



KARATE

USA NATIONAL KARATE-DO FEDERATION, INC.

d/b/a USA KARATE

COMMITTEE POLICIES AND PROCEDURES

Policy Document

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1. Purpose and Authority

1.1 Purpose

USA National Karate-do Federation, Inc. d/b/a USA Karate ("USA-NKF" or "USA Karate") maintains committees to support governance, compliance, member service, athlete representation, technical review, program development, and organizational oversight.

This policy establishes the general structure, authority, responsibilities, reporting expectations, and limitations of USA-NKF committees.

1.2 Relationship to Bylaws and Other Requirements

This policy is intended to govern committees and committee responsibilities. It does not replace the USA-NKF Bylaws, Board-approved policies, USOPC requirements, SafeSport requirements, USADA requirements, WKF or PKF requirements, applicable law, or separate program-specific procedures.

In the event of any conflict between this policy and the USA-NKF Bylaws, the USA-NKF Bylaws shall control. In the event of any conflict between this policy and applicable USOPC, SafeSport, USADA, WKF, PKF, or legal requirements, the applicable external requirement shall control to the extent required.

2. Committees of USA-NKF

2.1 General Committee Authority

USA-NKF shall maintain the committees required by the USA-NKF Bylaws and may maintain such other standing committees, designated committees, special committees, task forces, advisory groups, or working groups as approved by the Board of Directors, appointed by the Chief Executive Officer where permitted, or otherwise authorized under the USA-NKF Bylaws or Board-approved policy.

Related bylaw reference: USA-NKF Bylaws Section 8.1.

2.2 Board Committees Required by the Bylaws

The following committees are identified in the USA-NKF Bylaws as board committees:

- Audit Committee
- Ethics Committee
- Judicial Committee
- Nominating and Governance Committee

These committees shall be maintained and operated consistent with the USA-NKF Bylaws and any applicable USOPC requirements.

2.3 Additional Standing Committees

The Board of Directors may approve additional standing committees as necessary or appropriate to support USA-NKF's mission, governance, and programs.

USA-NKF may maintain the following additional standing committees:

- Disciplinary Committee
- Justice, Equity, Diversity and Inclusion Committee
- Medical Committee
- Para Karate Committee
- Selection Committee
- Technical Committee

Unless otherwise stated in the USA-NKF Bylaws or specifically authorized by the Board of Directors, standing committees serve in an advisory, review, oversight, education, or recommendation capacity and do not exercise authority reserved to the Board of Directors.

2.4 Designated Committees

USA-NKF may establish designated committees when required for specific governance, athlete representation, selection, compliance, or procedural purposes.

A designated committee may be established by the Board of Directors for a specific purpose and shall have only the authority expressly assigned to it by the Board of Directors, USA-NKF Bylaws, applicable policy, or applicable USOPC requirement.

For purposes of approving selection procedures for Protected Competitions where approval by a Designated Committee is required, USA-NKF may establish a Designated Selection Procedures Committee, subject to approval by the Board of Directors.

Related bylaw reference: USA-NKF Bylaws Section 4.1(d)(iii).

2.5 Operational Staff Structures

The National Coaching Staff, National Referee Staff, national team staff, event staff, and similar working groups are operational staff structures, not standing committees under this policy.

Operational staff structures exist to administer programs, support events, supervise technical and sport functions, develop personnel, and carry out day-to-day responsibilities under the authority of the Chief Executive Officer, Director of Sport, or other designated USA-NKF leadership.

This policy governs committees and their general responsibilities. Detailed operating procedures, staff descriptions, event workflows, certification standards, selection procedures, disciplinary investigation procedures, and program-specific rules may be maintained in separate policies, procedures, manuals, or appointment documents approved through the appropriate USA-NKF authority.

Related bylaw reference for CEO operational authority: USA-NKF Bylaws Section 13.

3. Committee Authority and Reporting

3.1 Authority of Committees

Committees serve USA-NKF by providing governance support, subject-matter review, recommendations, oversight, advice, education, and, where expressly authorized, adjudication.

For purposes of this policy, committees serving in an advisory or recommendation capacity may provide input, guidance, review, findings, proposed actions, or formal recommendations, but do not exercise final authority unless expressly authorized by the USA-NKF Bylaws, Board-approved policy, or formal Board action.

No committee shall exercise authority reserved to the Board of Directors unless that authority is expressly delegated in the USA-NKF Bylaws, by Board-approved policy, or by formal action of the Board of Directors.

The delegation of responsibility to any committee does not relieve the Board of Directors of its governance responsibilities or fiduciary duties.

Unless specifically authorized, committees shall not direct staff, manage day-to-day operations, approve budgets, bind USA-NKF contractually, make employment decisions, approve operational procedures, or override the authority of the Chief Executive Officer.

Any committee approval authority shall be limited to the specific authority expressly assigned to that committee.

Related bylaw reference: USA-NKF Bylaws Section 8.1.

3.2 Reporting to the Board and CEO

Standing committees are accountable to the Board of Directors and shall provide reports to the Board as required by the USA-NKF Bylaws, Board policy, or Board request.

Committees shall also provide information, updates, and reports to the Chief Executive Officer when requested for coordination, administration, compliance, or operational planning.

The Chief Executive Officer and Board Chair may request committee updates, event reports, recommendations, or written summaries as necessary to support effective governance and management of USA-NKF.

Committees appointed by the Chief Executive Officer shall report through the Chief Executive Officer unless otherwise directed by the Board of Directors.

3.3 Staff Participation

USA-NKF staff may attend committee meetings, provide information, assist with administration, and support committee work.

Unless separately appointed as a voting committee member, USA-NKF staff shall not vote on committee matters.

Staff participation in committee meetings does not change the committee's governance role or convert the committee into an operational staff structure.

4. Committee Member Requirements and Appointments

Committee appointments, athlete representation, tenure, attendance, removal, compensation, and committee procedures shall be governed by Section 8 of the USA-NKF Bylaws and this policy. In the event of any conflict between this policy and the USA-NKF Bylaws, the USA-NKF Bylaws shall control.

4.1 Committee Member Requirements

Committee members must meet and continue to meet all applicable USA-NKF membership, compliance, and eligibility requirements, including any requirements established by the USA-NKF Bylaws, Board-approved policy, USOPC requirements, SafeSport requirements, or applicable law.

At a minimum, committee members must maintain:

- Current USA Karate membership;
- Current SafeSport training;
- Current background screening;
- A signed Code of Conduct;
- A signed Conflict of Interest Disclosure;
- Required conflict of interest, anti-retaliation, or other compliance training; and
- Good standing with USA-NKF.

Committee members must remain in good standing with USA-NKF, as defined in this policy.

4.2 Good Standing

For purposes of committee service, a person is considered to be in good standing with USA-NKF if the person:

- Maintains all required USA Karate membership, SafeSport, background screening, Code of Conduct, Conflict of Interest Disclosure, and training requirements applicable to the person's role;
- Is not currently suspended, restricted, declared ineligible, or otherwise barred from participation by USA-NKF, the U.S. Center for SafeSport, USADA, the USOPC, WKF, PKF, or another authority recognized by USA-NKF;
- Is not subject to an unresolved disciplinary sanction that would reasonably impair the person's ability to serve on a committee;
- Has no outstanding financial obligation to USA-NKF that has resulted in a loss of membership privileges or participation eligibility;
- Is not currently serving in a role with another National Federation or competing national karate organization that creates a conflict with the person's committee service; and
- Has not been convicted of a felony or any criminal offense involving the safety of a minor child.

