reflect the views of such athletes in its policy decisions;

4. Promptly review every request submitted by an amateur sports organization or person for a sanction (i) to hold an international amateur athletic competition in the United States; or (ii) to sponsor United States amateur athletes to compete in international amateur athletic competition held outside the United States, and determine whether to grant such sanction, in accordance with the provisions of subsection B of this Article;

5. Allow an amateur athlete to compete in any international amateur athletic competition conducted under its auspices or that of any other amateur sports organization or person, unless it establishes that its denial was based on evidence that the organization or person conducting the competition did not meet the requirements stated in subsection B of this Article;

6. Provide equitable support and encouragement for participation by women where separate programs for male and female athletes are conducted on a national basis;

7. Encourage and support amateur athletic sports programs for handicapped individuals and the participation of handicapped individuals in amateur athletic activity, including, where feasible, the expansion of opportunities for meaningful participation by handicapped individuals in programs of athletic competition for able-bodied individuals;

8. Provide and coordinate technical information on physical training, equipment design, coaching, and performance analysis; and

9. Encourage and support research, development, and dissemination of information in the areas of sports medicine and sports safety.

B. As a result of its review under subsection A (4) of this Article, if the Corporation does not determine by clear and convincing evidence that holding or sponsoring an international amateur athletic competition would be detrimental to the best interest of the sport, the Corporation shall promptly grant to an amateur sports organization or person a sanction to:

1. Hold an international amateur competition in the United States, if such amateur sports organization or person:

a. Pays to the Corporation any required sanctioning fee, if such fee is reasonable and nondiscriminatory:

b. Demonstrates that:

i. Appropriate measures have been taken to protect the amateur status of athletes who will take part in the competition and to protect their eligibility to compete in amateur athletic competition,

ii. Appropriate provision has been made for validation of records that may be established during the competition,

iii. Due regard has been given to any international amateur requirements specifically applicable to the competition,

iv. The competition will be conducted by qualified officials,

v. Proper medical supervision will be provided for athletes who will participate in the competition, and,

vi. Proper safety precautions have been taken to protect the personal welfare of the athlete and spectators at the competition, and

c. Submits to the Corporation an audited or notarized financial report of similar events, if any, conducted by the amateur sports organization or person; or

2. Sponsor United States amateur athletes to compete in international amateur athletic competition held outside the United States, if such amateur sports organization or person:

a. Pays to the Corporation any required fee, if such fee is reasonable and nondiscriminatory;

b. Submits a letter from the appropriate entity, which will hold the international amateur athletic competition certifying that;

i. Appropriate measures have been taken to protect the amateur status of athletes who will take part in the competition and to protect their eligibility to compete in amateur athletic competition,

ii. Appropriate provision has been made for validation of records that may be established during the competition,

iii. Due regard has been given to any international amateur athletic requirements specifically applicable to the competition,

iv. The competition will be conducted by qualified officials,

v. Proper medical supervision will be provided for athletes who will participate in the competition, and,

vi. Proper safety precautions have been taken to protect the personal welfare of the athletes and spectators at the competition, and

c. Submits a report of the most recent trip, if any, to a foreign country, which the amateur sports organization or person sponsored for the purpose of having United States amateur athletes compete in international amateur athletic competition.

C. The Corporation, as the national governing body of racquetball, is authorized to:

1. Represent the United States in the appropriate international sports federation;

2. Establish national goals and encourage the attainment of those goals;

3. Serve as the coordinating body for amateur athletic activity in the United States;

4. Exercise jurisdiction over international amateur athletic activities and sanction international amateur athletic competition held in the United States and sanction the sponsorship of international amateur athletic competition held outside the United States;

5. Conduct amateur athletic competition, including national championships, and international amateur competition in the United States, and establish procedures for the determination of eligibility standards for participation in such competitions, except for that amateur athletic competition specified in Section D of this article;

6. Recommend to the USOPC individuals and teams to represent the United States in the Olympic Games and the Pan-American Games; and

7. Designate individuals and teams to represent the United States in international competition (other than the Olympic Games and the Pan-American Games) and certify, in accordance with the applicable international rules, the amateur eligibility of such individuals and teams.

D. Any amateur sports organization that conducts amateur athletic competition, participation in which is restricted to a specific class of amateur athletes (such as high school students, college students, members of the Armed Forces, or similar groups or categories), shall have exclusive jurisdiction over such competition. If such an amateur sports organization wishes to conduct international amateur athletic competition to be held in the United States, or sponsor international amateur athletic competition to be held outside the United States, it must obtain a sanction from the Corporation.

