

WHEREAS, on April 18, 2020, the USA Team Handball Board of Directors voted to ratify Article 10 as an effective Amendment to its own By-Laws, allowing for the creation of this USA Team Handball Athletes' Advisory Council (this "Council" or "THAAC").

WHEREAS, USA Team Handball (USATH) has since overseen elections to create the initial body of this Council now seated.

WHEREAS, this Council now moves to ratify its own By-Laws, to fully effectuate its chartered mission.

WHEREAS, this Council will best serve its Athletes through effective and proper self-governance—where not otherwise in conflict with rules of the USOPC, USOPC AAC, the Ted Stevens Act, International Handball Federation, the International Olympic Committee, or other governing law.

ARTICLE 1

Charter, Mission, and Purposes

Section 1.1 Charter.

Under Article 10 of the USA Team Handball By-Laws, the THAAC was chartered to advocate on behalf of athletes in "all areas of USATH influence and governance."

Section 1.2 Vision and Mission

The Vision of the THAAC is to facilitate an environment for an empowered athlete community, elevate their voices in governance, and advocate for fairness, transparency, and opportunity.

The Mission of the THAAC is to serve as the representative voice of all USA Handball Athletes across all disciplines and to improve the experience of handball athletes in the United States.

Section 1.3 Purpose

The Purpose of the THAAC shall be to advise handball athlete representatives to all USATH and USOPC Boards, Councils, and Committees, to nominate, support, and oversee all handball athlete representatives to USATH committees, and to otherwise advocate on behalf of handball athletes through all available channels of influence and governance. This includes, but is not limited to, identifying and nominating athlete representation to USATH Committees, receiving, addressing, and/or properly directing athlete grievances, and carrying out projects that can improve the experience of athletes.

ARTICLE 2

Council Construction & Elections

Section 2.1 Positions.

The THAAC will be comprised of, at any time, the five (5) Council-specific members, the Handball Representative and Alternate Representative to the Team USA Athletes' Commission (Team USA AC), and all Athlete Representatives to the USATH Board of Directors. In accordance with the USATH By-Laws. The five (5) Council-specific members shall be:

- (a) One male and one female representative as elected by the Senior Indoor National Teams
- (b) One male and one female representative as elected by each of the Senior Beach National Teams

- (c) One representative as elected by the Wheelchair National Team.

Section 2.2 Eligibility

In order to be eligible to run and vote for a Council-specific seat on the THAAC, an individual shall:

- (a) be at least 18 years of age on December 31 of the year in which the election is held;
- (b) be a registered USATH member at least sixty (60) days prior to election; and
- (c) meet the specific requirements as to the relevant Council-specific seat:
 - (i) Senior Indoor National Teams: Be an active athlete that has competed in an event with the Indoor National Team in the year of the election, or done so in either of the three preceding calendar years.
 - (ii) Senior Beach National Teams: Be an active athlete that has competed in an event with the Beach National Team in the year of the election, or done so in either of the three preceding calendar years.
 - (iii) Wheelchair National Team: Be an active athlete that has competed in an event with the Wheelchair National Team in the year of the election, or done so in either of the three preceding calendar years.

Section 2.3 Tenure

The term for the initial Council-specific members shall run through February 28, 2025. The term for the second Council-specific members shall run through June 30, 2029 to stagger the Council-specific terms by 6 months after the Athlete Representatives' to the USATH Board of Directors terms. Thereafter, the terms for Council-specific THAAC Representatives shall run for four (4) years, beginning July 1 of the first year of the Summer Olympic Quadrennial (the year following the Summer Olympic Games as normally scheduled) and ending June 30. Other THAAC Representatives shall have their tenure and term dictated by the relevant USATH, USOPC, and/or Team USA AC By-Laws.

Section 2.4 Term Limits

No THAAC Representative shall serve more than two (2) consecutive terms. This section shall be inclusive of terms served on the THAAC as an Athlete Representative to the Team USA AC and/or USATH Board of Directors.