USA-NKF may determine that a person is not in good standing if the person's conduct, conflicts, restrictions, or compliance status would prevent the person from serving in the best interests of USA-NKF.

4.3 Appointment of Committee Members

Committee members shall be appointed consistent with the USA-NKF Bylaws and applicable USA-NKF policy.

Committee members for Board committees, standing committees, and task forces shall be appointed by the Board Chair and approved by the Board of Directors, except that athlete representatives shall be appointed by the USA-NKF Athletes' Advisory Council where required.

Where a committee is appointed by the Chief Executive Officer, committee members shall be approved by the Board of Directors unless otherwise permitted by the USA-NKF Bylaws or Board-approved policy.

Related bylaw reference: USA-NKF Bylaws Section 8.6.

4.4 Athlete Representation

Athlete representation shall be included on committees where required by the USA-NKF Bylaws, USOPC requirements, the Ted Stevens Olympic and Amateur Sports Act, or Board-approved policy.

Athlete representatives shall be selected or appointed by the USA-NKF Athletes' Advisory Council where required.

Related bylaw reference: USA-NKF Bylaws Section 8.2.

5. Term, Attendance, Removal, and Compensation

Committee member tenure, attendance, removal, and compensation shall be governed by Section 8 of the USA-NKF Bylaws and this policy. In the event of any conflict, the USA-NKF Bylaws shall control.

5.1 Term

Unless otherwise provided by the USA-NKF Bylaws or Board-approved policy, committee members shall serve a four-year term.

A committee member shall remain on the committee until the committee member's successor is appointed, or until the committee member's earlier resignation, removal, incapacity, disability, death, or loss of eligibility to serve.

Task force members shall serve until the assigned task is completed, unless otherwise specified, but shall not serve longer than permitted by the USA-NKF Bylaws or applicable Board-approved policy.

Related bylaw reference: USA-NKF Bylaws Section 8.3.

5.2 Term Limits

Term limits shall be applied consistent with the USA-NKF Bylaws and any applicable Board-approved policy.

Unless otherwise required by the USA-NKF Bylaws, Board-approved policy, or applicable law, no committee member shall have a vested right to continued committee service.

Related bylaw reference: USA-NKF Bylaws Section 8.4.

5.3 Attendance

Committee members are expected to attend and participate in regularly scheduled committee meetings.

A committee member who fails to attend at least one-half of the committee's meetings during any twelve-month period may be subject to removal and replacement in accordance with the USA-NKF Bylaws and this policy.

Committee Chairs are responsible for monitoring attendance and notifying the Board Chair, Board of Directors, or Chief Executive Officer, as applicable, when attendance concerns may require action.

Related bylaw reference: USA-NKF Bylaws Section 8.5.

5.4 Resignation and Removal

A committee member may resign at any time by providing written notice to the Committee Chair, Board Chair, Chief Executive Officer, or other designated USA-NKF representative.

A committee member may be removed in accordance with the USA-NKF Bylaws, Board-approved policy, or applicable committee appointment authority.

Grounds for removal may include, but are not limited to:

- Failure to maintain good standing with USA-NKF;
- Failure to meet membership, SafeSport, background screening, conflict of interest, or compliance requirements;
- Failure to satisfy attendance requirements;
- Violation of a USA-NKF Code of Conduct or applicable policy;
- A conflict of interest that prevents effective committee service;
- Conduct inconsistent with the mission, values, or best interests of USA-NKF;
- Failure to perform assigned committee responsibilities; or
- Other grounds determined appropriate by the Board of Directors or appointing authority.

5.5 Vacancies

Committee vacancies shall be filled in the same manner as the original appointment, unless otherwise provided by the USA-NKF Bylaws or Board-approved policy.

Athlete representative vacancies shall be filled by the USA-NKF Athletes' Advisory Council where required.

5.6 Compensation

Committee members shall not receive compensation for their service as committee members.

Reasonable expenses may be reimbursed in accordance with USA-NKF policies and only when approved by the appropriate USA-NKF authority.

Committee members may receive compensation for services provided to USA-NKF in another capacity only when permitted by the USA-NKF Bylaws, applicable law, and Board-approved policy.

6. Meetings, Minutes, and Committee Procedures

Committee meetings, notice, minutes, and procedures shall be conducted consistent with Section 8 of the USA-NKF Bylaws, this policy, and any applicable Board-approved procedures.

6.1 Committee Procedures

Each committee shall operate under procedures approved by the Board of Directors or otherwise authorized under USA-NKF policy.

Committee procedures should address, as applicable:

- The committee's purpose and responsibilities;
- Committee composition and member requirements;
- Appointment and removal of members;
- Meeting schedule and notice;
- Agenda preparation;
- Minutes and recordkeeping;
- Conflict of interest disclosures and recusals;
- Reporting expectations; and
- Any other procedures necessary for the committee to carry out its responsibilities.

Related bylaw reference: USA-NKF Bylaws Section 8.7.

6.2 Meetings

Committee meetings may be held in person, by telephone, by video conference, or through other electronic communication platforms that allow committee members to participate in the discussion.

Committee meetings may be open to USA-NKF members when appropriate and when required by the USA-NKF Bylaws, Board-approved policy, or applicable governance requirements.

Committee meetings may be closed, or may move into executive session, when the committee is considering sensitive, confidential, privileged, personnel, disciplinary, selection, grievance, athlete safety, compliance, legal, financial, or other internal matters.

The Committee Chair, with the consent of a majority of committee members in attendance, may determine whether a meeting or portion of a meeting shall be open, closed, or conducted in executive session.

6.3 Open Meetings and Member Transparency

Committees should promote transparency and member engagement where appropriate.

Unless confidentiality, privilege, athlete safety, disciplinary matters, personnel matters, selection matters, conflicts of interest, legal matters, or other sensitive issues prevent open discussion, each standing committee should hold at least two open meetings, listening sessions, or public updates per year.

Open meetings or public updates may be held in person, virtually, or in conjunction with USA-NKF events.

A committee may conduct regular business in closed session when necessary to protect confidential information, individual privacy, USA-NKF operations, or the integrity of a review, investigation, grievance, selection, or disciplinary process.

6.4 Electronic Communications and Written Actions

Committee members may communicate and conduct appropriate committee business through email, group chat, messaging platform, or other written electronic communication when permitted by the committee's procedures and when appropriate for the matter being considered.

Any official committee action, recommendation, vote, consensus, or decision made through written electronic communication shall be documented in the committee's records.

The documentation should include:

- The issue or action considered;
- The committee members included in the communication;
- Any conflicts disclosed or recusals made;
- The outcome, recommendation, or action taken;
- Any vote or consensus reached, if applicable; and
- The date of the action.

Electronic communications used to conduct official committee business shall be treated as committee records and should be preserved in accordance with USA-NKF recordkeeping procedures.

Informal communications among committee members do not constitute official committee action unless the committee is conducting committee business, reaching consensus, voting, making a recommendation, or otherwise acting within its assigned responsibilities.

6.5 Minutes

Each committee shall keep minutes or written records of its official meetings and actions.

