

USA Boccia Bylaws Version 3.0
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**BYLAWS
OF
USA BOCCIA, Inc.**

ARTICLE ONE: Name

Section 1.1: Name.

The name of the corporation shall be the USA Boccia, Inc. (referred to in these Bylaws as “USA Boccia”). USA Boccia may establish such acronyms or abbreviations as may be appropriate for business use, and may establish any logos, service marks, or trademarks as may be appropriate to further its purposes, mission recognition and goals.

Section 1.2: Non-profit Status

USA Boccia shall be a non-profit corporation incorporated and licensed pursuant to the laws of the State of New York. USA Boccia shall be operated for charitable and educational purposes and it shall also have as its purpose to foster regional, national and international amateur sports competition in the sport of Boccia. USA Boccia shall operate and shall maintain a tax-exempt status in accordance with section 501(c) (3) of the Internal Revenue Code.

ARTICLE TWO: Office

Section 2.1: Business Offices.

The principal office of USA Boccia shall be in New York. USA Boccia may at any time and from time to time change the location of its principal office. USA Boccia may have such other offices, either within or outside New York, as the Board of Directors may designate or as the affairs of USA Boccia may require.

ARTICLE THREE: Mission, Core Values and Purposes

Section 3.1: Mission Statement.

In its pursuit of excellence, USA Boccia provides persons with physical disabilities the opportunity to play, learn and compete in the sport of Boccia on the local, regional, national and international level.

Section 3.2: Purposes.

The purposes of USA Boccia are:

1. To establish an annual high performance plan and national goals for the promotion and continued growth of the sport of Boccia, and for participation and competition at all levels.
2. To act as the national governing body/High Performance Management Organization (HPMO) for the sport of Boccia in the United States and to be recognized as such by national and international sports organizations; also, to act as the governing body for the interpretation, standardization, and enforcement of Boccia, and its rules and regulations.
3. To protect the interests of the USA Boccia membership:
 - a. by creating a fiscally stable environment and ensuring sound financial decisions.
 - b. by establishing governance best practices.
 - c. by creating and maintaining a professional, effective, and efficient management structure.

- d. by ensuring good communications with all USA Boccia constituencies.
- e. by ensuring national competitive excellences through the development of players, coaches, and local programs.
- f. by ensuring international competitive excellence by overseeing the selection, training and participation of USA athletes in sanctioned BISFed competitions.
- g. by ensuring adequate resource development by identifying, increasing, and acquiring revenue streams.
- h. by creating comprehensive and effective compliance and monitoring programs to promote knowledge of and adherence to USOPC, BISFed, federal, state, and other applicable agencies' rules and laws.
- i. by maintaining membership in the Boccia International Sports Federation (BISFed).

ARTICLE FOUR: Recognition as a High Performance Management Organization

Section 4.1: Recognition as a High Performance Management Organization.

USA Boccia shall seek and attempt to maintain recognition by the United States Olympic and Paralympic Committee as the High Performance Management Organization for the sport of Boccia in the United States. In furtherance of that purpose, USA Boccia shall comply with the requirements for recognition as a High Performance Management Organization as set forth in the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. § 220501 et seq. and as mandated by the United States Olympic and Paralympic Committee as such requirements are promulgated or revised from time to time.

In fulfilling those requirements USA Boccia shall:

1. be a member of only one (1) international sports federation, which is recognized by the International Paralympic Committee as the worldwide governing body for the sport of Boccia;
2. be autonomous in the governance of the sport of Boccia by independently determining and controlling all matters central to such governance, by not delegating any of that determination or control, and by being free from outside restraint;
3. maintain the managerial and financial competence and capability to establish national goals for Boccia relating to the development and wellbeing of the sport, to implement and administer an annual High Performance Plan for the attainment of those goals, and to execute its obligations as the High Performance Management Organization for the sport of Boccia;
4. provide for individual membership;
5. ensure that its Board of Directors, and any other governance body, has established criteria and election procedures for, and maintains among its voting members, individuals who are actively engaged in athletic competition in Boccia within the preceding ten years, and ensures that the membership and voting power held by those individuals is not less than twenty (20) percent of the voting power held in its Board of Directors;
6. be governed by a diverse Board of Directors whose members are selected without regard to disability, race, color, religion, national origin, gender or sexual orientation, with reasonable representation on the Board of both males and females;

7. provide an equal opportunity to amateur athletes, coaches, trainers, managers, administrators, and officials to participate in Boccia competitions without discrimination on the basis of disability, race, color, religion, age, gender, national origin, or sexual orientation;
8. not have an officer who is also an officer of another amateur sports organization that is recognized by the USOPC as a National Governing Body/High Performance Management Organization;
9. provide procedures for the prompt and equitable resolution of grievances of its members;
10. provide fair notice and an opportunity for a hearing to any amateur athlete, coach, trainer, manager, administrator, or official before declaring such individual ineligible to participate;
11. agree to submit to binding arbitration in any controversy involving: (i) its recognition as a High Performance Management Organization, or (ii) the opportunity of any amateur athlete, coach, trainer, manager, administrator, or official to participate in amateur athletic competition in Boccia, upon demand of the USOPC or any aggrieved amateur athlete, coach, trainer, manager, administrator, or official, conducted in accordance with the Commercial Rules of the American Arbitration Association or as modified pursuant to the Ted Stevens Olympic and Amateur Sports Act;
12. not have eligibility criteria relating to amateur status or to participation in Paralympic or Parapan American games that are more restrictive than those of the international sports federation for the sport of Boccia recognized by the International Paralympic Committee;
13. perform all other obligations and duties imposed by the Ted Stevens Olympic and Amateur Sports Act and by the USOPC on a Paralympic Sport Organization.

Section 4.2: Compliance with the USOPC and U.S. Center for SafeSport Policies and United States Anti-Doping Association Procedures.

As a member of the United States Olympic and Paralympic Committee, USA Boccia is required to adhere to the safe sport rules and regulations of the USOPC. Additionally, USOPC Bylaw Section 8.7(l) provides that, as a condition of membership in the USOPC, each National Governing Body shall comply with the policies and procedures of the independent safe sport organization designated by the USOPC. The USOPC has designated the U.S. Center for SafeSport as that organization. The current safe sport rules, policies and procedures are available at the offices of USA Boccia or on-line at the following website: www.safesport.org.

Compliance with the USOPC and United States Anti-Doping Agency (USADA) Rules and Regulations - As a member of the United States Olympic Committee, USA Boccia is required to adhere to the anti-doping rules and regulations of the USOPC. Additionally, USOPC Bylaw Section 8.7(k) provides that, as a condition of membership in the USOPC, USA Boccia shall comply with the policies and procedures of the independent anti-doping organization designated by the USOPC to investigate and resolve anti-doping rule violations. The USOPC has designated the United States Anti-Doping Organization (USADA) as that organization. The current anti-doping rules, policies and procedures are available at the offices of USA Boccia or on-line at the following website: www.usada.org.

ARTICLE FIVE: Membership

Section 5.1: Types of Membership.