Section 2.5 Election of Council-Specific Seats

Not less than two (2) months before the expiration of the term of Council-Specific Seats, USATH shall announce elections for Council-Specific Seats in the following term to the eligible voting pool as defined in Section 2.2 of these By-Laws. Candidates for seats shall be given not less than fourteen (14) days from the announcement to apply for the election. At the conclusion of submissions, the election shall be held electronically with (1) ballots distributed to all eligible voters and (2) a period of not less than five (5) continuous days provided for votes to be cast.

Section 2.6 Election of Other Seats

Elections of the Team USA AC and USATH Board of Directors shall be conducted in accordance with the relevant bylaws of those organizations, and those of the USOPC, where applicable.

Section 2.7 Committees

The THAAC may, from time to time and at its discretion, create committees for the assignment of tasks. The make-up, function, and membership of a committee shall be a determination by majority vote of the THAAC. Committees shall not have authority to take any act or represent except for functions explicitly assigned for a discrete period by the THAAC in writing.

Section 2.8 Removal

A THAAC Representative may be removed by a three-fourths (3/4) vote in favor of removal by Council Members not in question. A THAAC Representative may be removed for cause, including but not limited to violation of Section 3.4, incompetency, gross misconduct or neglect, bad faith performance, or making false or fraudulent misrepresentation, by a majority vote of all Members not in question. A THAAC Representative, other than the Council-Specific Members, may be removed only by a referendum vote of their relevant voting pool, with process outlined in USATH Bylaw 6.10.2(A). The language of that Bylaw, as amended by the USATH Board of Directors on 11-25-2024, is included below. Should amendments to USATH Bylaws alter the meaning of 6.10.2(A) from the language below, the relevant section of USATH Bylaws shall control:

Athlete Directors may be referred for removal from the Board by the affirmative vote of a majority of the members of USATH's AAC. Upon such an affirmative vote, the USATH CEO shall be directed by the Chair of the Board of Directors to transmit notice of and convene a meeting ("Referendum Meeting") of members of the eligible voting pool, as defined under 6.6(A) of these Bylaws. The voting pool, as so defined, shall consist of those individuals who would be eligible to vote to appoint a Director to a Board Seat of the same kind, as of the date of the Referendum Meeting. The CEO shall transmit notice of the Referendum Meeting to all members of the voting pool by First-Class mail and/or electronic transmission to the address(es) on file for such individuals in the USATH membership management platform. This notice shall occur not less than ten (10) days prior to the scheduled Referendum Meeting and shall state the purpose of the meeting. The Referendum Meeting shall take place no later than twenty-one (21) days after the affirmative vote of referral for removal by the USATH AAC. The Chair of the USATH Board of Directors shall preside over the Referendum Meeting. Should the Chair of the USATH Board have a conflict of interest in the matter, the Board of Directors, excluding the Chair and the Director referred for removal, shall appoint either the CEO, or a Chair of a Standing Committee to preside over the Referendum Meeting. The Referendum Meeting shall, at a minimum, consist of (1) a timely call to order and verification that attendance is limited to relevant parties, stated herein, and members of the voting pool, (2) an opportunity for the Chair of, or a spokesperson appointed by motion of, the USATH AAC to present the reason(s) for the referral for removal, (3) the opportunity for the Director referred for removal to present in his/her own views, and (4) a vote conducted either verbally or via a digital election platform. All votes shall be taken and results shall be communicated before the Referendum Meeting is adjourned. Vote counts shall be reported to the THAAC and the USATH Board of Directors.

CO Code § 7-128-108(c) (2022) dictates that "a director [elected by voting members] may only be removed if the number of votes cast to remove the director should be sufficient to elect the director at a meeting to elect directors." Elections for USATH Athlete Directors, in accordance with these Bylaws and other governing documents referred to in such sections, do not restrict the number of candidates; this creates ambiguity as to the number of votes sufficient to elect a director at a given time. Accordingly, and for the absence of doubt, removal of an Athlete Director at a Referendum Meeting shall be effectual upon the affirmative vote for removal by, at least, the lesser of (1) fifty percent (50%) of the total voting pool, or (2) the identical percentage of the total voting pool that voted affirmatively to elect the Director referred for removal when he/she was seated.

This section shall be read such that its meaning and effect conform to incorporate any contravening ruling or amendment to the laws of Colorado that affect the meaning, interpretation, or authority of the Colorado

statute quoted in this Section.