Minutes or written records should include:

- Date, time, and method of meeting or action;
- Committee members present, participating, or included;
- Guests or staff present, if applicable;
- Conflicts of interest disclosed;
- Recusals;
- Motions, recommendations, decisions, or formal actions taken, if any;
- Voting results or consensus reached, when applicable;
- A general summary of matters discussed; and
- Any reports or recommendations approved by the committee.

Minutes of executive sessions shall provide a high-level summary sufficient for corporate recordkeeping while preserving necessary confidentiality.

Committee minutes, written records, and electronic action records shall be submitted to the appropriate USA-NKF representative for inclusion in the corporate record in accordance with USA-NKF policy.

6.6 Conflicts of Interest

Committee members must disclose actual, potential, or perceived conflicts of interest before participating in committee discussion or action on a matter.

A committee member with a conflict may be required to recuse themselves from discussion, recommendation, deliberation, or action on the matter.

Conflicts and recusals shall be recorded in the minutes or written record.

7. Committee Reports and Records

7.1 Annual Reports

Each standing committee shall submit an annual report to the Board of Directors and Chief Executive Officer unless otherwise directed by the Board of Directors.

The annual report should include, as applicable:

- Summary of committee activity during the prior year;
- Meetings held and general attendance;
- Major recommendations made;
- Policy or program issues reviewed;
- Outstanding matters requiring Board, CEO, or staff attention;
- Goals or priorities for the upcoming year; and

- Any requested resources or support.

Annual reports should be submitted by March 1 of the following year unless another deadline is established by the Board of Directors or Chief Executive Officer.

7.2 Additional Reports

The Board of Directors, Board Chair, or Chief Executive Officer may request additional reports, event reports, written recommendations, or updates from a committee as needed.

Committees should provide timely reports when their work affects governance, compliance, athlete rights, member discipline, selection procedures, event operations, safety, or other significant USA-NKF matters.

7.3 Corporate Records

Committee minutes, reports, recommendations, written actions, electronic action records, and formal actions shall be maintained as part of USA-NKF's corporate records in accordance with USA-NKF recordkeeping procedures.

Confidential records, including records involving discipline, grievances, athlete safety, legal matters, personnel, conflicts of interest, selection matters, or sensitive member information, shall be handled in a manner that protects privacy, privilege, and the integrity of USA-NKF processes.

7.4 Public Communication

Committee Chairs may speak publicly on behalf of their committee only when authorized by the committee, the Board of Directors, the Board Chair, or the Chief Executive Officer.

Committee members shall not make public statements on behalf of USA-NKF or a committee unless authorized to do so.

8. Ethics, Judicial, and Disciplinary Jurisdiction Guide

Questions concerning whether a matter should be handled by the Ethics Committee, Judicial Committee, Disciplinary Committee, USA-NKF staff, or another authority shall be reviewed based on the nature of the matter, the rights affected, and the process required.

8.1 Ethics Committee Matters

A matter should generally be referred to the Ethics Committee when it involves:

- Ethical impropriety;
- Conflict of interest;
- Misuse of position or authority;
- Failure to disclose a conflict;
- Questions involving the USA-NKF Code of Ethics;
- Ethics guidance requested by the Board of Directors, Chief Executive Officer, staff, committee members, volunteers, or members; or
- SafeSport-related matters only when the U.S. Center for SafeSport does not have exclusive jurisdiction and the matter is properly within USA-NKF authority.

The Ethics Committee is primarily responsible for ethics review, conflict review, ethics guidance, and recommendations.

8.2 Judicial Committee Matters

A matter should generally be referred to the Judicial Committee when it involves:

- An administrative grievance;
- A right-to-compete issue;
- A formal complaint requiring a hearing;
- A matter that may affect a member's eligibility, participation rights, membership rights, or right to compete;
- A disciplinary matter requiring formal adjudication;
- Appointment of a hearing panel; or
- A decision requiring due process protections under USA-NKF policy, the USA-NKF Bylaws, or applicable law.

The Judicial Committee is primarily responsible for formal adjudication, hearings, grievance resolution, right-to-compete matters, and decisions affecting participation rights.

8.3 Disciplinary Committee Matters

A matter should generally be referred to the Disciplinary Committee when it involves:

- Code of Conduct concerns;
- Event misconduct;
- Team conduct concerns;
- Coach, referee, athlete, parent, volunteer, or staff behavior requiring review; or
- Conduct that does not rise to the level of a formal Ethics complaint, Judicial grievance, SafeSport matter, USADA matter, or right-to-compete complaint.

Issues addressed by the Disciplinary Committee may be referred to the Judicial Committee, Ethics Committee, Chief Executive Officer, U.S. Center for SafeSport, USADA, law enforcement, or another appropriate authority when the nature of the matter requires a different process, additional review, or action beyond the Disciplinary Committee's authority.

The Disciplinary Committee is primarily responsible for conduct review and enforcement of codes of conduct for lower-level or internal conduct matters, subject to referral if the matter belongs elsewhere.

8.4 Referral and Reclassification

USA-NKF may refer or reclassify a matter if, after initial review, it appears that the matter belongs before a different committee, staff authority, hearing panel, or outside authority.

If a matter could fall under more than one committee, USA-NKF should refer the matter to the process that provides the highest required level of due process, protects athlete and member rights, and complies with the USA-NKF Bylaws, SafeSport requirements, USADA requirements, USOPC requirements, and applicable law.

No committee shall exercise jurisdiction over a matter reserved to the U.S. Center for SafeSport, USADA, USOPC, WKF, PKF, a hearing panel, or another authority with exclusive jurisdiction.

9. Audit Committee

9.1 Committee Status

The Audit Committee is a board committee identified in the USA-NKF Bylaws, Section 8.8.

The Audit Committee supports the Board of Directors in matters involving independent audit review, financial controls, financial reporting, and related fiscal oversight.

9.2 Composition

The Audit Committee shall be composed consistent with USA-NKF Bylaws Section 8.8, including applicable independence, financial experience, and athlete representation requirements.

At least one member of the Audit Committee shall have financial experience, as required by the USA-NKF Bylaws.

9.3 Responsibilities

The Audit Committee shall:

- Recommend the selection of an independent auditor to the Board of Directors;
- Review the independent auditor's report, management letter, and related financial reporting matters;
- Provide the auditor's report to the Board of Directors upon completion;
- Review fiscal controls, audit matters, financial disclosure matters, and related risk areas as directed by the Board of Directors;
- Make recommendations to the Board of Directors regarding audit, financial control, and financial disclosure matters; and
- Perform such other duties as assigned by the Board of Directors.

9.4 Authority and Limitations

The Audit Committee provides review, oversight, and recommendations regarding audit and financial control matters.

The Audit Committee does not manage day-to-day accounting, budgeting, financial operations, staff work, contracts, or expenditures unless specific authority is assigned by the Board of Directors or USA-NKF Bylaws.

The Audit Committee may request information necessary to perform its responsibilities through the Board Chair, Chief Executive Officer, or other appropriate USA-NKF authority.

9.5 Procedures

Detailed procedures regarding audit engagement, auditor communications, financial reporting, internal controls, document review, and related fiscal matters may be maintained in separate USA-NKF financial policies, audit procedures, or Board-approved procedures.