ARTICLE XIII – ARBITRATION AGREEMENT

As provided for in section 205(b)(3) of Title II of the Amateur Sports Act of 1978, the Corporation to submit, upon demand of the United States Olympic & Paralympic Committee, to binding arbitration, conducted in accordance with the commercial rules of a neutral third party in any controversy involving the Corporation's recognition as a national governing body, or involving the opportunity of any amateur athlete, coach, trainer, manager, administrator, or official to participate in amateur athletic competition, as provided for in Article IV of the USOPC Constitution and By-Laws.

ARTICLE XIV - DISCIPLINE AND GRIEVANCE RIGHTS

In addition to the information herein, the USA Racquetball Grievance Procedures Policy is posted on the USA Racquetball website under Governance/Bylaws-and-Policies.

A. DISCIPLINE. The Corporation may censure, suspend for a definite or indefinite period of time, or expel any member of the Corporation, including any athlete, coach, manager, official, member of any committee, or any person participating in any capacity whatsoever in the affairs of the Corporation, who has contravened any of its rules or

regulations, or who has acted in a manner which brings disrepute upon the Corporation or upon the sport of racquetball. Such actions must comply with prescribed due process procedures.

B. RIGHT OF GRIEVANCE. Any member of USAR (the Corporation) may file a complaint and be accorded due process pertaining to any matter within the cognizance of USAR, including but not limited to any alleged violation of or grievance concerning: (i) any USAR rule or regulation, (ii) any provision of USAR's Bylaws, or (iii) any provision of the Ted Stevens Olympic and Amateur Sports Act relating to USAR's recognition as a National Governing Body.

Any amateur racquetball player who alleges that he/she has been denied or is about to be denied, by a person or an organization affiliated with USA Racquetball, any right as set forth in the Bylaws of USA Racquetball and/or this policy shall immediately inform the President of the Board of Directors and/or the Executive Director of USA Racquetball* who shall promptly cause an investigation to be made and steps to be taken to settle the controversy without unnecessary delay. Any person who believes that some action, or inaction, by one of the organization's members or the governing body itself has occurred may petition for corrective actions. In every case, the approved due process procedures will be followed.

* https://www.usaracquetball.com/governance/board-of-directors

ARTICLE XV - DUE PROCESS

A. INITIAL REPORTS. Matters involving only one State association should be presented to the President of that State association who will be responsible for investigating the charges and, based on the findings, form a Hearing Body responsible for due process. If persons or entities from more than one State are involved, the Executive Director of the Corporation shall make the investigation and report. In those matters occurring during the course of a National or Regional event, as the case may be, the Event Director shall conduct an onsite investigation and report. In those matters occurring during the course of an official U.S. National (adult or junior) Team event, a designated USAR representative shall submit a report to the U.S. Team Committee Chairperson. Upon being notified of a situation and subsequent consultation with athlete representative(s) on the U.S. Team Committee, the U.S. Team Committee Chairperson will consult with the Executive/Ethics/Personnel/Grievance Committee and assign investigating and reporting responsibilities to the appropriate U.S. representative(s).

B. ORIGINAL JURISDICTION. Generally, matters warranting the application of due process procedures shall be administered by the appropriate State association, with the following exception:

Once the President or Executive Director receives a grievance, they will inform the **Executive/Ethics/Personnel/Grievance Committee** of the grievance. Once notified, that Committee may choose to either directly address the grievance or, alternatively, appoint appropriate standing committees, subsets of standing committees, and/or individuals to make up adjudication panels responsible for addressing specific individual grievances. This approach allows for inclusion of subject matter experts with specialized functions/knowledge and others chosen to provide the most balanced and fair handling

for each grievance brought to the association. (See Section V.a. of the USA Racquetball Grievance Procedures Policy.)

C. APPELLATE JURISDICTION

1. The Executive/Ethics/Personnel/Grievance Committee or an appellate body appointed by said committee has appellate jurisdiction over any grievance decisions made by State associations.

2. The Executive/Ethics/Personnel/Grievance Committee of the Board of Directors of the Corporation has appellate jurisdiction over grievance decisions (original or appellate) made by any appointed adjudication body.

