



Bylaws of the United States Federation of Sleddog Sports

Adopted July 14, 2007

Amended:

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Bylaws of United States Federation of Sleddog Sports

Article I. Name, Non-Profit Status, Corporate Seal

- 1.1 The name of this association shall be United States Federation of Sleddog Sports (hereinafter referred to as the “Association” or “USFSS”).
- 1.2 USFSS shall be incorporated under the laws of the State of Alaska as a non-profit corporation; it shall be so organized so as to qualify as a non-profit, charitable, tax-exempt organization under Section 501(c)(3) of the Internal Revenue Code.
- 1.3 USFSS’s official emblem and seal shall be in such form as may be approved from time to time by the Board of Directors.

Article II. Offices and Agent

- 2.1 The registered agent and principal office of USFSS shall be located at 1751 E. 57th Circle, Anchorage, AK 99507, or at such other location as may be approved by the Board of Directors.
- 2.2 The principal office shall also be its registered office.
- 2.3 USFSS may maintain other offices at such locations as may be approved by the Board of Directors.

Article III. Definitions

- 3.1 “Amateur athlete” or “amateur musher” means an athlete who is eligible under IFSS or USFSS rules to compete in amateur athletic competition conducted under IFSS or USFSS auspices.
- 3.2 “Active athlete” or “active musher” means any individual who has actively engaged in amateur athletic competition in sled dog sports within the preceding four years or who has represented the United States in international amateur athletic competition in sled dog sports within the preceding ten years and who otherwise meets the athlete representative definitions and requirements of the USOC Constitution and Bylaws in effect at the time of membership, election or appointment.
- 3.3 “Amateur athletic competition” shall mean a contest, race, game, match, tournament or other event in which amateur athletes compete.
- 3.4 “Amateur sports organization” means a non-profit corporation, club, federation, union, association, or other group organized in the United States which sponsors or arranges any amateur athletic competition.
- 3.5 “This Association” or “the Association” means United States Federation of Sleddog Sports, a corporation non-profit organized on November 19, 2003, under the laws of the State of Alaska.
- 3.6 “Congress” means the members of this Association as well as athlete representatives in the aggregate or in assemblage.
- 3.7 “IFSS” means the International Federation of Sled Dog Sports.
- 3.8 “IOC” means the International Olympic Committee.
- 3.9 “Musher” means any person who is engaged or participates in the practice of dog-powered sports.
- 3.10 “Sled dog” means any dog that participates in dog-powered sports.
- 3.11 “USFSS” means United States Federation of Sleddog Sports.
- 3.12 “USOC” means the United States Olympic Committee.

Article IV. Mission and Purpose

- 4.1 *Mission:* The mission of United States Federation of Sleddog Sports is to promote, support, coordinate, and develop mushing activities in the United States, to promote and encourage the welfare of sled dog and human athletes and to foster appreciation for the traditions and history of the sport.
- 4.2 *Purpose:* This corporation is organized exclusively for charitable purposes within the meaning of section 501(c)(3) of the Internal Revenue Code (revised October 2004), as now enacted or hereafter amended, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code (revised October 2004).
- 4.3 *Purpose:* The purpose of this Association is to act as the national governing body of Sled Dog Sports in the United States, and in such connection, to be recognized as such by the USOC and to act as the US

representative to the international sports federation governing sled dog sports recognized by SportAccord or IOC. Pursuant to such purposes and the other purposes set forth in its Articles of Incorporation, this Association shall:

- 4.3.1 Develop interest and participation throughout the United States and be responsible to the persons and amateur sports organizations, and to other sled dog racing organizations, active in sled dog sports.
- 4.3.2 Minimize conflicts in the scheduling of all practices and competitions in the sled dog sports through coordination with other amateur sports organizations and with other sled dog organizations.
- 4.3.3 Inform amateur athletes active in sled dog sports about policy matters and reasonably reflect the views of such athletes in the policy decisions of this Association.
- 4.3.4 Sanction national and international amateur athletic competition in sled dog sports, in accordance with the provisions of these Bylaws, and promote amateur athletes to compete in such competition sanctioned by it.
- 4.3.5 Provide for participation by amateur athletes in amateur athletic competition in sled dog sports, in accordance with the provisions of these Bylaws.
- 4.3.6 Provide equitable support and encouragement for participation by men and women in sled dog sports.
- 4.3.7 Encourage and support amateur athletic sports programs in the sled dog sports for disabled individuals.
- 4.3.8 Provide and coordinate technical information on physical training, equipment design, coaching, and performance analysis in sled dog sports.
- 4.3.9 Provide for and facilitate educational and training opportunities for its athletes.
- 4.3.10 Support equal opportunity and fair treatment to all members, employees, and all applicants for employment without regard to race, color, religion, sex, national origin, age, physical handicap, sexual orientation or marital status. Actively encourage and involve qualified minorities, women, and all age classes to occupy positions at all levels of this Association including the Board of Directors, Executive Committee, standing committees and the administrative staff.
- 4.3.11 Serve as the coordinating body for amateur athletic activity in sled dog sports in the United States.
- 4.3.12 Train and certify officials.
- 4.3.13 Encourage and support research in the areas of sports medicine and sports safety for both the human and the canine athlete and disseminate information that is developed.
- 4.3.14 Provide a developmental program for all levels of sled dog activities, competitive and non-competitive.
- 4.3.15 Provide a program for junior/youth athletes, emphasizing safety, leadership, cooperation, skill and their well-being.
- 4.3.16 Provide a program for legislative and land access matters relative to the owning, breeding, keeping, and using of dogs.
- 4.3.17 Subscribe to the democratic sport principles of fair play, accountability, transparency, and inclusiveness in all its activities and governance.
- 4.3.18 Comply with the Anti-Doping Rules and Procedures of IFSS and the policies set forth by the World Anti-Doping Agency (WADA).

Article V: Authority

- 5.1 This Association shall exercise the following powers:
 - 5.1.1 Represent the United States in the international governing body for sled dog sports recognized by SportAccord or IOC.
 - 5.1.2 Establish national goals and encourage the attainment of those goals in sled dog sports
 - 5.1.3 In accordance with the provisions of these Bylaws for sled dog sports, exercise jurisdiction over national amateur athletic activities, sanction international amateur athletic competition held in the

United States, and sanction the sponsorship of athletics in international competition held outside the United States.

- 5.1.4 Conduct amateur athletic competition in sled dog sports including national championships, and international amateur athletic competition in the United States, and establish procedures for the determination of eligibility standards for participation in such competitions, except for restricted competition referred to in the provision here in below.
- 5.1.5 Recommend to the USOC individuals and teams to represent the United States in the Olympic Games and Pan American Games in sled dog sports.
- 5.1.6 Designate individuals and teams to represent the United States in international amateur athletic competition (other than the Olympic and Pan American Games) in sled dog sports and certify, in accordance with the rules of IFSS, the amateur eligibility of such individuals and teams, provided that any amateur sports organization which conducts amateur athletic competition, participation in which is restricted to a specific class of amateur athletes (such as high school students, college students, members of the Armed Forces or similar groups or categories), shall have exclusive jurisdiction over such competition.
- 5.1.7 Encourage, solicit, seek and accept contributions of services, money, property (real and personal, tangible and intangible, restricted, designated or unrestricted), and maintain, use, and apply the whole or any part of income and principal to or for the benefit of the mission and purposes of USFSS.
- 5.1.8 Enter into contracts with other persons and corporations under which USFSS would carry out any or all of the above activities.
- 5.1.9 Conduct any activity above and expend any such property or income therefrom for any of the foregoing purposes, without limitation, except any limitations imposed upon the use of such property, or portion thereof, by the donor, the Certificate of Incorporation, or any other limitation prescribed by law. USFSS shall not engage in any activity prohibited by a corporation exempt from Federal income tax under Section 501(c)(3) of the Internal Revenue Code. Furthermore, no part of the net earnings of this Association shall go or inure to the benefit of any director, member, or private individual.