Active Members (Voting)- Any individual, athlete, coach, referee or supporting member involved in the sport of Boccia, who has a current USA Boccia membership. Active members shall have voting privileges at the USA Boccia Annual Assembly. As a condition of membership, active members, players and staff agree to establish and maintain high standards of eligibility, ethical conduct, and fair play. All members will adhere to USA Boccia Code of Ethics/Code of Conduct.

The following is a list of memberships:

1. **Athlete members.** Athlete members are those individuals who register as competitive athletes and are eligible for competition in Boccia.
2. **Coach members.** Coach members are those individuals who register as active coaches and who are certified as coaches by USA Boccia.
3. **Referee members.** Referee members are those individuals who register as active referees and who are certified regionally and nationally as referees by USA Boccia.
4. **Supporting members.** Supporting members are those individuals who register as supporting members and who are interested in the purpose, programs, aims and objectives of USA Boccia.

ARTICLE SIX: Dues and Membership Eligibility

Section 6.1: Membership Requirements and Dues. Membership in USA Boccia is a privilege and creates with it certain obligations and duties. The Board of Directors may establish such membership requirements which may include background checks and SafeSport education and training, and dues as the Board shall deem necessary or appropriate. Further, the Board may establish such rules and procedures for the manner and method of payment of dues, the collection of delinquent dues and the prorating or refund of dues, as the Board shall deem necessary or appropriate. No privilege of membership shall be available until all membership requirements are satisfied and all dues are paid in full.

Section 6.2: Membership SafeSport and Anti-Doping Obligations. As a condition of membership in USA Boccia and a condition for participation in any competition or event sanctioned by USA Boccia, each USA Boccia member and each athlete, coach, trainer, agent, athlete support personnel, medical or para-medical personnel, team staff, official and other person who participates in USA Boccia or USA Boccia events (whether or not a USA Boccia member), agrees to comply with and be bound by the safe sport rules, policies and procedures of the U.S. Center for Safe Sport and to submit, without reservation or condition, to the jurisdiction of USA Boccia for the resolution of any alleged violations of those rules, policies and procedures, as may be amended from time to time.

It is the duty of members of USA Boccia to comply with all anti-doping rules of the BISFed 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 the BISFed and USADA. Members agree to submit to drug testing by the BISFed 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 a 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 BISFed and/or USA Boccia if applicable or referred by USADA.

Section 6.3: Suspension and Termination of Membership. The membership of any member may be terminated at any time with cause by the Board of Directors. A member shall have the right to a hearing prior to termination. Cause may be determined to be violations of USA Boccia Code of Ethics/Code of Conduct, or repeated and/or egregious violations of USA Boccia rules and policies.

ARTICLE SEVEN: Board of Directors

Section 7.1: General Powers

Except as otherwise provided in these Bylaws, all corporate powers shall be exercised by or under the authority of, and the business and affairs of USA Boccia shall be governed by its Board of Directors.

Section 7.2: Function of the Board.

The USA Board of Directors shall represent the interests of the Boccia community for USA Boccia in the United States and its athletes by providing USA Boccia with policy, guidance and strategic direction. The Board shall oversee the management of USA Boccia and its affairs, but it does not manage USA Boccia. The Board shall select a well-qualified Executive Director and diligently oversee the Executive Director in the operation of USA Boccia. The Board shall focus on long-term objectives and impacts rather than on day-to-day management, empowering the Executive Director to manage a staff-driven organization with effective Board oversight. In addition, the Board performs the following specific functions, among others:

1. implements procedures to orient new Board directors, to educate all directors on the business and governance affairs of USA Boccia, and to evaluate Board performance;
2. selects, compensates, evaluates, and may terminate the Executive Director and plans for management succession;
3. reviews and approves USA Boccia's High Performance Plan, strategic plan, and the annual operating plans, budget, business plans, and corporate performance;
4. sets policy and provides guidance and strategic direction to management on significant issues facing USA Boccia;
5. reviews and approves significant corporate actions;
6. oversees the financial reporting process, communications with stakeholders, and USA Boccia's legal and regulatory compliance program;
7. oversees effective corporate governance;
8. approves capital structure, financial strategies, borrowing commitments, and long-range financial planning;
9. reviews and approves financial statements, annual reports, audit and control policies, and selects independent auditors;
10. monitors to determine whether USA Boccia's assets are being properly protected;
11. monitors USA Boccia's compliance with laws and regulations and the performance of its broader responsibilities;
12. ensures that the Board and management are properly structured and prepared to act in case of an unforeseen corporate crisis.

Section 7.3: Diversity of Discussion.

USA Boccia's Board shall be sensitive to the desirability of diversity at all levels of USA Boccia, including among its athletes. USA Boccia Board shall develop and implement a policy of diversity at all levels. USA Boccia Board shall develop norms that favor open discussion and favor the presentation of different views.

Section 7.4: Qualifications.

Each director of the Board of Directors must be a citizen of the United States and eighteen (18) years of age.

In addition, a director shall:

1. Have the highest personal and professional integrity,
2. Have demonstrated exceptional ability and judgement,
3. Be effective, in conjunction with the other members of the Board, in collectively serving the long-term interests of USA Boccia,
4. Possess an understanding of athletic competition, Paralympic ideals and the sport of Boccia,
5. Have a high level of experience and capability in Board oversight responsibilities, including in the areas of finance, marketing, fundraising, audit, management, communications, sport and other challenges that face USA Boccia,
6. At least one (1) of the independent directors, who shall also serve on the Audit Committee, shall have verifiable financial expertise,
7. Be fluent in a variety of forms of electronic communication and social media;
8. Have the ability to be present (in-person or virtually) at a majority of meetings and a willingness to travel nationally and/or internationally as needed;
9. Understand the necessity of compliance, not only with legal standards, but also with best practices to ensure the safety of our athletes as well as the success of the organization as a whole.

Directors shall inform the Nominating and Governance Committee of any changes in the employment responsibilities or other constraints on their time in order for the Nominating and Governance Committee to determine whether it is appropriate to nominate the Board director for continuing Board service.

Section 7.5: Composition.

The Board of Directors shall consist of a MINIMUM of 5 and a MAXIMUM of 9 directors,

1. at least 30 percent of whom shall be independent directors;
2. at least 20 percent of whom shall be athlete directors;
3. the rest of whom shall be drawn from the appropriate representation in the USA Boccia community, to serve as contributing organizational directors;
4. The Executive Director and High Performance Manager of USA Boccia shall also be considered non-voting, ex officio members of the Board of Directors;
5. Effective January 1, 2021, USA Boccia's elected representative to the United States Olympic and Paralympic Committee (USOPC)'s Athlete Advisory Council (AAC) shall also serve as a voting member of USA Boccia's Board of Directors for the duration of his/her term as USOPC AAC Representative;

6. Once the Board has reached its minimum of 5 elected members, the Board may exercise the right to appoint, by a unanimous vote, after consultation with the Nominating and Governance Committee, up to at least 3 independent board members without general election;
7. If an athlete director resigns or is forced to resign their position and athlete positions on the board fall below 20%, the board shall operate with full authority until this position is filled by a valid vote of the membership.

Section 7.6: Election/Selection.

