

**AMENDMENTS TO THE USA TEAM HANDBALL BYLAWS
EFFECTIVE FEBRUARY 24, 2022**

1. Subsection (A) of Section 14.1 ("Designation of Complaints") is amended by adding the words "*or the USOPC's Bylaws*" after the words "*USATH's Bylaws*" in the clause (ii) thereof.
2. Section 14.2 ("Jurisdiction") is amended by adding the words "*and of USOPC*" after the words "*Bylaws of USATH*" in the first sentence thereof.
3. The first sentence of Section 14.3 ("Manner of Filing") is deleted in its entirety and replaced with the following:

"The complainant shall deliver the complaint to the Chair of the Judicial Committee and the CEO. The complaint shall set forth in clear and concise language, preferably in numbered paragraphs: (i) the full name and identifying membership information of the complainant; (ii) the alleged violation, grievance, denial or threat to deny; (iii) the grounds for the alleged violation, grievance, denial or threat to deny; and (iv) the remedy requested. The complainant shall attach any supporting documentation to the complaint and sign the complaint."

4. Section 14.7 ("Administration") is deleted in its entirety and replaced with the following:

"The Judicial Committee shall generally administer and oversee all administrative grievances and right to compete matters filed with USATH. The Judicial Committee shall be responsible to ensure that all complaints are heard in a timely, fair and impartial manner, and fair notice will be provided to all parties of a complaint. Notice of the complaint will be provided to the respondent(s) within a reasonable time after receipt by USATH, not to exceed fourteen (14) business days, without just cause for the delay. Notice will include the specific charges, claims or alleged violations, the requested remedy, and the supporting documentation that is included with the complaint. Reasonable time will be afforded between receipt of the notice of charges and the hearing process. The Judicial Committee may promulgate procedures in addition to those set forth in these Bylaws for the effective administration of complaints filed with USATH."

5. Section 14.8 ("Hearing Panel") is amended by changing the word "*chair*" in the first sentence thereof to the word "*Chair*" and by adding at the end of such Section the following sentences:

"In the event any party or Hearing Panel member raises such a conflict of interest, the Chair of the Judicial Committee will consider the issue and require replacement of the Hearing Panel member if necessary. No party and no one acting on behalf of any party will communicate directly with a Hearing Panel member unless the communication is simultaneously provided to all Hearing Panel members and parties involved."

6. Section 14.9 is deleted in its entirety and replaced with the following:

"Within ten (10) days of the appointment of the Hearing Panel, the CEO (or their designee) (i) shall provide to the Chair of the Hearing Panel a copy of each of the following documents: (1) the

complaint; (2) all materials filed with the complaint, if any; and (3) any relevant documents in the possession of USATH. The respondent's answer to the complaint will be delivered to the complainant and notice of the identity of any witnesses that will appear at the hearing will be provided to all parties. The Hearing Panel shall rule on all motions and other matters raised in the proceeding, including but not limited to requests for limited discovery. If the complaint is not dismissed, the Hearing 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, subject to the deadlines set forth herein. The hearing shall be informal and the rules of evidence shall not be strictly enforced, except that testimony shall be taken under oath.

The Chair of the Hearing Panel will select the time and place for the hearing so as to have the hearing occur at the earliest convenient date for all parties, not to exceed ninety (90) days after the last filing with USATH, without just cause for the delay. The Chair will communicate the information about the hearing schedule along with the identity of the other members of the Hearing Panel to the parties. Not less than fifteen (15) days prior to the hearing, the Chair of the Hearing Panel shall cause to be sent to the parties a written copy of the procedures to be followed at the hearing. The hearing will be conducted in real time at a time and place that allows all parties to attend. 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. The respondent(s) will be allowed a reasonable time to prepare a defense. Evidence will be distributed to all parties such that evidence can be inspected within a reasonable time to prepare one's position in the matter and all parties will 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."

7. Section 14.11 ("Expedited Procedures") is deleted in its entirety and replaced with the following:

"A party may request that the complaint and hearing process be expedited when that compliance with regular procedures would not be likely to produce a sufficiently early decision to do justice to the affected parties. Provided that the Chair of the Judicial Committee determines it is necessary to expedite the proceeding, the Judicial Committee is authorized to order that the complaint be heard and decided within forty-eight (48) hours after the filing of the complaint. In the case of an expedited hearing process, the Hearing Panel is authorized to hear and decide the complaint pursuant to such procedures as are necessary, but fair and impartial to the parties involved as is reasonable under the circumstances."

8. Article 14 is amended by adding at the end thereof the following:

"Section 14.15 No Retaliation.

USATH prohibits retaliation against anyone who reports misconduct or provides information about misconduct as more fully detailed in USATH's Whistleblower Policy located on the USATH website. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in the complaint processes when the action is reasonably related to the report or engagement with the process. Retaliation may be present even where there is a finding that no violation occurred. A member or employee of USATH who engages in retaliation is subject to discipline up to and including dismissal from the volunteer position, termination of employment or being banned from membership in USATH.

Section 14.16 Arbitration.

USATH agrees to submit to binding arbitration conducted under the commercial rules of the American Arbitration Association, any controversy involving: (i) a right to compete complaint or (ii) its recognition as a National Governing Body, as is provided in the Sports Act."