

USA TEAM HANDBALL BYLAWS amended by Board of Directors' Resolution, effective February 8, 2022

1. Section 4.1 is amended by deleting therefrom the words "United States Olympic Committee" and substituting in lieu thereof the words "United States Olympic & Paralympic Committee"

2. All references to "USOC" are hereby deleted and replaced with "USOPC"

3. Section 5.1(B) iii. Is hereby deleted and replaced with the following:

*"iii. **Affiliated Organizations:** Affiliated Organizations are those organizations that register as affiliated organizations and which conduct a national program or regular national amateur athletic competition in the sport of Team Handball in the United States on a level of proficiency appropriate for the selection of amateur athletes to represent the United States in international amateur athlete competitions in the sport of Team Handball.*

*iv. **Contributing Organizations.** Contributing Organizations are those amateur sports organizations that register as contributing organizations and which conduct athletic programs and/or activities that further the sport of Team Handball in the United States (including youth, multi-sport and disabled organizations), or which otherwise support the sport of Team Handball in the United States."*

4. Section 6.2 is amended by adding thereto the following new Section 6.2(N) and re-designating current Section 6.2(N) as Section 6.2(O):

"Ensure that athlete safety rules, policies, and procedures comply with the requirements of the USOPC and U.S. Center for SafeSport; and"

5. Section 6.3 is hereby amended by adding at the end thereof the following:

"USATH Board members shall be selected without regard to race, color, religion, national origin, or gender, except that, as to gender, USATH shall provide for reasonable representation of both males and females on the USATH Board."

6. Section 6.5 is hereby amended by adding at the end thereof the following:

"The Board of Directors shall also reserve a seat for an Affiliated Organization Director in accordance with Section 6.6(D)."

7. Section 6.6(B) is hereby amended by adding at the end thereof the following:

"Each Independent Director must maintain an independent perspective by maintaining the requirements above for their entire term and any successive term with the exception of holding any governance role in USATH or the IHF and including any reimbursement of expenses related thereto."

8. Section 6.6 is hereby amended by adding at the end thereof the following:

*"(D) **Affiliated Organization Director.** If there is no Affiliated Organization member, then the Affiliated Organization Director seat shall be vacant. If there is one (1) Affiliated Organization member, then that organization shall select a qualified individual to serve as the Affiliated*

Organization Director. If there is more than one (1) Affiliated Organization member, then the Affiliated Organizations as a group shall select a qualified individual to serve as the Affiliated Organization Director. Should this role be vacant, the seat will not count towards to the total membership of the Board of Directors for any reason, including for the purposes of calculating one third athlete composition nor calculation of quorum."

9. Section 6.22 is hereby deleted in its entirety and replaced with the following:

"Section 6.22 Open and Executive Meeting Sessions.

Ordinarily, all meetings of the Board of Directors shall be open to USATH members. However, in the event the Chair, with the consent of a majority of the Directors of the Board in attendance, deems it appropriate: (i) to exclude USATH members at an open meeting for any reason, then the Chair may declare that the meeting is closed, or (ii) to convene an executive session to consider and discuss matters relating to personnel, nominations, discipline, budget, salary, litigation or other sensitive matters, then the Chair may specifically designate and call an executive session. Further, the Chair may open a meeting of the Board to non-members, with the consent of a majority of the Directors of the Board in attendance. For an executive session, the meeting minutes should capture the high level topics covered in the course of that session."

10. Section 6.25 is hereby amended by adding at the end thereof the following:

"Athlete Directors, however, shall be entitled to obtain compensation from USATH in connection with their capacity as athletes, including all benefits to which all Elite Athletes are eligible."

11. The last sentence of Section 7.5 is hereby deleted and replaced with the following:

"No individual may serve simultaneously as an Officer of USATH and as an officer of another amateur sports organization that is recognized by the USOPC as a National Governing Body."

12. The second sentence of Section 8.1.1. is hereby deleted and replaced with the following:

"Each Committee member must be at least eighteen (18) years of age and have no relationships with other organizations that is or may result in a conflict of interest under the USATH Conflict of Interest Policy."

13. Section 8.9.1. is hereby deleted and replaced with the following:

"8.9.1 Functions. *The Judicial Committee shall (i) develop and review on an annual basis a Code of Conduct for the Board, Officers, Committee and Ad Hoc Committee members, volunteers, staff, members and member organizations for adoption by the Board; (ii) generally administer and oversee compliance with the Code of Conduct, Conflict of Interest Policy, and all administrative grievances and right to compete matters filed with USATH; (iii) review and investigate matters of ethical impropriety and make recommendations on such matters to the Board; (iv) develop and review for Board approval, on annual basis, a Conflict of Interest Policy for the Board, officers, staff members, Committees, and Ad Hoc Committees, volunteers, and member organizations for adoption by the Board; (v) review annual and periodic Conflict of Interest disclosure forms and determine if a conflict of interest exists as to any particular transaction, relationship, or matter involving USATH; (vi) review and provide guidance on ethical*

questions presented to it by the Board, Committees, Ad Hoc Committees, volunteers, staff and members; (vii) identify individuals who would be fair and impartial and who would have the qualifications and ability to serve on hearing panels; (viii) hear and render a decision, or appoint a panel to hear and render a decision, on grievances and disciplinary matters; (ix) evaluate requests for approval under USATH's Gift and Entertainment Policy; and (x) perform such other duties as assigned by the Board."