10. Ethics Committee

10.1 Committee Status

The Ethics Committee is a board committee identified in the USA-NKF Bylaws, Section 8.9, and is a designated committee under applicable USOPC governance requirements.

The Ethics Committee is responsible for ethics review, conflict of interest review, ethics guidance, and recommendations regarding ethical impropriety or conflict of interest.

10.2 Composition

The Ethics Committee shall be composed consistent with USA-NKF Bylaws Section 8.9(a), including applicable independence and athlete representation requirements.

10.3 Responsibilities

The Ethics Committee shall:

- Advise on, review, and recommend updates to the USA-NKF Code of Ethics for adoption by the Board of Directors, including reviewing drafts developed by USA-NKF staff, legal counsel, or other appropriate USA-NKF representatives;
- Generally administer and oversee compliance with the Code of Ethics;
- Review and monitor Conflict of Interest Disclosures of all Board members, staff, committee members, task force members, volunteers, and other covered individuals;
- Review, investigate, and make recommendations to the Board of Directors regarding matters of ethical impropriety, conflicts of interest, or other ethics matters;
- When a matter involves staff, operations, event administration, or other matters within the authority of the Chief Executive Officer, provide findings and recommendations to the Chief Executive Officer for appropriate action;
- Review and provide guidance on ethical questions presented by the Board of Directors, officers, committee members, task force members, volunteers, staff, or USA-NKF members;
- Address SafeSport-related matters only to the extent such matters are not within the exclusive jurisdiction of the U.S. Center for SafeSport and are properly within USA-NKF authority; and
- Perform such other duties as assigned by the Board of Directors or Chief Executive Officer.

10.4 Authority, Findings, and Recommendations

The Ethics Committee may review, investigate, provide ethics guidance, make findings, and make recommendations regarding ethics matters, conflicts of interest, and ethical impropriety.

The Ethics Committee shall provide its findings and recommendations to the Board of Directors for matters involving Board members, committee members, conflicts of interest, governance concerns, organizational ethics, or significant organizational risk. Any conflicted Board member shall be recused from Board discussion or action on the matter.

When a matter involves staff, operations, event administration, or other matters within the authority of the Chief Executive Officer, the Ethics Committee may provide its findings and recommendations to the Chief Executive Officer for appropriate action.

Formal complaints, hearing panel appointment, hearing procedures, sanctions, appeals, and other due process requirements shall be handled in accordance with the applicable USA-NKF Complaint and Hearing Procedures, grievance procedures, disciplinary procedures, Judicial Committee procedures, or other Board-approved procedures.

The Ethics Committee shall not independently impose discipline affecting membership rights, eligibility, right to compete, or other protected participation rights unless such action is authorized under the USA-NKF Bylaws, Complaint and Hearing Procedures, Board-approved policy, or applicable law.

10.5 Appeal of Ethics Committee Action

Appeals from Ethics Committee matters, Hearing Panel decisions, or ethics-related corrective action shall be handled in accordance with the applicable USA-NKF Complaint and Hearing Procedures, grievance procedures, Judicial Committee procedures, Board-approved policy, or applicable external process.

Unless expressly permitted by the applicable procedure, an appeal shall not be treated as a new hearing, de novo review, or opportunity to re-try the facts of the matter.

Appeals should generally be limited to the scope of review permitted by the applicable procedure, which may include procedural error, conflict of interest, bias, abuse of discretion, failure to follow applicable policy, or other grounds expressly permitted by the applicable procedure.

The filing of an appeal does not automatically stay or suspend any corrective action, discipline, restriction, or other consequence unless a stay is granted by the authority permitted under the applicable procedure.

10.6 Jurisdiction and Limitations

The Ethics Committee shall not replace the Judicial Committee for administrative grievances, right-to-compete matters, eligibility disputes, or matters requiring formal adjudication under USA-NKF grievance procedures.

The Ethics Committee shall not exercise jurisdiction over matters reserved to the U.S. Center for SafeSport, USADA, USOPC, WKF, PKF, law enforcement, or another authority with exclusive jurisdiction.

10.7 Procedures

Detailed procedures for submitting, reviewing, investigating, resolving, referring, or appealing ethics matters may be maintained in a separate Ethics Committee policy, Judicial Committee policy, Complaint and Hearing Procedures, or other applicable USA-NKF procedure.

11. Judicial Committee

11.1 Committee Status

The Judicial Committee is a board committee identified in the USA-NKF Bylaws, Section 8.10, and is a designated committee under applicable USOPC governance requirements.

The Judicial Committee is responsible for formal adjudication, grievance matters, right-to-compete matters, appeals referred to it under USA-NKF policy, and other matters requiring due process review.

11.2 Composition

The Judicial Committee shall be composed consistent with USA-NKF Bylaws Section 8.10, including applicable independence and athlete representation requirements.

No member of the Board of Directors shall serve on the Judicial Committee.

11.3 Responsibilities

The Judicial Committee shall:

- Generally administer and oversee administrative grievances and right-to-compete matters filed with USA-NKF;
- Identify individuals who are fair, impartial, qualified, and able to serve on hearing panels;
- Hear and render decisions, or appoint a panel to hear and render decisions, on grievances, right-to-compete matters, appeals, and disciplinary matters within its jurisdiction;
- Protect fair process rights required by the USA-NKF Bylaws, applicable policy, USOPC requirements, and applicable law; and
- Perform such other duties as assigned by the Board of Directors.

11.4 Authority and Decisions

The Judicial Committee may hear and render decisions, or appoint a hearing panel to hear and render decisions, on grievances, right-to-compete matters, appeals, and disciplinary matters within its jurisdiction.

Decisions of the Judicial Committee or an appointed hearing panel shall be final within USA-NKF unless an appeal, arbitration, Board review, USOPC review, or other review process is provided by the USA-NKF Bylaws, Board-approved policy, applicable law, or applicable USOPC requirement.

11.5 Jurisdiction and Limitations

The Judicial Committee is the appropriate committee for matters requiring formal adjudication, hearing rights, or a decision affecting a member's eligibility, participation rights, membership rights, or right to compete, unless the matter is within the jurisdiction of another required authority.

The Judicial Committee shall not exercise jurisdiction over matters reserved to the U.S. Center for SafeSport, USADA, USOPC, WKF, PKF, law enforcement, or another authority with exclusive jurisdiction.

The Judicial Committee shall not manage day-to-day staff operations, event operations, selection procedure development, coaching assignments, referee assignments, or other operational matters.

11.6 Procedures

Detailed procedures for filing, reviewing, hearing, deciding, appealing, or otherwise resolving matters within the jurisdiction of the Judicial Committee shall be maintained in a separate grievance, disciplinary, Judicial Committee, Complaint and Hearing Procedures, or other applicable USA-NKF procedure.

12. Nominating and Governance Committee

12.1 Committee Status

The Nominating and Governance Committee is a board committee identified in the USA-NKF Bylaws, Section 8.11.

The Nominating and Governance Committee supports the Board of Directors in matters involving Board nominations, governance review, Board evaluation, committee recommendations, and related governance matters.

12.2 Composition

The Nominating and Governance Committee shall be composed consistent with USA-NKF Bylaws Section 8.11, including applicable independence and athlete representation requirements.