The USA Boccia Board of Directors shall be elected/selected as follows:

1. **Independent Directors.** The Nominating and Governance Committee shall select, using whatever process the Nominating and Governance Committee determines to be appropriate, up to three directors from among individuals considered to be independents, as the term is defined in Section 7.7.
2. **Athlete Directors.** The two athlete directors shall be directly elected by USA Boccia members. At least 20% of the total number of directors shall be athlete directors.

Athlete directors must have:

1. within the ten (10) years preceding election, represented the United States in the BISFed events; or
2. within the twenty-four (24) months preceding election demonstrated that they are actively engaged in amateur athletic competition by finishing in the top half of the USA Boccia's national competitions or, in a team sport, have been a member of the USA Boccia's national team.

One athlete director shall be USA Boccia's representative to the USOPC Athletes' Advisory Council provided that the athlete director meets all other Board of Director member qualifications.

3. **Contributing Organizational Director.** A Contributing Organizational Director shall be defined as any individual who has made a substantial contribution to the sport of Boccia in the USA (e.g. coach, sport assistant, and competition volunteers). The Nominating and Governance Committee shall select candidates from among individuals considered to be a Contributing Organizational Director, and using an agreed upon, established process of election by the USA Boccia's membership, will fill the open slots of the four (4) directors.

Section 7.7: Independence.

The Board, through its Nominating and Governance Committee, shall affirmatively make a determination as to the independence of each independent director, and disclose those determinations. Under the definition of "independence" adopted by the Board, an "independent director" shall be determined to have no material relationship with USA Boccia, either directly or through an organization that has a material relationship with USA Boccia. A relationship is "material" if, in the judgment of the Nominating and Governance Committee, it would interfere with the director's independent judgment. To assist it in determining whether a director is independent, the Board shall adopt the guidelines set forth below, which shall be applied on a case-by-case basis by the Nominating and Governance Committee.

A director shall not be considered independent if, within the preceding two (2) years:

1. the director was employed by or held any governance position (whether a paid or volunteer position) with USA Boccia, the international federation of Boccia, the international regional sport entity of Boccia, or any sport family entity of Boccia;
2. an immediate family member of the director was employed by or held any governance position (whether a paid or volunteer position) with USA Boccia, the international federation of Boccia, the international regional sport entity of Boccia, or any sport family entity of Boccia;
3. the director was affiliated with or employed by USA Boccia's outside auditor or outside counsel;
4. an immediate family member of the director was affiliated with or employed by the USA Boccia's outside auditor or outside counsel as a partner, principal or manager;
5. the director was a member of USA Boccia's Athletes' Advisory Council;
6. the director was a member of any constituent group with representation on the Board;
7. the director receives any compensation from USA Boccia, directly or indirectly; or
8. the director is an executive officer, controlling shareholder, or partner of a corporation or partnership or other business entity that does business with USA Boccia.

Where the guidelines above do not address a particular relationship, the determination of whether the relationship is material, and whether a director is independent, shall be made by the Nominating and Governance Committee.

Section 7.8: Tenure and Term Limits.

The term of office for a director of the Board shall be four (4) years. A director's term shall end on December 31 of an even-numbered year and new director's term shall begin on January 1 of an odd numbered year. However, a director shall hold office until the director's successor is elected and qualified, or until the director's earlier resignation, removal, incapacity, disability or death. No director shall serve more than two (2) consecutive terms. Directors of the Board shall be elected to implement a staggered Board system.

Section 7.9: Director Attendance.

Directors of the Board of Directors shall be expected to attend all regularly scheduled Board meetings. Directors shall be required to attend no less than one half (1/2) of all regularly scheduled Board meetings.

Section 7.10: Resignation, Removal and Vacancies.

A director's position on the Board of Directors shall be declared vacant upon the director's resignation, removal, incapacity, or death. Any director shall resign at any time by giving written notice to the President of USA Boccia, except the President's resignation shall be submitted to the Executive Director. Such resignation shall take effect at the time specified therein, and unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective.

Directors shall be removed by the Board if they fail to attend more than one half (1/2) of the regular meetings of the Board during any twelve (12)-month period, unless they are able to demonstrate to the other directors of the Board that the presence of exigent circumstances caused and excused the absences. In such circumstances, the absent directors shall be removed by the

affirmative vote of a majority of the voting power of the Board (not including the voting power of the absent director).

Directors shall also be removed for cause at any duly noticed meeting of the Board, and after being provided an opportunity for the directors to be heard by the Board, upon the affirmative vote of a majority of the total voting power of the Board.

No director shall be subject to removal or to not being re-nominated based on how they vote as a director, unless such voting is part of a violation of USA Boccia's Code of Ethics.

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

Section 7.11: Regular and Special Meetings.

USA Boccia's Board shall meet at regularly scheduled meetings at least once per year in person and three (3) times per year by phone, or with such other frequency as is appropriate for the Board to meet given the circumstances, and such meetings shall be spaced throughout the year.

Special meetings of the Board shall be held upon the call of the President or upon the written request of not less than fifty (50) percent of the Board.

Section 7.12: Notice of Meetings.

Notice of each meeting of the Board of Directors stating the date, time and place of the meeting, and in the case of a special meeting the purpose for which the meeting is called, shall be given to each director of the Board by or at the direction of the President of the Board. Notice may be given either in writing, email or orally.

Written notice may be delivered either personally, by mail, by private carrier, by facsimile or by electronic transmission. Such notice shall be delivered to the director's business or residential address (or to such other address provided by the director for such purpose), to the director's facsimile telephone number or to the director's email address.

Written/email notice shall be delivered no fewer than ten (10) days before the date of the meeting. If mailed, such notice shall be deemed delivered when deposited in the United States mail. If delivered by private carrier, such notice is deemed delivered upon deposit with the carrier. If transmitted by facsimile or electronic transmission such notice shall be deemed to be given when the transmission is complete. The method of notice need not be the same as to each director.

A director may waive notice of any meeting before, at, or after such meeting. The attendance of a director at a meeting shall constitute a waiver of notice of such meeting, except where a director attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened.

Section 7.13: Quorum.

The presence of a majority of the directors of the Board of Directors at the time of any meeting shall constitute a quorum for the transaction of business, and the act of a majority of directors on the Board shall constitute the act of the Board, provided the notice requirements of Section 7.12 have been satisfied.

Section 7.14: Voting by Proxy

No director may vote or act by proxy at any meeting of USA Boccia Board of Directors.

Section 7.15: Presumption of Assent.

A director who is present at a meeting of the Board of Directors at which action on any corporate matter is taken shall be presumed to have assented to the action taken unless such director's dissent shall be entered in the minutes of the meeting, or unless the director shall file a written dissent to such action with the Executive Director or President before the adjournment thereof or shall forward such dissent by registered mail to the Executive Director or President immediately after the adjournment of the meeting. Such right to dissent shall not apply to a director who voted in favor of such action.

Section 7.16: Agenda.

The President, in consultation with the Executive Director and other board directors, shall determine the agenda for Board meetings. Board directors shall be permitted to request items for inclusion on the agenda for Board meetings

Section 7.17: Questions of Order and Board Meeting Leadership.

Questions of agenda order shall be decided by the President of the Board unless otherwise provided in advance by the Board of Directors. The President shall lead meetings of the Board. If the President is absent from any meeting of the Board, then the designated Vice President shall preside. If the Vice President is unable to make or the President has not made a designation of an alternative Board member to preside, the Board may choose another member of the Board to serve as presiding officer for that meeting.