3. The Board of Directors of the Corporation, at the request of the Executive/Ethics/Personnel/Grievance Committee, may assume appellate jurisdiction to review any original decision of the initial hearing panel, the Executive/Ethics/Personnel/Grievance Committee, or any other appointed adjudication body within sixty (60) days of date of the decision in question.

D. ARBITRATION

As required by the Act §220522(a)(4), grievant has the opportunity to appeal a grievance decision in writing or submit in writing to a neutral third party, i.e., an established major national provider of arbitration and mediation services based in the U.S. and designated by the USOPC with the concurrence of the Team USA Athletes' Commission and the National Governing Bodies' Council. For a full description of Arbitration Procedures, refer to Article XVIII in these USA Racquetball Bylaws.

ARTICLE XVI – ORIGINAL JURISDICTION PROCEDURES

In addition to the information herein, the USA Racquetball Grievance Procedures Policy is posted on the USA Racquetball website under Governance/Bylaws-and-Policies.

Whether any grievance hearing panel is the Executive/Ethics/Personnel/Grievance Committee itself or an alternative appointed panel, 33.3% athlete representation percentage in accordance with USOPC Bylaws Section 8.5.3 is mandatory.

Statute of Limitations: A grievance shall be filed within ninety (90) days of the occurrence of the alleged violation, grievance, denial or threat to deny ~~of~~ the opportunity to participate. There shall be no time limit for actions regarding SafeSport disciplinary proceedings.

A. The following procedures apply to every grievance for original jurisdiction whether submitted to a State association, the Executive/Ethics/Personnel/Grievance Committee, or any other appointed adjudication body.

1. Within 14 days of the appropriate authority being informed of a matter requiring the application of due process, the person or entity (respondent) charged shall be notified, in writing, of the details of the circumstances that require answer, explanation, or clarification. If appropriate, the notice shall also set forth the penalties that may ensue if the charges are proved.

2. The written notice will set a date, time, and place of a hearing about the charges. The respondent has a right to a hearing to be held on a date and at a time and place that all parties are able to attend.

3. The notice will call for the respondent to file a written answer to all of the charges set forth in the notice and for the written answer to be delivered by certified mail, personal delivery, or email not later than 14 days before the date of hearing. The opportunity provided for the respondent to submit an answer also includes the right of the respondent to propose reasons why the matter should not be taken on by USA Racquetball or that they request a reasonable time to prepare a defense.

The respondent's answer per the above will be communicated to the filing party. The filing party will be advised that all parties have the right to engage counsel or representation. Notice of the identity of any witnesses that will appear at the hearing will be provided to all parties.

4. The notice will request the respondent to appear at the hearing and inform the respondent of his/her rights to (i) be represented at the hearing by counsel or a representative of his/her own choice and (ii) present relevant evidence, testimony, and argument in defense of the charges.

5. The notice should be sent to the last known address by certified mail or email delivery. When the notice is mailed or emailed to a registered athlete, it is sufficient to send the notice addressed to the athlete using the contact information provided in their USA Racquetball membership profile.

The date of hearing shall be no less than 15 days or more than 60 days after the date of mailing of the notice by certified mail or email delivery.

6. The notice shall also describe the right of appeal to the appropriate appellate authority if a decision is rendered against the person or entity charged and that the appeal must be made in writing within 30 days of being notified of the decision.

7. The Hearing Panel will be composed of no fewer than three (3) and no more than six (6) non-biased and impartial persons. Before the Hearing Process is administered, Hearing Panel appointees must disclose conflicts that could render them as biased and not impartial. Members of the State association's Board of Directors are acceptable provided they are not a party to the proceedings. All Hearing Panel members must have been members of USA Racquetball for at least one year at the time of appointment to the Hearing Panel. If circumstances dictate having a person(s) involved who is not a USA Racquetball member, the Officers of USA Racquetball shall vote whether to include the individual.

Once the hearing panel has been appointed, the parties will be notified as to the identify of hearing panel members. If conflicts or concerns are raised regarding individuals appointed to the hearing panel, the filing party or the respondent may appeal to the Executive/Ethics/Personnel/Grievance Committee to present their concerns.

If the Executive/Ethics/Personnel/Grievance Committee determines that conflicts or concerns raised are reasonable and justified, the referenced individual(s) will be dismissed from the hearing panel prior to the start of the hearing process. Non-biased

and impartial individuals will be appointed by the Executive/Ethics/Personnel/Grievance Committee to replace those dismissed.