12.3 Responsibilities

The Nominating and Governance Committee shall:

- Identify and evaluate prospective candidates for the Board of Directors;
- Recommend individuals to serve on the Board of Directors where provided by the USA-NKF Bylaws;
- Recommend individuals to serve on committees when requested by the Board of Directors;
- Work with the Athletes' Advisory Council to identify and vet candidates to serve as required athlete representatives;
- Consult with the Ethics Committee as needed regarding potential conflicts of interest or other concerns involving candidates;
- Develop and recommend a Board self-evaluation process;
- Oversee elections for the Board of Directors where assigned by the USA-NKF Bylaws or Board-approved policy; and
- Perform such other duties as assigned by the Board of Directors.

12.4 Authority and Limitations

The Nominating and Governance Committee provides review, evaluation, and recommendations regarding Board candidates, committee candidates, governance practices, and Board evaluation matters.

The Nominating and Governance Committee does not appoint Board members, appoint committee members, remove Board members, remove committee members, decide grievances, impose discipline, or exercise authority reserved to the Board of Directors, Athletes' Advisory Council, Ethics Committee, Judicial Committee, or another authority.

The Nominating and Governance Committee may request information necessary to perform its responsibilities through the Board Chair, Chief Executive Officer, or other appropriate USA-NKF authority.

12.5 Procedures

Detailed procedures regarding Board nominations, elections, candidate review, Board self-evaluation, committee recommendations, and governance review may be maintained in separate USA-NKF bylaws, election procedures, governance policies, or Board-approved procedures.

13. Disciplinary Committee

13.1 Committee Status

The Disciplinary Committee is an additional standing committee established to review and address conduct matters that do not rise to the level of a formal Ethics complaint, Judicial grievance, right-to-compete matter, SafeSport matter, USADA matter, or other matter reserved to another authority.

The Disciplinary Committee provides a practical and timely process for addressing lower-level or internal conduct concerns involving USA-NKF members, participants, coaches, referees, athletes, parents, volunteers, team staff, and other individuals involved in USA-NKF programs, events, activities, meetings, communications, team functions, delegations, or other USA-NKF-related settings.

13.2 Composition

The Disciplinary Committee shall be composed of three voting members:

- Chief Executive Officer;
- Director of Sport; and
- One athlete representative appointed by the USA-NKF Athletes' Advisory Council, which may include the AAC Chair or another athlete representative selected by the AAC.

Additional individuals, including the Team Leader, National Coaches, Head Coaches, event staff, referees, witnesses, or other persons with relevant information, may be asked to provide information, context, or subject-matter input when appropriate.

Such individuals shall not serve as voting members of the Disciplinary Committee unless appointed consistent with the USA-NKF Bylaws, athlete representation requirements, and this policy.

13.3 Responsibilities

The Disciplinary Committee shall:

- Review alleged violations of USA-NKF Codes of Conduct or conduct standards that may be appropriately addressed through prompt, limited corrective action and that do not require referral to the Ethics Committee, Judicial Committee, U.S. Center for SafeSport, USADA, or another authority;
- Review lower-level or internal conduct concerns involving athletes, coaches, referees, parents, volunteers, team staff, event participants, committee members, or other individuals participating in or connected to USA-NKF programs, events, activities, meetings, communications, team functions, delegations, or other USA-NKF-related settings;
- Address event misconduct, team conduct issues, delegation conduct issues, and other behavior inconsistent with USA-NKF standards;
- Determine whether a matter should be resolved by the Disciplinary Committee, referred to another committee, referred to staff, or referred to an outside authority;
- Impose corrective action or discipline within the authority granted by this policy;
- Protect the integrity, professionalism, safety, and culture of USA-NKF programs and events; and
- Perform such other duties as assigned by the Board of Directors or Chief Executive Officer.

13.4 Examples of Disciplinary Committee Matters

Examples of matters that may be reviewed by the Disciplinary Committee include repeated lateness or failure to follow team schedules, disrespectful conduct, failure to follow reasonable instructions, misuse of team or event credentials, disruptive conduct at events or team activities, and minor or moderate violations of USA-NKF Codes of Conduct that do not require referral to the Ethics Committee, Judicial Committee, U.S. Center for SafeSport, USADA, or another authority.

13.5 Authority

The Disciplinary Committee may impose corrective action or discipline for conduct matters within its jurisdiction.

Corrective action or discipline may include warnings, reprimands, required education or corrective meetings, removal from a specific event area, loss of credential for a specific event, restriction from a specific activity or team function, removal from a team activity or event assignment, removal from a volunteer assignment or non-employment appointment, referral to another USA-NKF committee or outside authority, or other corrective action reasonably related to the conduct concern.

The Disciplinary Committee shall not impose suspension of membership, termination of membership, declaration of ineligibility, loss of right to compete, or other discipline affecting formal membership rights or protected participation rights unless the matter is referred to and handled through the required process under the USA-NKF Bylaws, Judicial Committee procedures, SafeSport process, USADA process, or other required adjudicatory process.

When immediate action is necessary to protect safety, event integrity, team environment, athlete welfare, or USA-NKF operations, the Disciplinary Committee may impose temporary event-based, team-based, or activity-based restrictions within USA-NKF's authority. Any matter requiring longer-term discipline, suspension or termination of membership, declaration of ineligibility, loss of right to compete, or other protected participation consequences must be referred to the proper process or authority.

13.6 Appeal of Disciplinary Committee Action

A person subject to corrective action or discipline imposed by the Disciplinary Committee may appeal the decision to the Judicial Committee or other authority where required by applicable USA-NKF procedure.

Any appeal shall be handled in accordance with the applicable USA-NKF Complaint and Hearing Procedures, grievance procedures, disciplinary procedures, Judicial Committee procedures, Board-approved policy, or applicable external process.

The filing of an appeal does not automatically stay or suspend the corrective action or discipline imposed by the Disciplinary Committee unless a stay is granted by the authority permitted under the applicable procedure.

13.7 Jurisdiction and Limitations

The Disciplinary Committee shall not replace the Ethics Committee for ethics matters, the Judicial Committee for grievances or matters requiring formal adjudication, or the U.S. Center for SafeSport or USADA for matters within their jurisdiction.

The Disciplinary Committee shall not decide right-to-compete matters.

The Disciplinary Committee may review conduct involving USA-NKF members, participants, coaches, referees, team staff, delegation members, volunteers, or other USA-NKF representatives when the conduct occurs in connection with USA-NKF programs, USA-NKF events, team activities, delegation activities, international participation under USA-NKF authority, or conduct that may affect the integrity, reputation, safety, or operations of USA-NKF.

The Disciplinary Committee may recommend or impose corrective action only within USA-NKF's authority, including action related to USA-NKF membership privileges, USA-NKF appointments, USA-NKF credentials, USA-NKF team activities, USA-NKF event participation, USA-NKF assignments, or USA-NKF-controlled opportunities, subject to any required due process.

The Disciplinary Committee shall not exercise authority reserved to PKF, WKF, USOPC, the U.S. Center for SafeSport, USADA, law enforcement, or another organization with jurisdiction over the matter.

If a matter reviewed by the Disciplinary Committee appears to fall within the jurisdiction of the Ethics Committee, Judicial Committee, U.S. Center for SafeSport, USADA, USOPC, WKF, PKF, law enforcement, or another authority, the matter shall be referred to the appropriate process or authority.