Section 7.18: Effectiveness of Actions.

Actions taken at a meeting of the board of directors shall become effective immediately following the adjournment of the meeting, except as otherwise provided in the Bylaws or when a definite effective date is recited in the record of the action taken.

Section 7.19: Open and Executive Meeting Sessions.

Ordinarily, all meetings of the Board of Directors shall be open to members, and where appropriate, non-members. However, the President of the Board, with the consent of a majority of the directors of the Board in attendance, may specifically designate and call an executive session if it is deemed appropriate.

1. to exclude non-members at an open meeting for any reason, or
2. to consider and discuss matters relating to personnel, nomination, discipline, salary, litigation or other sensitive matter.

Section 7.20: Minutes of Meetings.

The minutes of all meetings of the Board of Directors shall be published on USA Boccia's member website. Every reasonable effort will be made to publish the minutes within thirty (30) days after completion of the meeting.

Section 7.21: Compensation.

Directors of the Board shall not receive compensation for their services as directors, although the reasonable expenses of directors may be paid or reimbursed in accordance with USA Boccia's policies. Directors are disqualified from receiving compensation for services rendered to or for the benefit of USA Boccia in any other capacity.

Section 7.22: Action Without a Meeting.

Any action required or permitted to be taken at a meeting of the Board of Directors may be taken without a meeting if each and every director of the Board in writing either: votes for such action; or votes against such action; or abstains from voting. Each director who delivers a writing described in this Section 7.23 to the corporation shall be deemed to have waived the right to demand that action not be taken without a meeting.

Section 7.23: Transacting Business by Mail, Electronic Mail, Telephone or Facsimile.

The Board shall have the power to transact its business by mail, electronic mail, telephone or facsimile if in the judgment of the President of the Board the urgency of the case requires such action.

ARTICLE EIGHT: Officers

Section 8.1: Designation. The officers of USA Boccia shall be a President, a Vice President, a Treasurer, and a Secretary who shall be elected by the Board of Directors. These officers shall be elected from among the current Board Directors. Individuals possessing professional accounting and/or finance designations (e.g. Certified Public Accountant) shall be given preference in serving as Treasurer.

Section 8.2: Election.

The Board of Directors of USA Boccia shall elect the Officers of President, Vice President, Treasurer, and Secretary at the first Board Meeting subsequent to the Annual Assembly.

Section 8.3: Authority and Duties of the President and Vice President.

The President of USA Boccia shall have the authority and shall exercise the powers and perform the duties specified below and as may be additionally specified by the Board of Directors or this document, except that in any event the President shall exercise such powers and perform such duties as may be required by law:

The President shall:

1. set all meeting and meeting agendas,
2. make all committee appointments, with approval of the full board of directors, as provided in this document,
3. submit an annual report to the Board of Directors for inclusion in the Board of Director's annual "State of USA Boccia" presentation to the Annual Assembly,
4. fulfill all other duties as provided in this document.

The Vice President(s) in the absence of the President or in the event of his/her inability or refusal to act (or in the event there is more than one Vice President, the Vice Presidents, in the order designated, or in the absences of any designation then in the order of their election), shall:

1. perform the duties of the President, and when so acting shall have all the powers of and be subject to all the restrictions upon the President;

2. perform such other duties as from time to time may be assigned to him/her by the President of the Board of Directors.

Section 8.4: Restrictions.

Officers of USA Boccia shall perform their functions with due care. No individual may serve simultaneously as an officer of USA Boccia and as an officer of another amateur sports organization that is recognized by the USOPC as a National Governing Body or High Performance Management Organization.

Section 8.5: Resignation, Removal and Vacancies.

An officer's position within USA Boccia may be declared vacant upon the officer's resignation, removal, incapacity, disability or death. The President will appoint a member of USA Boccia to serve in the vacant position until the Annual Assembly. In the event that the officer leaving is the President, the Vice President will serve as the interim President for the remainder of the term until the next Annual Assembly.

Section 8.6: Duties of the Secretary and Treasurer:

Treasurer

The Treasurer shall:

1. in consultation with the members of the Audit Committee, review and recommend the independent auditors of USA Boccia, review the report of the independent auditors and the management letter, and recommend action as needed,
2. investigate matters of fiscal controls and disclosure and such other matters as directed by the Board of Directors,
3. perform such other duties as assigned by the Board of Directors.

Secretary

The Secretary shall:

1. oversee the minutes of the proceedings of the Board,
2. ensure, in conjunction with the Executive Director or President, that all required notices are duly given in accordance with the provisions of these Bylaws or as required by law,
3. ensure, in conjunction with the Executive Director or President, oversight of the corporate records located at the corporate headquarters,
4. perform such other duties as from time to time may be assigned to the Secretary by the Board of Directors.

ARTICLE NINE: Meetings

Section 9.1: USA Boccia Annual Assembly

There shall be a USA Boccia Annual Assembly at which all individual and organization members and other USA Boccia constituencies in the United States Boccia family shall gather and provide input to the Board of Directors on important issues confronting the organization. At USA Boccia's Annual Assembly, the Board of Directors shall provide a report on the "*State of USA Boccia.*" The Executive Director or President shall also provide a managerial report addressing issues of concern and importance to USA Boccia. Individual and organization members and other constituencies may pose questions to the Board and Executive Director for

response. At the Annual USA Boccia Assembly the voting membership of USA Boccia shall elect new members of the Board of Directors as provided in these Bylaws. At the annual USA Boccia Assembly the voting membership may amend these Bylaws as provided in ARTICLE EIGHTEEN of these Bylaws.

Section 9.2: Location of USA Boccia Annual Assembly.

The USA Boccia Annual Assembly shall be held in conjunction with a regularly scheduled Board of Director's meeting and when possible will be held at the USA Boccia National Championships.

Section 9.3: Notice of USA BOCCIA Annual Assembly.

Notice of USA Boccia Annual Assembly stating the place, date and time of the meeting shall be posted on the website of USA Boccia and also be distributed to the membership by mail no fewer than ninety (90) days before the date of the meeting.

Section 9.4: Elections.

At least thirty (30) days prior to the scheduled Annual Assembly, the Nominating and Governance Committee (see ARTICLE TEN of these Bylaws) shall submit a slate of nominees for Board offices to the Executive Director or President for publication and distribution to the voting membership of the organization. The Nominating and Governance committee shall submit all nominations received from the voting membership, as well as the nominations of the committee. Nominations for board offices shall be closed thirty days prior to the Annual Assembly and no nominations from the floor of the Annual Assembly shall be permitted, except in the circumstance where the Nominating and Governance Committee fails to submit nominations for a particular Board office.

At the Annual Assembly, the chair of the Nominating and Governance Committee, in conjunction with the Executive Director or President, shall prepare ballots for the voting membership which list all nominees by the Board office for which the candidates were nominated.

The chair of the Nominating and Governance Committee, in conjunction with the Executive Director or President, shall also prepare ballots for any amendment issues that have been submitted as provided in ARTICLE EIGHTEEN of this document.