Article VI: Autonomy and Recognition as a National Governing Body

- 6.1 This Association shall be autonomous in its governance of sled dog sports, in that it independently shall determine and control all matters central to such governance, shall not delegate such determination and control, and shall be free from outside restraint. This provision shall not be construed as preventing this Association from contracting with third parties for administrative assistance and support in connection with its purpose and powers.
- 6.2 United States Federation of Sleddog Sports shall be a member of only one (1) international sports federation, which is recognized by the International Olympic Committee or SportAccord as the worldwide governing body for Sled Dog Sports, in accordance with the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. §220522, section a.7, and as mandated by the United States Olympic Committee as such requirements are promulgated or revised from time to time.

Article VII: Membership and Representation

- 7.1 *Groups/Categories of Memberships:* Membership shall be open to the following:
 - 7.1.1 INDIVIDUAL: This membership shall be open to any eligible athlete, coach, certified trainer, manager, administrator, licensed official or other individual active in or interested in sled dog sports. An individual may be a member in only one category. All individual members with voting privileges shall be US citizens.
 - 7.1.1.1 *Active Athlete:* Included are mushers who are actively engaged in sled dog sports and have actively participated in amateur athlete sled dog sport competitions within the preceding four years or who have represented the United States in World Championships or other international amateur athlete competitions within the

preceding ten years. Active Athletes must have attained their eighteenth birthday. Once a member has attained the status of an Active Athlete, s/he is ineligible for membership as a Recreational Musher. In any body (committee, congress, meeting constituency, or other board designation) within USFSS, Active Athletes must represent at least 20% of all members of that body.

- 7.1.1.2 *Inactive or Retired Musher:* Included are former mushers, both former active athletes and former recreational mushers, who have not been actively engaged in sled dog sports or who have not actively participated in amateur athlete sled dog sport competitions in at least the preceding four years prior to membership or who have not represented the United States in World Championships or other international amateur athlete sled dog competitions in at least the preceding ten years prior to application in this membership category. Inactive or Retired Mushers must have attained their eighteenth birthday.
 - 7.1.1.3 *Recreational Musher:* Included are mushers who are actively participating in the sport and optionally in competitions but at a level of competence incompatible with and ineligible for competitions consisting of active athletes in sled dog sports or for representation in national or world championships or other international amateur athletic sports competitions. Recreational mushers are further those ineligible to compete for a monetary award. Recreational mushers must have attained their eighteenth birthday.
 - 7.1.1.4 *Disabled Musher:* Included are mushers who are considered disabled by virtue of a cognitive, physical, or emotional disability or other disability that precludes participation in unrestricted athletic competition. Disabled mushers must have attained their eighteenth birthday.
 - 7.1.1.5 *Non-Musher:* Included are people who are interested in sled dog sports and who support the goals and activities of the Association. Included are also those individuals who do not qualify under any other membership category. Non-mushers must have attained their eighteenth birthday. Non-Mushers must meet with the approval of the Board of Directors.
 - 7.1.1.6 *Race Official/Coach/Veterinarian:* Included are any present or former sled dog race officials, coaches/trainers, and veterinarians or other personnel who do not compete but whose position is vital to sled dog competitions.
 - 7.1.1.7 *Junior:* Included are individuals under the age of eighteen years at the time of their application to USFSS and who actively participate in amateur athletic sled dog sport competitions or who have represented the United States in World Championships or other international amateur athlete competitions or who are interested in sled dog sports and support the goals and activities of United States Federation of Sleddog Sports. Juniors shall have voice and be eligible to represent the USA in competition but not be entitled to vote or hold office. Junior non-USA citizens wishing to represent Team USA in international competition must have prior approval of the Board.
 - 7.1.1.8 *Non-USA Citizen:* Included are individuals over the age of eighteen years who are not USA citizens but who support the goals and activities of United States Federation of Sleddog Sports. Non-Citizens shall be eligible, if approved by the Board, to represent the USA in competition. Non-USA citizens are not eligible to hold office or vote and have no voice in USFSS affairs.
- 7.1.2 ORGANIZATIONAL: This membership shall be open to any United States amateur sports organization, club, or component of the Armed Forces that conducts programs in sled dog sports in the United States or any non-mushing sports organization or business interested in and supportive of the goals and activities of USFSS. Organizational members include:

- 7.1.2.1 *Race Giving Organizations (RGOs)*: Included are organizations whose purpose is to conduct an amateur sled dog sport competition.
- 7.1.2.2 *Sled Dog Clubs*: Included are clubs and organizations or associations solely devoted to sled dog sports.
- 7.1.2.3 *Pure Breed Clubs*: Included are United States clubs and organizations that cater to pure breed dogs, support sled dog sports and have programs that promote sled dog sports and sled dog competitions.
- 7.1.2.4 *Business/Corporate Organizations/Companies*: Included are companies, corporations, and businesses that support the goals and activities of USFSS and might or might not be engaged in products that are used in the practice of sled dog sports. Business and Corporate Company Business/Corporate Organizations/Companies memberships shall be subject to approval by the USFSS Board of Directors.
- 7.1.2.5 *Affiliated Organizations*: Affiliated Organizations are those United States amateur sports organizations that register as affiliated organizations and which conduct, on a level of proficiency appropriate for the selection of amateur athletes to represent the United States in international amateur athletic competition, a national program or regular national amateur athletic competition in Sled Dog Sports.
- 7.1.2.6 *Associate Organization*: Included are non-mushing organizations that support the goals and activities of USFSS and do not fall into any of the above organizational membership categories. Associate Organizations shall not be entitled to vote or hold office.

Article VIII. Congress

- 8.1 *Frequency and manner*: The Congress of this Association shall be held biennially in May, June, July, or August. Meetings of the Congress may be held on-site in person or via electronic means or a combination thereof.
- 8.2 *Special meetings*: Special meetings may also be called by the President or by not less than three active athletes.
- 8.3 *Calling Notice*: No meeting of the Congress shall be called or scheduled with less than thirty (30) days (postmark/dated) advance written notice by mail or electronic means from the President, Secretary, or members calling a meeting.
 - 8.3.1 At least two (2) months in advance of the Congress, the President shall appoint a Nominating Committee of not less than two (2) persons, which shall propose nominees for those offices and Board positions to be filled and submit it to the Secretary to be distributed with the Calling Notice.
 - 8.3.2 The Calling Notice shall contain a request for any items, which any member may wish to have included on the agenda, including proposals for Bylaw changes. Such items for the agenda are to be sent to the President or Secretary at least three weeks before the Congress.
 - 8.3.3 The Calling Notice shall also contain a list of nominations for Officers and Directors to the Board of Directors and other elected positions presented by the Nominations Committee and a date for further nominations to be closed. The President shall decide the closing date for nominations, but it shall occur at least five (5) days prior to the Congress opening. Candidates for office shall be paid up members of USFSS in good standing.
 - 8.3.4 At least one week before the Congress, the President or Secretary shall circulate the agenda, as prepared by the Board of Directors, and working papers, including any proposals for Bylaw changes. Subsequent items for the agenda must be sent to the President or Secretary and should eventually be approved of by the Congress.
 - 8.3.5 At least one week before the Congress, the President or Secretary shall also circulate a list of the current nominees, with their résumés, for the offices and the Board of Directors.
- 8.4 *Quorum*: At any meeting of the Congress, a quorum shall consist of any number of members paid up and in good standing, so that at least 20% of the Congress are Active Athlete members and that 50% of the Executive Committee and at least two other members of the board are present.