13.8 Procedures

Detailed procedures for intake, review, notice, response, corrective action, appeals, timelines, and recordkeeping may be maintained in a separate Disciplinary Committee Procedure or Conduct Enforcement Policy.

14. Justice, Equity, Diversity, and Inclusion Committee

14.1 Committee Status

The Justice, Equity, Diversity, and Inclusion Committee is an additional standing committee established to support USA-NKF's commitment to fairness, inclusion, access, respect, and equal opportunity within the sport of Karate-do.

The committee serves in an advisory, education, outreach, and recommendation capacity unless specific authority is expressly assigned by the Board of Directors, Chief Executive Officer, USA-NKF Bylaws, or Board-approved policy.

14.2 Composition

The Justice, Equity, Diversity, and Inclusion Committee shall be composed consistent with the USA-NKF Bylaws, athlete representation requirements, and applicable USOPC requirements.

Committee members should have experience or interest in diversity, inclusion, accessibility, athlete advocacy, member engagement, education, organizational culture, governance, or related areas.

The committee should reflect, where practical, a broad range of perspectives from within the USA-NKF membership.

14.3 Responsibilities

The Justice, Equity, Diversity, and Inclusion Committee shall:

- Advise the Board of Directors, Chief Executive Officer, Director of Sport, and USA-NKF staff on matters related to justice, equity, diversity, inclusion, access, and belonging;
- Recommend education, outreach, and engagement initiatives that promote fairness, respect, inclusion, and equal opportunity within USA-NKF;
- Provide feedback regarding member experience, barriers to participation, and opportunities to improve access to USA-NKF programs, events, and services;
- Support education for athletes, coaches, referees, parents, staff, volunteers, clubs, and members regarding inclusion, respect, and positive sport culture;
- Recommend strategies to increase participation and engagement among underrepresented or underserved communities;
- Provide input on policies, programs, communications, and member resources when requested; and
- Perform such other duties as assigned by the Board of Directors or Chief Executive Officer.

14.4 Authority and Limitations

The Justice, Equity, Diversity, and Inclusion Committee may provide education, feedback, outreach, and recommendations, but does not manage the day-to-day work of USA-NKF staff, event staff, National Coaching Staff, National Referee Staff, or other operational personnel.

The committee shall not decide grievances, impose discipline, make employment decisions, determine eligibility, decide right-to-compete matters, or exercise authority reserved to the Ethics Committee, Judicial Committee, Disciplinary Committee, U.S. Center for SafeSport, USADA, or another authority.

The committee may make recommendations to the Board of Directors, Chief Executive Officer, Director of Sport, event leadership, team leadership, or other appropriate USA-NKF authority regarding inclusion, accessibility, member engagement, education, and organizational culture.

14.5 Procedures

Detailed procedures for complaints, grievances, discipline, SafeSport matters, eligibility disputes, employment matters, or other formal review processes shall be maintained in separate USA-NKF policies, procedures, or applicable external processes.

15. Medical Committee

15.1 Committee Status

The Medical Committee is an additional standing committee established to provide medical, health, safety, and athlete welfare guidance to USA-NKF.

The Medical Committee serves in an advisory, review, and recommendation capacity unless specific authority is expressly assigned by the Board of Directors, Chief Executive Officer, USA-NKF Bylaws, or Board-approved policy.

15.2 Composition

The Medical Committee shall be composed consistent with the USA-NKF Bylaws, athlete representation requirements, and applicable USOPC requirements.

Medical Committee members should include individuals with appropriate medical, health, safety, athlete care, sports medicine, emergency response, or related professional experience.

The committee may include physicians, athletic trainers, physical therapists, mental health professionals, emergency medical professionals, sports performance professionals, or other qualified individuals with relevant expertise.

15.3 Responsibilities

The Medical Committee shall:

- Advise the Board of Directors, Chief Executive Officer, Director of Sport, and USA-NKF staff on medical, health, safety, and athlete welfare matters;
- Provide recommendations regarding athlete health, event medical planning, emergency action planning, concussion awareness, injury response, return-to-participation considerations, and related matters;
- Review and recommend medical and safety standards for USA-NKF events, camps, team activities, and programs;
- Provide medical or health-related input regarding USA-NKF policies, procedures, educational materials, and event planning when requested;
- Coordinate with event medical providers, athletic trainers, team medical personnel, sports performance staff, and USA-NKF administration when appropriate;
- Provide recommendations regarding medical forms, injury reporting, emergency contact information, and other health-related administrative practices;
- Support education for athletes, coaches, parents, officials, staff, and volunteers on athlete health, safety, injury prevention, and wellness topics where appropriate; and
- Perform such other duties as assigned by the Board of Directors or Chief Executive Officer.

15.4 Authority and Limitations

The Medical Committee provides medical, health, and safety guidance and recommendations but does not replace licensed medical providers, event medical personnel, emergency responders, or treating healthcare professionals.

The Medical Committee shall not make final medical decisions for an athlete's treating physician or other licensed healthcare provider.

The Medical Committee shall not decide selection matters, eligibility disputes, grievances, disciplinary matters, SafeSport matters, USADA matters, or other matters reserved to another committee, staff authority, or outside authority.

When an athlete health or safety issue may affect participation in a USA-NKF event, team activity, or program, USA-NKF may rely on appropriate medical documentation, event medical personnel, treating healthcare providers, and applicable USA-NKF policy.

The Medical Committee may make recommendations to the Board of Directors, Chief Executive Officer, Director of Sport, event leadership, team leadership, or other appropriate USA-NKF authority regarding medical, health, safety, and athlete welfare matters.

15.5 Procedures

Detailed procedures for event medical coverage, injury reporting, concussion management, return-to-participation, emergency action planning, medical documentation, and other health or safety matters may be maintained in separate USA-NKF policies, procedures, manuals, or event documents.

16. Para Karate Committee

16.1 Committee Status

The Para Karate Committee is an additional standing committee established to support the growth, education, awareness, and development of Para Karate within USA-NKF.

The Para Karate Committee serves in an advisory, education, outreach, and recommendation capacity unless specific authority is expressly assigned by the Board of Directors, Chief Executive Officer, USA-NKF Bylaws, or Board-approved policy.

16.2 Composition

The Para Karate Committee shall be composed consistent with the USA-NKF Bylaws, athlete representation requirements, and applicable USOPC requirements.

Committee members should have experience or interest in Para Karate, adaptive sport, athlete support, coaching, officiating, education, disability inclusion, or related areas.

Where practical, the committee should include individuals with lived experience in Para Karate or adaptive sport.

16.3 Responsibilities

The Para Karate Committee shall:

- Advise the Board of Directors, Chief Executive Officer, Director of Sport, and USA-NKF staff on matters related to Para Karate growth, education, and participation;
- Promote awareness and understanding of Para Karate within USA-NKF membership;
- Support education for athletes, coaches, referees, parents, staff, volunteers, and members regarding Para Karate participation and inclusion;
- Recommend ways to increase Para Karate participation at USA-NKF events, camps, seminars, and programs;
- Recommend educational resources, seminars, clinics, or outreach initiatives to support Para Karate development;
- Provide feedback regarding the athlete and member experience for Para Karate participants;
- Recommend improvements to communication, accessibility, and engagement for Para Karate athletes and families;
- Coordinate with the Technical Committee, Medical Committee, National Coaching Staff, National Referee Staff, event staff, and USA-NKF administration when appropriate; and
- Perform such other duties as assigned by the Board of Directors or Chief Executive Officer.