The voting membership shall cast their votes for all nominees (board director and/or committee) on a single secret ballot at the Annual Assembly. If and when there are proposed amendments they will be on their own single, secret ballot at the Annual Assembly. The results shall be tabulated and announced immediately.

Voting members of USA Boccia who cannot attend the Annual Assembly may alternatively request an absentee ballot from the Chair of the Nominating and Governance Committee. The request for an absentee ballot must be received at least thirty (30) days prior to the Annual Assembly. The completed absentee ballot must then be received by the Chair of the Nominating and Governance at least ten (10) days prior to the commencement of the Annual Assembly. Absentee ballots shall be tabulated at the same time as other ballots during the Annual Assembly.

ARTICLE TEN: Committees

Section 10.1: Designation.

There shall be no Executive Committee or other committee(s) with management authority delegated by the Board.

USA Boccia shall have at least the following standing committees: Nominating and Governance Committee, Audit Committee, Ethics Committee, and Judicial Committee.

The Board of USA Boccia shall appoint the Chairperson of each committee. At least one (1) member of each committee will be an active player/athlete in USA Boccia. The Board or the Executive Director of USA Boccia shall name such ad hoc committees and task forces as deemed necessary.

Section 10.2: Appointments.

Committee appointments, including the designation of standing committee Chairs, shall be made annually by the Board. Appointments shall be made based on a combination of factors including each individual member's expertise, the interest in achieving a diversity of the membership of committees, and the needs of USA Boccia.

Section 10.3: Committee Composition.

Membership on standing committees shall not exceed five (5) individuals. USA Boccia committees shall be of the minimum number and size possible to permit both conduct of the sport and appropriate board governance. Membership on ad hoc committees and task forces shall not exceed five (5) individuals.

Section 10.4: Athlete Representation.

All committees and task forces shall have at least twenty (20) percent athlete membership and voting representation so as to comply with the Ted Stevens Olympic and Amateur Sports Act and the USOPC Bylaws.

Section 10.5: Tenure.

There will be standing and ad hoc committees. 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 or death. The term for all task force members shall be until their assignment is concluded..

Section 10.6: Committee Member Attendance.

Committee and task force members are expected to attend all regularly scheduled committee and task force meetings of which they are a member. Each committee or task force member must attend a minimum of at least one half (1/2) of the committee or task force meetings of which they are a member during any twelve (12)-month period.

Section 10.7: Resignation, Removal and Vacancies.

A committee or task force member's position on a committee or task force may be declared vacant upon the committee member's resignation, removal, incapacity, disability or death. A committee member may resign at any time by giving written notice to the Board, if appointed by the Board or Executive Director. Such resignation shall take effect at the time specified therein, and unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective.

Committee or task force members may be removed by the Board if they fail to attend more than one half (1/2) of the regular committee or task force meetings during any twelve (12)-month period, unless they are able to demonstrate to the directors of the Board, or to the Executive Director, if appointed by the Executive Director that the presence of exigent circumstances caused and excused the absences.

Section 10.8: Procedures.

Each committee and task force shall establish procedures for conducting its business and affairs. Such procedures shall be published and made available on the USA Boccia website.

Section 10.9: Open and Executive Meeting Sessions.

Ordinarily, all committee and task force meetings shall be open to members, and where appropriate, non-members. However, in the event the committee or task force chair, with the consent of a majority of the committee or task force members in attendance, deems it appropriate to exclude members or non-members at an open meeting for any reason, then the chair may declare that the meeting is closed, or convene an executive session to consider and discuss matters relating to personnel, nominations, discipline, budget, salary, litigation or other sensitive matter.

Section 10.10: Minutes of Meetings.

Each committee and task force shall take and maintain minutes of its meetings. Such minutes should be submitted to the Executive Director or President within 30 days of the meeting.

Section 10.11: Compensation.

Committee and task force members shall not receive compensation for their services as committee or task force members, although the reasonable expenses of committee and task force members may be paid or reimbursed in accordance with USA Boccia policies. Committee and task force members who are not directors of the Board may receive compensation for services rendered to or for the benefit of USA Boccia in any other capacity, provided the Board gives explicit approval.

Section 10.12: Ethics Committee.

The Board of Directors shall appoint the members and the chair of the Ethics Committee, except athlete representative shall be selected and approved as outlined in Section 7.6.2. Members of the Ethics Committee shall satisfy the standards of independence for “independent directors” as set forth in Section 7.7 of these Bylaws. No director of the Board shall be appointed to the Ethics Committee.

The Ethics Committee shall:

1. oversee the implementation of and compliance with the USA Boccia Code of Ethics;
2. report to the Board on all ethical issues;
3. develop and review, on an annual basis, a Code of Ethics for the Board, Executive Director and Staff, committee and task force members, and volunteers, for adoption by the Board;

4. review and investigate matters of ethical impropriety and make recommendations on such matters to the Board;
5. review and provide guidance on ethical questions presented to it by the Board, Executive Director and Staff, committee and task force members, volunteers, and USA Boccia members;
6. perform such other duties as assigned by the Board.

Section 10.13: Judicial Committee.

The Board shall appoint the members of the Judicial Committee and its chair. Members of the Judicial Committee shall satisfy the standards of independence for “independent directors” as set forth in these Bylaws. The athlete representative shall be selected and approved as outlined in Section 7.6.2. No director of the Board shall be appointed to the Judicial Committee.

The Judicial Committee shall be appointed and have the responsibilities as follows:

1. generally administer and oversee all administrative grievances and right to compete matters filed with USA Boccia,
2. identify individuals who would be fair and impartial and who would have the qualifications and ability to serve on hearing panels,
3. hear and render a decision, or appoint a panel to hear and render a decision, on grievances and disciplinary matters,
4. perform such other duties as assigned by the Board.

Section 10.14: Nominating and Governance Committee.

The Nominating and Governance Committee shall be elected/selected and have the responsibilities as follows.

1. The Nominating and Governance Committee shall be selected as follows
 - a. One (1) individual elected by the previous Nominating and Governance Committee from that committee, who shall be the chair.
 - b. One (1) individual who is independent as that term is defined in these bylaws Article 7.7 and who is selected by the previous Nominating and Governance Committee.
 - c. One (1) athlete selected and approved according to Section 10.4 and;
 - d. Two (2) individuals who shall be selected from the other appropriate USA Boccia groups as identified by USA Boccia.
2. The members of the Nominating and Governance Committee shall serve for terms of four (4) years or less. An individual shall not serve on the Nominating and Governance Committee for more than two (2) consecutive terms.

3. No individual shall be eligible to be a member of the Nominating and Governance Committee if that individual is a current director. No individual who serves on the Nominating and Governance Committee may serve or be eligible to serve on the Board of Directors. Members of the Nominating and Governance Committee shall be precluded from serving as a Board director or in any other USA Boccia capacity, whether governance or staff, for a period of one (1) year after their service on the Nominating and Governance Committee ends.
4. The Nominating and Governance Committee shall:
 - a. identify and evaluate prospective candidates for the Board,
 - b. select individuals to serve on the Board of Directors as provided in these bylaws
 - c. recommend as requested by the Board individuals to serve on various committees and task forces,
 - d. consult with the Ethics Committee with respect to vetting all nominations for potential conflict of interest or other problematic background issues,
 - e. present the voting membership with a slate of potential Board of Directors nominees at the USA Boccia Annual Assembly each year,
 - f. establish procedures for monitoring and evaluating the Executive Director and the Board of Directors,
 - g. accept and evaluate proposed changes to USA Boccia rules and regulations and make recommendations for changes to the Board of Directors,
 - h. perform other duties as assigned by the Board.