8. The rules of evidence generally accepted in administrative proceedings shall be applicable in the hearing. The respondent has the right to (i) call witnesses, (ii) present relevant evidence, testimony, and argument at appropriate times, and (iii) confront and cross-examine adverse witnesses. Distribution of evidence to all parties should be such that the evidence can be inspected within a reasonable time to prepare positions in the matter.

9. The Chairperson of the Hearing Body should ensure that a written record of the proceedings is prepared.

10. All decisions of the Hearing Body shall be made by a simple majority of voting members. The Chairperson should vote only if necessary to break a tie vote.

11. A written decision, with reasons therein, shall be rendered within ten (10) days of the hearing and must be sent to the parties by certified mail or email delivery.

B. If the foregoing procedures are not likely to produce a sufficiently timely decision to do justice to the affected parties, an organization with original jurisdiction may authorize agent(s) or representative(s), upon appropriate notice to the parties concerned as time and circumstances may reasonably dictate, to use the following special procedures to render a timely decision:

1. A special hearing may be conducted at the site of scheduled competition or competitive event, or by telephone or video conference if necessary, but in any event, under such conditions that will fully protect the rights of procedural due process of the individual or entity charged.

2. The notice of charges given to the individual or entity charged may be oral or in writing. If oral, they should be reduced to writing as soon as possible. An oral notice must comply with all notice requirements (except the time frames) set forth in paragraph A. of this article, including notice of the right of appeal.

C. Original decisions rendered by an organization may be appealed in accordance with the procedures at Article XVII. Any person representing a real party in interest may appeal. The appeal must be filed with the Executive Director of the Corporation within 30 days after the respondent received the written notice of the decision. Upon timely petition and upon showing of good cause, the time for filing an appeal of decision may be extended.

ARTICLE XVII – APPEAL PROCEDURES

The following procedures apply to any appeal of a due process decision coming before the Executive/Ethics/Personnel/Grievance Committee of the Board of Directors or assumed by the National Board of Directors.

A. The right to appeal a due process ruling is NOT automatic. Decisions reached by authorities having original jurisdiction are final and will generally be honored by the Corporation. Only those matters that meet one of the following criteria may be appealed:

1. Allegations that due process procedure was not properly executed and thereby

prejudiced the decision.

2. New evidence has since become available that could affect the decision, provided that the new evidence wasn't available at the time of the hearing.

3. Penalties imposed by the state association affect the player's ability to compete beyond the boundaries of the state.

B. The appellate decision consists of two steps--determination that the issue is one that can be appealed and, if so, determining what actions, if any, should be taken. The appellate authority can vacate, modify, sustain, or reverse any decision or order properly submitted for review, or remand the matter for further action.

C. Every appeal shall be instituted by a petition served upon the Executive Director of the Corporation and be accompanied by a $100 filing fee payable to the Corporation. The fee shall be returned if the petition is upheld, but forfeited if it is rejected or abandoned.

D. The Executive Director shall send a copy of the appeal petition within 15 days to the entity having appellate jurisdiction over the matter.

E. The appellate authority should designate a panel of no fewer than six (6) of its members, 33.3% of whom shall be athlete representatives, to hear and decide an appeal of a decision made by an organization with original jurisdiction.

F. The procedures outlined in Article XVI for original jurisdiction (with appropriate modification) shall also apply for the appeal process.

G. A final and binding decision about an appeal shall be rendered within 75 days from date of filing of the petition by a majority of the acting panel based on the record submitted for review and on evidence submitted at such hearing as may be required by the panel. A written decision shall be sent to all parties. Petitions, once reviewed and decided, shall not be reopened except by direction of the Board of Directors of the Corporation or upon showing of sufficient cause to the chairperson of the National Rules Committee.

ARTICLE XVIII – ARBITRATION PROCEDURES

A. As required by the Act §220522(a)(4), grievant has the opportunity to appeal a grievance decision in writing or submit in writing to a neutral third party, i.e., an established major national provider of arbitration and mediation services based in the U.S. and designated by the USOPC with the concurrence of the Team USA Athletes' Commission and the National Governing Bodies' Council.

B. Such demand for arbitration shall be submitted within 30 days of the decision being appealed and said hearing shall be within 60 days of the written notice to the Corporation.