16.4 Authority and Limitations

The Para Karate Committee may provide education, outreach, feedback, and recommendations, but does not manage the day-to-day work of USA-NKF staff, event staff, National Coaching Staff, National Referee Staff, classifiers, medical providers, or other operational personnel.

The Para Karate Committee shall not select athletes, classify athletes, determine eligibility, decide grievances, impose discipline, decide right-to-compete matters, or override approved selection procedures.

The Para Karate Committee may make recommendations to the Board of Directors, Chief Executive Officer, Director of Sport, Technical Committee, Medical Committee, event leadership, team leadership, or other appropriate USA-NKF authority regarding Para Karate growth, education, accessibility, participation, and athlete support.

16.5 Procedures

Detailed procedures for Para Karate eligibility, classification, reasonable accommodations, event operations, selection procedures, coaching, officiating, medical review, and other program-specific matters may be maintained in separate USA-NKF policies, procedures, manuals, or event documents.

17. Selection Committee

17.1 Committee Status

The Selection Committee is an additional standing committee established to support fair, consistent, and transparent selection processes for USA-NKF teams, delegations, protected competitions, international events, camps, and other athlete participation opportunities.

The Selection Committee serves in an advisory, review, and recommendation capacity unless specific authority is expressly assigned by the Board of Directors, the USA-NKF Bylaws, an approved selection procedure, or applicable USOPC requirement.

17.2 Composition

The Selection Committee shall be composed of three to six members, with at least 33.3% athlete representation.

Athlete representatives shall be appointed by the USA-NKF Athletes' Advisory Council where required by the USA-NKF Bylaws.

Independent members are not required but should be considered.

Selection Committee members should have experience in high-level karate competition, selection procedures, athlete eligibility, team delegation matters, or related sport governance. Experience as an athlete, coach, official, referee, team leader, administrator, or other relevant sport role may be considered.

A non-active athlete representative is recommended where practical.

17.3 Responsibilities

The Selection Committee shall:

- Review selection-related matters as assigned by the Board of Directors, Chief Executive Officer, Director of Sport, or applicable USA-NKF policy;
- Provide recommendations regarding athlete selection, team selection, delegation selection, replacement procedures, alternates, discretionary selection factors, and related matters;
- Provide sport-specific and process-related input to support fair and transparent selection decisions;
- Recommend improvements to selection criteria and related policies; and
- Perform such other duties as assigned by the Board of Directors or Chief Executive Officer.

The Selection Committee shall provide its recommendations to the Chief Executive Officer, Director of Sport, Board of Directors, or other USA-NKF authority responsible for the selection matter, as appropriate under the applicable selection procedure or assignment.

17.4 Authority and Limitations

The Selection Committee may review selection matters and make recommendations, but shall not serve as the final approval authority for Protected Competition selection procedures unless expressly designated for that purpose by the Board of Directors or applicable USA-NKF policy.

The Selection Committee serves in an advisory and recommendation capacity regarding selection-related matters assigned to it.

The Selection Committee shall not decide grievances, appeals, right-to-compete matters, eligibility disputes, disciplinary matters, ethics matters, SafeSport matters, USADA matters, or other matters reserved to another committee, staff authority, or outside authority.

The Selection Committee shall not override approved selection procedures, alter published selection criteria, or exercise authority reserved to the Board of Directors, Chief Executive Officer, Judicial Committee, Athletes' Advisory Council, or any Designated Committee established for selection procedure approval.

17.5 Procedures

Detailed procedures for selection review, recommendations, conflicts, recusals, timelines, and committee records may be maintained in applicable team selection procedures, selection policies, or other USA-NKF procedures.

18. Technical Committee

18.1 Committee Status

The Technical Committee is an additional standing committee established to provide technical review, guidance, education, and recommendations regarding Karate-do, competition standards, technical rules, coach education, and technical development within USA-NKF.

The Technical Committee also supports coach education, coach technical standards, and coach-related technical oversight previously addressed through coach committee functions, while the National Coaching Staff remains an operational staff structure responsible for team preparation, coaching delivery, and day-to-day coaching functions.

The Technical Committee serves in an advisory, review, education, and recommendation capacity unless specific authority is expressly assigned by the Board of Directors, Chief Executive Officer, USA-NKF Bylaws, or Board-approved policy.

18.2 Composition

The Technical Committee shall be composed consistent with the USA-NKF Bylaws, athlete representation requirements, and applicable USOPC requirements.

Technical Committee members should have substantial experience in Karate-do as athletes, coaches, referees, officials, instructors, administrators, or other technical experts.

The committee should include individuals with knowledge of WKF rules, USA-NKF competition standards, kata standards, coach education, athlete development, referee application, technical seminars, and national event operations.

At least one Technical Committee member should attend each USA Karate Signature Event when practical.

18.3 Responsibilities

The Technical Committee shall:

- Advise the President, Chief Executive Officer, and Director of Sport on technical matters related to Karate-do;
- Provide feedback on proposed changes to competition rules and the potential impact on technical matters of Karate-do;
- Organize technical meetings that contribute to appropriate technical feedback from national and international affiliated organizations;
- Organize and present technical seminars for the membership of USA Karate;
- Help maintain and teach kata standards and technical understanding;
- Advise on, review, and recommend coach education standards, coach certification content, coaching seminars, coach briefings, and technical education materials in coordination with the Director of Sport and National Coaching Staff;
- Provide feedback regarding coach technical readiness, coach professionalism, coach conduct, and coach compliance at USA Karate events, including Signature Events, in coordination with the Director of Sport, event leadership, and the Disciplinary Committee when appropriate;
- Advise on and recommend technical expectations for coaches participating in USA Karate events, coach education programs, team activities, camps, and Signature Events;
- Review and provide recommendations regarding coach-related technical concerns referred by the Chief Executive Officer, Director of Sport, National Coaching Staff, Tournament Director, or event leadership;
- Assist with technical and organizational oversight of USA Karate Signature Events, including review of technical operations, event flow, field-of-play standards, competition procedures, athlete and coach briefings, equipment or uniform compliance issues, and matters affecting the integrity of competition;
- Make recommendations to the Chief Executive Officer, Director of Sport, Tournament Director, Chief Referee, National Coaching Staff, or Disciplinary Committee regarding technical or coach-related matters that may require corrective action;
- Coordinate with the National Referee Staff on technical matters affecting rules, field-of-play operations, protests, video review, and consistency between coach education and referee application; and
- Provide an annual report of activities to the Board of Directors by March 1 of the succeeding year.

18.4 Authority and Limitations

The Technical Committee may provide technical oversight, feedback, education, and recommendations, but does not manage the day-to-day work of the National Coaching Staff, National Referee Staff, event staff, or USA-NKF staff.

When providing technical oversight at USA Karate Signature Events, the Technical Committee does not replace or override the authority of the Tournament Director, Chief Referee, Chief Executive Officer, Director of Sport, Selection Committee, Judicial Committee, Ethics Committee, Disciplinary Committee, SafeSport process, USADA process, or other authority with jurisdiction over the matter.

The Technical Committee shall not select athletes, appoint coaches or referees, determine referee assignments, decide protests, decide grievances, impose discipline, or override approved selection procedures.