Section 10.15: Audit Committee.

The Audit Committee shall be appointed by the President. All members of the Audit Committee shall be members of the Board of Directors. At least one member of the Audit Committee shall be an independent At-Large director.

The Audit Committee shall have the responsibilities as follows:

1. recommend the independent auditors of USA Boccia, review the report of the independent auditors and management letter, and recommend action as needed,
2. investigate matters of fiscal controls and disclosure and such other matters as directed by the Board of Directors,
3. perform such other duties as assigned by the Board of Directors.

ARTICLE Eleven: Executive and Management Staff

Section 11.1: Designation.

At a time when financially feasible for the organization, USA Boccia shall have an Executive Director who shall be the leader of management and vested with the authority to make decisions on behalf of management. The Executive Director shall be a non-voting director of the Board. The Board shall appoint and oversee the Executive Director, who shall be responsible for all staff functions. The Executive Director shall oversee the hiring and firing of all staff and the staff's ethical and competent implementation of the Board's policies, guidance and strategic direction of USA Boccia.

Section 11.2: Responsibilities.

The Executive Director shall, either directly or by delegation:

1. manage all staff functions,
2. determine the size and compensation of, hire and terminate the professional staff in accordance with USA Boccia compensation policies and guidelines (established by the Board), to effectively accomplish USA Boccia's mission, goals, and objectives, within the USA Boccia's budget,
3. develop a strategy for achieving USA Boccia's mission, goals and objectives and present the strategy for approval by the Board,
4. be responsible for resource generation and allocation of those resources,
5. coordinate international activities of USA Boccia,
6. in conjunction with the President of the Board of Directors, act as USA Boccia's spokesperson,
7. serve as the High Performance Manager for USA Boccia, and as such, serve as a technical advisor and resource person to USA Boccia,
8. prepare and submit quadrennial and annual budgets to the Board for approval,
9. convene, as necessary, working groups to assist in examining issues identified by management,
10. perform all functions as usually pertain to the office of Executive Director,
11. perform all other duties as assigned by the Board of Directors.

Section 11.3: Secretary General.

The Executive Director or President shall serve as Secretary General of USA Boccia and in that capacity shall represent USA Boccia in relations with the Boccia International Sports Federation (BISFed) as recognized by the International Paralympic Committee and at international Boccia functions and events.

ARTICLE TWELVE: Grievance Procedures

Section 12.1: Designation of Complaints.

The following kinds of complaints may be filed with USA Boccia:

- 1. Administrative Grievance.** USA Boccia or any member of USA Boccia may file a complaint pertaining to any matter within the cognizance of USA Boccia, including but not limited to any alleged violation of or grievance concerning:
 - a. any USA Boccia rule or regulation,
 - b. any USA Boccia program or service,
 - c. any provision of USA Boccia Bylaws, or
 - d. any provision of the Ted Stevens Olympic and Amateur Sports Act relating to USA Boccia's recognition as a High Performance Management Organization;

- 2. Disciplinary Proceeding.** USA Boccia or any member of USA Boccia may file a complaint against another member of USA Boccia, or former member of USA Boccia if the action occurred while the individual was a member, regarding any alleged violation of the USA Boccia Code of Conduct, USA Boccia SafeSport Policy, or any other rule or regulation relating to conduct.
- 3 Right to Compete.** Any athlete, coach, trainer, manager, administrator or official may file a complaint pertaining to any alleged denial, or alleged threat to deny, of that individuals opportunity to participate in a USA Boccia or BISFed sanctioned competition.

Section 12.2: Jurisdiction.

Any member of USA Boccia, by reason of membership, agrees to be subject to these complaint procedures and agrees to be bound by any decision rendered pursuant to these complaint procedures.

Section 12.3: Manner of Filing.

The complainant shall file the complaint with the Judicial Committee. The complaint shall set forth in clear and concise language, preferably in numbered paragraphs:

1. the alleged violation, grievance, denial or threat to deny, and
2. the remedy requested.

The complaint shall be signed by the complainant

Section 12.4: Filing Fee.

A complaint filed by an individual shall be accompanied with a \$250.00 filing fee. A complaint filed by an organization shall be accompanied with a \$500.00 filing fee, except that USA Boccia is not required to pay a filing fee. The complainant may request that the filing fee be reduced or waived for reasons of significant financial hardship. If such request is made, the Judicial Committee shall determine whether or not to reduce or waive the filing fee.

Section 12.5: Statute of Limitations.

A complaint filed under these Bylaws shall be filed within one hundred and eighty (180) days of the occurrence of the alleged violation, grievance, denial or threat to deny of the opportunity to participate. There shall be no time bar for actions regarding SafeSport disciplinary proceedings.

Section 12.6: Doping Decisions.

A decision concerning a doping violation adjudicated by the independent anti-doping organization designated by the USOPC to serve as the U.S. National Anti-Doping Organization (currently the United States Anti-Doping Agency) shall not be reviewable through, or the subject of, these complaint procedures.

Section 12.7: Safesport Decisions.

A decision concerning a safe sport violation adjudicated by the independent investigator designated by USA Boccia, shall not be reviewable through, or the subject of, these complaint procedures.

Section 12.8: Field of Play Decisions.

The final decision of a referee during a competition regarding a field of play decision (a matter set forth in the rules of the competition to be within the discretion of the referee) shall not be reviewable through, or the subject of these complaint procedures unless the decision is outside the authority of the referee to make, or the product of fraud, corruption, partiality or other misconduct of the referee. For purposes of this Section, the term “referee” shall include any individual with discretion to make field of play decisions.

Section 12.9: Administration.

The Judicial Committee shall generally administer and oversee all administrative grievances and right to compete matters filed with USA Boccia. The Judicial Committee shall be responsible to ensure that all complaints are heard in a timely, fair and impartial manner. Respondents shall be afforded basic due rights process. The Judicial Committee may promulgate procedures in addition to those set forth in these Bylaws for the effective administration of complaints filed with USA Boccia.

Section 12.10: Hearing Panel.

Upon the filing of a complaint, the Chair of the Judicial Committee, after consultation with the other Committee members, shall appoint a hearing panel consisting of three (3) individuals to hear the complaint. The Judicial Committee shall also appoint a chair of the hearing panel. Judicial Committee members may also be appointed to and serve on the hearing panel. Other disinterested individuals identified by the Judicial Committee may also be appointed to and serve on the hearing panel. At least one (1) member of the hearing panel shall be an athlete. Members of the panel need not be members of USA Boccia or involved in the sport of Boccia.

Section-12.11: Conduct of the Proceeding.

The Hearing Panel shall rule on all motions and other matters pertinent to the proceeding. If the complaint is not dismissed, the panel shall hold a hearing on the complaint. The hearing panel shall set such timelines and other rules regarding the proceeding and the conduct of the hearing as it deems necessary. The hearing shall be informal, except that testimony shall be taken under oath.