14. Clause (v) of Section 8.10.2 is hereby deleted and replaced with the following:

"(v) relationships with other organizations that is a conflict of interest under USATH's Conflict of Interest Policy;"

15. Section 16.1 is hereby amended by adding at the end thereof the following:

"Meeting minutes shall make note of the attendees at meetings, motions taken and shall note whenever a meeting participant recuses him or herself due to an apparent conflict of interest. The minutes of all meetings of the Board of Directors shall be published on USATH's website on at least a quarterly basis. Every reasonable effort will be made to publish the minutes within fifteen (15) days of approval by the Board."

16. Article 17 is hereby deleted and replaced with the following:

**"Article 17
POLICIES**

Section 17.1. Gifts and Entertainment Policy.

USATH shall adopt a Gifts and Entertainment Policy applicable to all USATH employees, Board of Directors members, officers, Committee members, Ad Hoc Committee members, hearing panel members, employees, contractors, coaches, referees, interns, and volunteers, as well as their spouses and immediate family members.

Section 17.2. Conflict of Interest Policy.

USATH shall adopt a Conflict of Interest Policy applicable to all members of USATH's Board of Directors, officers, Committee members, Ad Hoc Committee members, hearing panel members, employees, contractors, coaches, referees, interns, and volunteers. Additionally, these individuals shall disclose any possible conflict for review by the Conduct Committee.

Section 17.3. Code of Conduct.

USATH shall adopt a general Code of Conduct applicable to all employees, members, volunteers, Board members, Committee and Ad Hoc Committee members, hearing panel members, officers, and representatives of USATH member organizations that involve or are governed by USATH. The USATH Judicial Committee shall oversee the development and implementation of, and compliance with, the Code of Conduct.

Section 17.4. Athlete Safety Policy.

USATH shall adopt an Athlete Safety Policy applicable to all USATH members, employees, Board members, Committee members, Ad Hoc Committee members, and volunteers, which policy must satisfy the minimum standards mandated by the USOPC.

Section 17.5. Complaint Procedures.

USATH shall adopt Complaint Procedures as set forth in Article 14 of these Bylaws.

Section 17.6. Other Policies.

USATH shall adopt other relevant policies to effectively run and govern the organization."

17. Article 20 is hereby deleted and replaced with the following:

"Article 20

MEMBERSHIP IN SAFESPORT AND ANTI-DOPING OBLIGATIONS

Section 20.1 Compliance with the USOPC and U.S. Center for SafeSport Policies and Procedures.

As a member National Governing Body of the United States Olympic & Paralympic Committee, USATH shall adhere to the athlete safety rules and regulations of the USOPC. Additionally, USOPC Bylaw Section 8.4.1(c)(ii) 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 to investigate and resolve safe sport violations. 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 USATH or on-line at the following website: www.safesport.org. USATH also shall adopt and maintain athlete safety policies and procedures consistent with the U.S. Center for SafeSport's rules, policies, and procedures, as they may be modified or amended from time to time. USATH's current athlete safety rules, policies, and procedures are available at the offices of USATH or on the website of USATH.

As a condition of membership in USATH and a condition for participation in any competition or event sanctioned by USATH or its member organizations, each USATH member and each athlete, coach, trainer, agent, athlete support personnel, medical or para-medical personnel, team staff, official and other person who participates in USATH or USATH events (whether or not an USATH member), agrees to comply with and be bound by the safe sport rules, policies and procedures of the U.S. Center for SafeSport and to submit, without reservation or condition, to the jurisdiction of the U.S. Center for SafeSport for the resolution of any alleged violations of those rules, policies and procedures, as may be amended from time to time, to the extent the alleged violation falls within the jurisdiction of the U.S. Center for SafeSport. Each USATH member and each athlete, coach, trainer, agent, athlete support personnel, medical personnel, team staff, official and other person who participates in USATH or USATH events (whether or not an USATH member) also agrees to comply with and be bound by the athlete safety rules, policies and procedures of USATH, and to submit, without reservation or condition, to the jurisdiction of USATH for the resolution of any alleged violations of the U.S. Center for SafeSport's rules or of USATH's rules that do not fall within the U.S. Center for SafeSport's exclusive jurisdiction and over which the

U.S. Center for SafeSport declines to exercise discretionary jurisdiction. To the extent any USATH rule is inconsistent with the rules of the U.S. Center for SafeSport, such rule is hereby superseded.

Section 20.2. Compliance with the USOPC and United States Anti-Doping Agency ("USADA") Rules and Regulations.

20.2.1. *As a member National Governing Body of the United States Olympic & Paralympic Committee, USATH shall adhere to the anti-doping rules and regulations of the USOPC. Additionally, USOPC Bylaw Section 8.4.1(c)(iv) provides that, as a condition of membership in the USOPC, each National Governing Body 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 USADA as that organization. The current anti-doping rules, policies and procedures are available at the offices of USATH or on-line at the following website: www.usada.org. A decision concerning a doping violating adjudicated by USADA shall not be reviewable through, or the subject of, the Complaint Procedures described in Article 14 of these Bylaws.*

20.2.2. *It is the duty of members of USATH to comply with all anti-doping rules of the World Anti-Doping Agency (WADA), IHF and of USADA, including the USADA Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by the IHF, USADA and the USOPC, including the USOPC National Anti-Doping Policy. Athlete members agree to submit to drug testing by the IHF 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 an anti-doping rule 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 IHF if applicable or referred by USADA."*

- 18.** All references to "Code of Ethics" are hereby deleted and replaced with "Code of Conduct".