The Technical Committee may provide recommendations regarding coach education, coach standards, coach readiness, and coach-related technical concerns, but does not appoint, remove, supervise, or assign National Coaches, Head Coaches, Team Coaches, or National Coaching Staff unless such authority is separately assigned by the Chief Executive Officer or Board of Directors.

The Technical Committee may make recommendations to the Board of Directors, President, Chief Executive Officer, Director of Sport, Tournament Director, Chief Referee, Disciplinary Committee, or other appropriate USA-NKF authority regarding technical standards, technical policy, coach education, event quality, and sport development.

18.5 Procedures

Detailed procedures for competition operations, coach certification, referee certification, referee assignments, protests, video review, event staffing, team preparation, equipment compliance, uniform compliance, and other operational or program-specific matters may be maintained in separate USA-NKF policies, procedures, manuals, or event documents.

19. Designated Selection Procedures Committee

19.1 Committee Status

The Designated Selection Procedures Committee may be established as a designated committee to review and approve selection procedures for Protected Competitions when approval by a Designated Committee is required by the USA-NKF Bylaws, USOPC requirements, or applicable USA-NKF policy.

The Designated Selection Procedures Committee is not a standing selection appeal body and does not decide individual selection disputes, right-to-compete matters, grievances, disciplinary matters, or athlete selection decisions.

Related bylaw reference: USA-NKF Bylaws Section 4.1(d)(iii).

19.2 Composition

If established, the Designated Selection Procedures Committee shall be composed of three voting members:

- USA-NKF Representative to the Team USA Athletes' Commission, who also serves as an Athlete Director on the USA-NKF Board of Directors;
- Chair of the USA-NKF Athletes' Advisory Council; and
- Chief Executive Officer.

If the USA-NKF Representative to the Team USA Athletes' Commission is unavailable, conflicted, or unable to serve on a particular matter, another athlete member of the USA-NKF Board of Directors may serve as the substitute member.

If the Chair of the USA-NKF Athletes' Advisory Council is unavailable, conflicted, or unable to serve on a particular matter, the Vice Chair of the Athletes' Advisory Council or another athlete representative selected by the Athletes' Advisory Council may serve as the substitute member.

If the Chief Executive Officer is unavailable, conflicted, or unable to serve on a particular matter, another USA-NKF staff member, Head Coach, or other appropriate USA-NKF representative designated by the Chief Executive Officer may serve as the substitute member.

Any substitute member must be able to serve impartially and must preserve all applicable athlete representation, conflict of interest, and governance requirements.

19.3 Responsibilities

If established, the Designated Selection Procedures Committee shall:

- Review and approve selection procedures for Protected Competitions when approval by a Designated Committee is required;
- Confirm that selection procedures are clear, fair, reasonably objective where possible, and consistent with USA-NKF Bylaws, USA-NKF policies, and applicable USOPC requirements;
- Confirm that selection procedures identify eligibility requirements, selection criteria, discretionary criteria where applicable, replacement procedures, grievance or appeal references, and publication requirements;

- Request clarification, revision, or additional review before approving selection procedures when necessary;
- Approve selection procedures before publication when required; and
- Perform such other duties related to selection procedure approval as assigned by the Board of Directors or required by USA-NKF policy.

19.4 Authority and Limitations

If established and assigned such authority, the Designated Selection Procedures Committee has authority to approve selection procedures for Protected Competitions when such approval is required by the USA-NKF Bylaws, applicable USOPC requirements, or Board-approved policy.

The Designated Selection Procedures Committee does not select athletes, decide team rosters, resolve right-to-compete complaints, hear selection appeals, adjudicate grievances, or impose discipline.

After a selection procedure has been approved and published, the Designated Selection Procedures Committee shall not alter that procedure unless the change is permitted by the approved selection procedure, USA-NKF policy, applicable USOPC requirements, or law.

19.5 Recommendations and Reporting

The Designated Selection Procedures Committee may provide recommendations to the Chief Executive Officer, Director of Sport, Board of Directors, Athletes' Advisory Council, or other appropriate USA-NKF authority regarding selection procedure improvements, compliance concerns, or required revisions.

Final approved selection procedures shall be maintained as USA-NKF records and published or distributed as required by applicable USA-NKF policy, USOPC requirement, or law.

19.6 Procedures

Detailed procedures for drafting, reviewing, approving, amending, publishing, and maintaining selection procedures may be maintained in separate selection procedure development guidelines, team selection policies, or other USA-NKF procedures.

20. Coaching and Referee Program Structures

20.1 Status

The former Coach Committee and Referee Committee are not maintained as standing committees under this policy.

Coach education, coach standards, coach readiness, referee education, referee standards, referee development, and related sport functions may be supported through the Technical Committee, National Coaching Staff, National Referee Staff, USA-NKF staff, and applicable program-specific policies.

20.2 National Coaching Staff

The National Coaching Staff is an operational staff structure, not a standing committee.

The National Coaching Staff supports athlete preparation, team coaching, coach education, technical training, national team activities, camps, competition support, and other coaching-related functions under the authority of the Chief Executive Officer, Director of Sport, and applicable USA-NKF leadership.

Detailed roles, responsibilities, appointment criteria, expectations, and procedures for the National Coaching Staff shall be maintained in separate coaching staff policies, procedures, manuals, or appointment documents.

20.3 National Referee Staff

The National Referee Staff is an operational staff structure, not a standing committee.

The National Referee Staff supports referee education, referee certification, referee development, referee deployment, rules application, field-of-play consistency, event officiating, and other referee-related functions under the authority of the Chief Executive Officer, Director of Sport, Chief Referee, and applicable USA-NKF leadership.

The National Referee Staff may also evaluate, select, recommend, nominate, assign, and prepare qualified officials for participation in PKF, WKF, and other international events when such participation is subject to USA-NKF selection, nomination, approval, or delegation authority.

Nothing in this policy shall be construed as granting USA-NKF authority over PKF, WKF, or other international certification, licensing, examination, eligibility, or event-appointment decisions that are reserved to those organizations.

Detailed roles, responsibilities, appointment criteria, expectations, and procedures for the National Referee Staff shall be maintained in separate referee program policies, procedures, manuals, or appointment documents.

20.4 Relationship to the Technical Committee

The Technical Committee may provide advice, review, feedback, and recommendations regarding coach education, coach technical standards, referee technical standards, rules application, event technical matters, and consistency between coach education and referee application.

The Technical Committee does not manage, appoint, remove, supervise, or assign National Coaching Staff, National Referee Staff, coaches, referees, or event officials unless such authority is separately assigned by the Chief Executive Officer, Board of Directors, or applicable USA-NKF policy.

21. Separate Procedures

21.1 Separate Policies and Procedures

This policy establishes committee structure, general responsibilities, authority, reporting, and limitations.

Detailed procedures, forms, timelines, investigation processes, hearing procedures, appeal procedures, selection procedures, event workflows, staffing procedures, certification standards, medical protocols, discipline procedures, and program-specific rules may be maintained in separate USA-NKF policies, procedures, manuals, forms, or event documents approved through the appropriate USA-NKF authority.

The existence of separate procedures does not expand the authority of any committee beyond the authority granted by the USA-NKF Bylaws, this policy, Board-approved policy, applicable USOPC requirements, or applicable law.