The hearing may be conducted by teleconference, if necessary or convenient to the parties. Each party shall have the right to appear personally or through a legal representative. All parties shall be given a reasonable opportunity to present and examine evidence, cross-examine witnesses and to present argument. Members of the hearing panel shall have the right to question witnesses or the parties to the proceeding at any time.

Any party may have a record made of the hearing. A court reporter may be present at the hearing at the request of a party. The court reporter shall be paid for by the party requesting the court reporter, or if mutually agreed, the cost may be equally divided. Any transcript shall be paid for by the party requesting the transcript.

Section 12.12: Expedited Procedures.

Upon the request of a party, and provided that it is necessary to expedite the proceeding in order to resolve a matter relating to a competition that is so scheduled that compliance with regular procedures would not be likely to produce a sufficiently early decision to do justice to the affected parties, the Judicial Committee is authorized to order that the complaint be heard and decided within forty-eight (48) hours of the filing of the complaint. In such a case, the hearing

panel is authorized to hear and decide the complaint pursuant to such procedures as are necessary, but fair to the parties involved.

Section 12.13: Complaints Involving Selection to Participate in a Competition.

Where a complaint is filed involving selection of an individual to participate in a competition, the complainant shall include with the complaint a list of all other individuals, together with their contact information, that may be adversely affected by a decision rendered on the complaint. The adverse party to the complaint shall also submit a list of individuals, together with their contact information, that may be adversely affected by a decision rendered on the complaint. The hearing panel shall determine which additional individuals must receive notice of the complaint. The complainant shall then be responsible for providing appropriate notice to these individuals. Any individual so notified then shall have the option to participate in the proceeding as a party. If an individual is notified of the complaint, that individual shall also be bound by the decision of the hearing panel even though the individual chose not to participate as a party.

Section 12.14 Decision.

A decision shall be determined by a majority of the hearing panel. The hearing panel's decision shall be in writing and distributed to the parties.

Section 12.15: Arbitration.

Any party may appeal a decision of the hearing panel to the American Arbitration Association. The arbitrator appointed by the American Arbitration Association shall have the authority to hear the matter anew or if requested by a party to render a decision on a more limited review. Either party may submit the decision of the hearing panel to the arbitrator for the arbitrator's consideration

ARTICLE THIRTEEN: Sanctioning Events

Section 13.1: Prompt Review of Request.

Shall promptly review every request submitted by an amateur sports organization or person for a sanction and make a determination on such request:

1. to hold an international or national Boccia competition in the United States, or
2. to sponsor United States boccia athletes to compete in an international athletic competition held outside the United States.

Section 13.2: Standard for Review.

If USA Boccia, as a result of its review:

1. does not determine by clear and convincing evidence that holding or sponsoring an international or national Boccia competition would be detrimental to the best interest of USA Boccia, and
2. confirms that the sports organization or person meets the requirements for obtaining a sanction as set forth in these Bylaws,

then USA Boccia shall grant the sanction requested by the amateur organization or person.

Section 13.3: Requirements for Holding an International or National Boccia Competition in the United States.

An amateur sports organization or person requesting a sanction to hold an international or national Boccia competition in the United States shall comply with the following requirements:

1. must submit, in the form required by USA Boccia an application to hold such competition;
2. must pay to USA Boccia the required sanctioning fee, provided that such fee shall be reasonable and nondiscriminatory;
3. must submit to USA Boccia an audited or notarized financial report of similar events, if any, conducted by the organization or person;
4. demonstrates that 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 competition;
5. demonstrates that appropriate provisions have been made for validation of records which may be established during the competition;
6. demonstrates that due regard has been given to any BISFed requirements specifically applicable to the competition;
7. demonstrates that the competition will be conducted by qualified officials;
8. demonstrates that proper medical supervision will be provided for athletes who will participate in the competition; and
9. demonstrates that proper safety precautions have been taken to protect the personal welfare of the athletes and spectators at the competition.

ARTICLE FOURTEEN: Records of the Corporation

Section 14.1: Minutes.

USA Boccia shall keep as permanent records minutes of all meetings of the members and the Board of Directors, a record of all actions taken by the Board of Directors without a meeting, and a record of all waivers of notices of meetings of the Board of Directors.

Section 14.2: Accounting Records.

USA Boccia shall maintain appropriate accounting records.

Section 14.3: Membership List.

USA Boccia shall maintain a record of the members in a form that permits preparation of a list of the names and addresses of the members in alphabetical order, by category.

Section 14.4: Records in Written Form.

USA Boccia shall maintain its records in written form or in another form capable of conversion into written form within a reasonable time.

Section 14.5: Website.

USA Boccia shall maintain a membership website for the dissemination of information to its members. USA Boccia shall publish on its membership website:

1. its Bylaws;
2. USA Boccia's rules and regulations
3. a procedure for communicating with the Board of Directors regarding accounting, internal accounting controls, or audit-related matters,
4. its most recent annual financial statement, and
5. its most recent 990 form filed with the Internal Revenue Service

So as to facilitate the ability of interested parties to communicate their concerns or questions, USA Boccia shall publish on its website a mailing address and an e-mail address for communications directly with the Board.

Section 14.6: Records Maintained at Principal Office.

USA Boccia shall keep a copy of each of the following records at its principal office:

1. the articles of incorporation;
2. these Bylaws which shall govern the conduct of USA Boccia, USA Boccia's Board and Committees and USA Boccia's members ;
3. rules and regulations that govern the technical conduct of Boccia events in the United States as the USA Boccia Board determines is appropriate in their sole discretion;
4. the minutes of all meetings of the Board of Directors, and records of all action taken by the Board without a meeting, for the past three (3) years;
5. all written communications within the past three (3) years to the members generally as the members;
6. a list of the names and business or home addresses of the current directors and officers;
7. a copy of the most recent corporate report delivered to the secretary of state of the state of corporate registry;
8. all financial statements prepared for periods ending during the last three (3) years;
9. USA Boccia's application for recognition of exemption and the tax-exemption determination letter issued by the Internal Revenue Service; and
10. all other documents or records required to be maintained by USA Boccia at its principal office under applicable law or regulation.

Section 14.7: Inspection of Records by Members.

The following rights and restrictions shall apply to the inspection of records by members:

1. Records Maintained at Principal Office

A member shall be entitled to inspect and copy (at member's expense), during regular business hours at USA Boccia's principal office, any of the records of USA Boccia described in Section 17.6., provided that the member gives USA Boccia written demand at least five (5) business days before the date on which the member wishes to inspect and copy such records.

2. Financial Statements

Upon the written request of any member, USA Boccia shall mail to such member the most recent annual financial statements showing in reasonable detail its assets and liabilities and results of its operations.

3. Membership List

Preparation of Membership Voting List: After determining the members entitled to vote in an election USA Boccia shall prepare an alphabetical list of the names of all members who are entitled to vote. The list shall show for each member entitled to vote, that member's name and address, and the number of votes the member is entitled to cast.