C. Upon receipt of a request for arbitration, the neutral third party shall serve notice on the parties to the arbitration and on the Corporation, and shall immediately proceed with arbitration according to the commercial rules of the neutral third party in effect at the time of the filing of the demand, except that:

1. The arbitration shall consist of one arbitrator, unless the parties to the proceedings mutually agree to a different number,

2. The arbitration hearing shall take place at a site selected by the neutral third party unless the parties to the proceeding mutually agree to the use of another site,

3. The arbitration hearing shall be open to the public,

4. All expenses, e.g. legal fees, travel, per diem, etc., are the responsibility of each party in the arbitration. No fees/expenses may be paid from the Corporation to any parties bringing a grievance against the Corporation.

D. The arbitrator in any arbitration is empowered to settle any dispute arising under the provision of this act before making a final ruling, if mutually agreed to by the parties to the proceeding and achieved in a manner not inconsistent with the By-Laws.

E. Each contesting party may be represented by counsel or by any other duly authorized representative at the arbitration proceeding. The parties may offer any relevant evidence that they desire and shall produce any additional evidence, as the arbitrator believes necessary to an understanding and determination of the dispute. The arbitrator will be the sole judge~~s~~ of the relevance and materiality of the evidence offered. Conformity to legal rules of evidence shall not be necessary.

F. All decisions by the arbitrator shall be binding upon the involved parties, if such award is not inconsistent with the By-Laws of the Corporation.

G. A hearing may be reopened by the arbitrator upon his/her own motion or upon the motion of any contesting party at any time before a final decision is made, except that if any contesting party makes such a motion all parties to the decision must agree to reopen the hearings if such reopening would result in the arbitrator's decision being delayed beyond the specific period agreed upon at the beginning of the arbitration proceedings.

Article XIX -- SAFE SPORT

USA Racquetball, a National Governing Body under the auspices of the U.S. Olympic & Paralympic Committee fully supports the safe sport rules and regulations of the USOPC as well as the rules, policies, and procedures of the independent U.S. Center for Safe Sport, the organization designated by the USOPC to investigate and resolve safe sport violations. USA Racquetball complies with and is bound by the safe sport rules, policies, and procedures of the U.S. Center for SafeSport and to submit, without reservation or condition, to the jurisdiction of the U.S. Center for SafeSport for the resolution of any alleged violations of those rules, policies, and procedures.

ARTICLE XX – ANTI-DOPING

It is the duty of individual members of USA Racquetball to comply with all anti-doping rules of the World Anti-Doping Agency (WADA), the International Racquetball Federation, the USOPC including the USOPC National Anti-Doping Policy, and of the U.S. Anti-Doping Agency (USADA), including the USADA Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by WADA, the International Racquetball Federation, the USOPC, and USADA.

Athlete members agree to submit to drug testing by the International Racquetball Federation and/or USADA or their designees at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules make them subject to penalties including, but not limited to, disqualification and suspension. If it is determined that an individual member may have committed a doping violation, the member agrees to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management authority of the International Racquetball Federation, if applicable or referred by USADA.

ARTICLE XXI – ANTI-RETALIATION

USA Racquetball has zero tolerance for retaliation against people who make good faith reports of potential ethical, policy, financial, or legal violations, or who cooperate with investigations of those reports. That means individuals who are governed by USA Racquetball policies, including but not limited to Athletes, Coaches, Event Directors, Referees, Members, Vendors, National Board Members, Officers, Contractors, and Staff, may not threaten, harass, discriminate against, or take any negative employment (where applicable) or participation-related action (e.g., discharge, demotion, suspension, non-assignment, negative review) on that basis. Any such retaliation will be treated as a violation of USA Racquetball's Code of Conduct, and it may lead to serious consequences including termination of participation for anyone involved in retaliation.

ARTICLE XXII – ATHLETE SAFETY NOTIFICATIONS

In accordance with the USOPC's National Governing Body Athlete Safety Policy, USA Racquetball complies with the following, including but not limited to:

Notification to the USOPC's Security & Athlete Safety Office of any allegation of prohibited conduct that occurred at an Olympic & Paralympic Training Center (OPTC) or USOPC Delegation Event (e.g., Pan American Games) and any temporary measure(s) imposed.

Notification to the USOPC's Security & Athlete Safety Office of any temporary measure(s), imposed or removed, affecting Participants who might or will be attending a Delegation Event (e.g. Pan American Games); have access to an OPTC; or receive a benefit and/or service from the USOPC. https://www.usopc.org/safe-sport

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