The Board of Directors may, by a two-thirds (2/3) vote of all Directors, vote to refer an Athlete Director, who also serves as Team USA AC Representative or Alternate Representative, to the Team USA AC for a removal vote.

Section 2.9 Resignation

Resignation shall be effective upon delivering written notice to the Chair(s) of the THAAC, unless other date is specified therein.

Section 2.10 Vacancies

Any vacancy shall be filled by election in accordance with the Section 2.2, Section 2.5, and Section 2.6 of these By-Laws, conducted by USATH in a reasonably prompt manner upon confirmation of a Members resignation or removal.

ARTICLE 3 Meetings & Procedures

Section 3.1 Chair.

The THAAC shall elect a chair from among its Council-specific seats. All THAAC Members may vote for the Chair, even those Members ineligible as Chair. The THAAC may elect two co-chairs for the term by a two-thirds vote of approval to proceed with Co-Chairs by the Members. The Chair shall be elected by successive votes until a candidate receives a majority of votes of all Members, dropping the nominee with the fewest votes in a round of voting from consideration and conducting another vote of the Council until a candidate receives a majority. In the case of Co-Chairs, the same process shall be carried out with separate votes for each of one female and one male Co-Chair.

Section 3.2 Votes of the Council

Votes shall be initiated by the Chair of the Council only at THAAC meetings, and binding only where Members were given sufficient notice to attend and where not less than five (5) Members are present. At the Chair's discretion, Votes may be held outside meetings and may be binding if all Members are given reasonable time and opportunity to vote.

Unless otherwise addressed in these By-Laws, votes of this Council, including but not limited to measures, motions, and nominations, shall pass by a majority vote of Members present. Votes to amend these By-Laws shall not pass with less than three-fourths (3/4) affirmative vote of all Members. Votes to remove Athlete appointees to USATH Committees require an affirmative majority vote of all Members.

Section 3.3 Meetings

Regular Meetings shall be held not less than bimonthly (here meaning 'once every two months'), with the dates and times announced by the Chair to all Members not less than two (2) weeks in advance. Special Meetings may be called without two (2) weeks' notice, so long as the Special Meeting addresses only matters that demand such expedience and the Chair makes reasonable efforts to maximize Member attendance in scheduling the Special Meeting.

Section 3.4 Attendance

Meeting absences of a Council-Specific Member may be authorized by advance notice to the Chair at the discretion of the Chair. A Member is subject to removal for cause after the accrual of five (5) authorized absences in any twelve (12) month period. For the purposes of this section, unauthorized absences shall count for two (2) authorized absences in determining cause for removal, and consecutive of absences shall count for one (1) additional authorized absence in addition to the absences themselves. The Chair shall be required to initiate a vote for the removal of a Council-Specific Member at the request of any Member where the Council-Specific Member at issue is subject to removal for cause.

Section 3.5 Minutes

The Chair shall keep minutes or cause minutes to be kept at all THAAC Meetings.

Section 3.6 Discretion

In service of perpetuating thoughtful discussion and fostering solutions in the best interests of handball athletes, the statements, views, and opinions of individual THAAC Members which are expressed at THAAC meetings or in exclusively-THAAC communications are not to be shared or attributed to a Member outside the THAAC without the consent of that Member. This Section does not apply to statements which would bring it into conflict with the USOPC Bylaws, Ted Stevens Act, or Governing Law.

ARTICLE 4 Grievances

Section 4.1 Reception

The THAAC shall give notice and otherwise make sustained efforts to inform handball athletes that the Council is a proper forum to originate grievances over competition, selection, or other function of USATH. The THAAC shall make reasonable efforts to intervene in grievances—whether under consideration by the USATH Board, USATH Judicial Committee, the USOPC AAC, or the USOPC Ombudsman's Office—to the benefit of athletes, whether or not the grievance was originated through the THAAC.

Section 4.2 Timeliness

The THAAC shall address all grievances received, and reply to the aggrieved within thirty (30) days of receipt of the grievance with its action or recommendation. The THAAC shall be responsible to direct grievances that it reasonably believes to be the proper body for consideration.