4. Right of Inspection

A member shall be entitled to inspect and copy, during regular business hours at USA Boccia's principal office, a list of members who are entitled to vote in an election, provided that:

- a. the member has been a member for at least three (3) months immediately preceding the demand to inspect or copy,
- b. the demand is made in good faith and for a proper purpose reasonably related to the member's interest as a member,
- c. the member gives USA Boccia written demand at least five (5) business days before the date on which the member wishes to inspect and copy such voting list,
- d. the member describes with reasonable particularity the purpose for the inspection, and
- e. the inspection of the list of members is directly connected with the described purpose. Any member seeking to inspect and copy a membership list shall, prior to such inspection and copying, execute a signed agreement in the form as approved by USA Boccia limiting the use of such list in accordance with Section 17.7.c.3.

5. Limitation on Use of Membership Voting List:

Without consent of the Board of Directors, a membership voting list may not be obtained or used by any person for any purpose unrelated to a member's interest as a member. Without limiting the generality of the previous sentence, without the consent of the Board a membership voting list may not be:

- a. used to solicit money or property;

- b. used for any commercial purpose; or
- c. sold to or purchased by any person.

6. Scope of Members' Inspection Rights

- a. Agent or Attorney: The member's duly authorized agent or attorney has the same inspection and copying rights as the member.
- b. Right to Copy: The right to copy records under these Bylaws includes, if reasonable, the right to receive copies made by photographic, xerographic, electronic or other means.
- c. Reasonable Charge for Copies: USA Boccia may impose a reasonable charge, covering the costs of labor and material, for copies of any documents provided to a member. The charge may not exceed the estimated cost of production and reproduction of the records.
- d. Litigation: Nothing in these Bylaws shall limit the right of a member to inspect records to the same extent as any other litigant if the member is in litigation with USA Boccia, or the power of a court to compel the production of corporate records for examination.

ARTICLE FIFTEEN: Code of Ethics

Section 15.1:

USA Boccia shall adopt a Code of Ethics and conflicts of Interest Policy applicable to all USA Boccia Board of Directors, Executive Director and Staff, committee and task force members and volunteers. These individuals shall disclose any possible conflict for review by the Ethics Committee. The Code of Ethics shall be approved by the USOPC, if necessary for HPMO determination.

ARTICLE SIXTEEN: Fiduciary and Financial Matters

Section 16.1: Indemnification.

USA Boccia shall defend, indemnify and hold harmless each director of the Board and each officer from and against all claims, charges and expenses which he or she incurs as a result of any action or lawsuit brought against such director or officer arising out of the latter's performance of his or her duties with USA Boccia, unless such claims, charges and expenses were caused by fraud or willful misconduct on the part of said officer or director.

Section 16.2: Discharge of Duties.

Each director of the Board and officer shall discharge his or her duties:

1. in good faith,
2. with the care an ordinarily prudent individual in a like position would exercise under similar circumstances, and

3. in a manner the director or officer reasonably believes to be in the best interests of USA Boccia.

Section 16.3: Conflicts of Interest.

If any director of the Board, officer, committee or task force member has a financial interest in any contract or transaction involving USA Boccia, or has an interest adverse to USA Boccia's business affairs, or has any other business interest in the sport governed by USA Boccia and that individual is in a position to influence a determination with regard to the contract, transaction, business affair, or business interest, such individual shall:

1. disclose the conflict of interest,
2. not participate in the evaluation of the contract, transaction, business affair, or decision that affects the business interest and
3. not vote on the contract, transaction, business affair, or decision that affects the business interest.

Section 16.4: Prohibited Loans.

No loans shall be made by USA Boccia to the President of the Board, to any director of the Board, or to any committee or task force member or to any USA Boccia employee. Any President, director, committee or task force member or USA Boccia employee, who assents to or participates in the making of any such loan, shall be liable to USA Boccia for the amount of such loan until it is repaid.

Section 16.5: Fiscal Year.

The fiscal year of USA Boccia shall begin on the first day of January and end on the last day of December in each year. Upon transitioning from its previous fiscal year, USA Boccia will retroactively apply the calendar year for that year.

Section 16.6: Budget.

USA Boccia shall have an annual budget.

Section 16.7: Audit.

Each year USA Boccia may have an annual audit of its books and accounts prepared by an independent certified public accountant as recommended by the Audit Committee.

The Audit Committee shall provide the auditors report to the Board of Directors upon completion.

Section 16.8: Individual Liability.

No individual director of the Board or officer shall be personally liable in respect of any debt or other obligation incurred in the name of USA Boccia pursuant to the authority granted directly or indirectly by the Board of Directors.

Section 16.9: Irrevocable Dedication and Dissolution.

The property of USA Boccia is irrevocably dedicated to charitable purposes, and no part of the net income or assets of USA Boccia shall inure to the benefit of private persons. Upon the dissolution or winding up of USA Boccia, its assets remaining after payment, or provision for payment, of all debts and liabilities of USA Boccia, shall be distributed to a nonprofit fund, foundation, or corporation which is organized and operated for charitable purposes and which

has established its tax exempt status under Section 501(c) (3) of the Internal Revenue Code, as amended.

ARTICLE SEVENTEEN: Miscellaneous Provisions

Section 17.1: Severability and Headings.

The invalidity of any provision of these Bylaws shall not affect the other provisions of these Bylaws, and in such event these Bylaws shall be construed in all respects as if such invalid provision were omitted.

Section 17.2: Saving Clause.

Failure of literal or complete compliance with any provision of these Bylaws in respect of dates and times of notice, or the sending or receipt of the same, or errors in phraseology of notice of proposals, which in the judgment of the directors of the Board do not cause substantial injury to the rights of the directors, shall not invalidate the actions or proceedings of the directors at any meeting.

Section 17.3 Any USA Boccia directive outlined herein that is found to be in direct conflict with a similar directive from the USOPC, BISFed, IPC, USADA, WADA or any other governing body responsible for regulating sport of Boccia shall be superseded in weight and authority by the outside, external directive or law. Additionally, any state or federal regulation change that is found to be in direct conflict with any of these bylaws shall also supersede these bylaws in both weight and authority.

ARTICLE EIGHTEEN: Amendment Process

Section 18.1: Amendments.

These USA Boccia Bylaws may be amended at USA Boccia Annual Assembly by a two-thirds (2/3) majority of the voting membership present and voting provided that the proposed amendment is submitted in writing to the Executive Director/President and the chair of the Governance Committee at least ninety (90) days preceding the annual meeting.

Upon receipt of a properly submitted amendment proposal:

1. the staff of USA Boccia, with the oversight of the Board of Directors, shall electronically mail a copy of the proposed amendment to all active members of USA Boccia at least sixty (60) days before the annual meeting,
2. a copy of the proposed amendment shall be posted on USA Boccia website (www.usaboccia.org) not later than sixty (60) days before the annual meeting, and
3. all amendments, unless otherwise specified, shall become effective 30 days following adoption at USA Boccia Annual Assembly.

ARTICLE NINETEEN: Conforming Amendments.

The following terminology would be changed throughout the USA Boccia Bylaws to conform to the proposed Bylaws terminology.

Currently in Bylaws	Proposed Changes
USA BOCCIA and USA Boccia	USA Boccia
Boccia or boccia	Boccia
Annual meeting	Annual Assembly
Governance	Nominating and Governance Committee