- 8.5 *Proxy*: Proxy votes are not allowed at any Congress of USFSS.
- 8.6 *Majority vote*: Unless otherwise provided in these Bylaws, any actions by the Congress shall require a majority of the votes cast.
- 8.7 *Voting Capacity*: No member shall be entitled to vote, in his or her individual or organizational member category, in more than one membership group.
- 8.8 *Vote Entitlements*
- 8.1.1 All individual members eligible to vote and present at a Congress shall have one (1) vote.
- 8.1.2 Organizational members eligible to vote and present at a Congress shall be entitled to one (1) vote for their organization.
- 8.1.3 No one individual member eligible to vote nor any one organizational member eligible to vote shall exercise more than one vote.
- 8.9 *Determination of Active Athlete Representation*: The Secretary shall give a credentials report at the opening of the Congress to report the number of Active Athletes present and to ensure that Active Athlete representation is at least 20%. A similar credentials report shall also be given at the opening of the election process. Credentials reports shall include absentee ballots.
- 8.10 *Congress Agenda and Program*:
- 8.10.1 Call to Order;
- 8.10.2 Credentials Report;
- 8.10.3 Approval of minutes of last Congress;
- 8.10.4 Report of the Treasurer;
- 8.10.5 Reports of Officers and Committees;
- 8.10.6 Report of the Nominating Committee;
- 8.10.7 Report and approval of the actions of the Board;
- 8.10.8 Ratifying of any proposed changes to the Bylaws;
- 8.10.9 Ratifying of Resolutions and Motions;
- 8.10.10 Credentials Report;
- 8.10.11 Election of Officers and Board of Directors and other positions;
- 8.10.12 Other Business;
- 8.10.13 Adjournment.
- 8.11 *Program/Agenda Stipulations*
- 8.11.1 All items requiring a decision to be made by the Congress shall be in writing.
- 8.11.2 No resolution shall be discussed in the absence of a delegate to speak on the resolution on behalf of the proposing member if so required.
- 8.11.3 No resolution (proposal, proposition, etc.) shall be accepted from the floor, other than formal ones relating to adjournment, or that the vote now be taken, or other procedural matters.
- 8.11.4 Papers/documents for information, discussion, or decision shall not be read to the Congress. They shall be circulated or distributed among Members prior to the meeting. The author may then elaborate on any points s/he deems necessary by permission of the President or acting Chair. The document/paper may then be discussed and the author questioned by the delegates during such period of time as the President or Chair shall, subject always to the overriding authority of the Congress, so decide.
- 8.12 *Minutes of Congress Meetings*: Minutes of meetings shall be published within 30 days after the meeting.

Article IX. Voting Between Congress Meetings and Absentee Voting

- 9.1 *Voting between Congress Meetings*: Voting may be conducted between Congress meetings by Voting Members on proposals sent to them by the Board in accordance with the procedures set forth in Articles 8.6, 8.7 and 8.8 and this article and not inconsistent with the provisions of these Bylaws of the USFSS.
- 9.1.1 The Board vote shall be 50% in favor of submitting the proposal to the Voting Members.
- 9.1.2 Voting may be by mail or electronic means, provided that due care is taken to ensure ballot integrity and that 20% of the respondents are Active Athletes. Ballot must be written so as to indicate for each voter his or her membership category.

- 9.1.3 A deadline date must be included in any such proposal, not to be any less than two weeks from the date the proposal is sent to Voting Members.
- 9.1.4 Any solicitation for votes by written ballot, including email ballots, shall indicate the number of responses necessary to meet the quorum requirements, state the percentage of approvals necessary to approve each matter other than the election of directors and officers, and be accompanied by written information sufficient to permit each person voting to reach an informed decision.
- 9.2 *Absentee Voting:* Voting may be conducted by absentee balloting via mail or electronic means in accordance with the procedures set forth in this article and not inconsistent with the provisions of these Bylaws of the USFSS.
 - 9.2.1 Absentee voting shall be for elections only.
 - 9.2.2 At least two weeks prior to a Congress, the Secretary shall send to all members as part of the working papers an absentee ballot.
 - 9.2.3 The ballot shall indicate the number of responses necessary to meet the quorum requirements, state the percentage of approvals necessary to approve each matter and be accompanied by written information sufficient to permit each person voting to reach an informed decision.
 - 9.2.4 Due care must taken to ensure that ballot integrity is maintained. Ballot must be written so as to indicate for each voter his or her membership category.
 - 9.2.5 The signed absentee ballot must be returned to the Secretary or election tellers and received forty-eight hours or two days prior to the opening of the Congress and shall not be counted prior to the Congress.

Article X. Board of Directors and Executive Committee

- 10.1 The affairs of this Association shall, subject to any limitations imposed by these Bylaws, be governed and conducted by a Board of Directors. Actions taken by the Board, or by the Executive Committee pursuant to authorization of the Board, shall constitute the acts of this Association and have full binding effect.
- 10.2 *Officers:* The officers of this Association shall be the President, Vice President, Secretary, and Treasurer.
- 10.3 *Board Composition:* The Board shall consist of not more than fifteen voting persons. Members of the Board shall consist of both males and females and be representative of the geographic areas of the United States and of the various disciplines of the sport and shall be selected without discrimination on the basis of race, color, religion, age, sex, gender orientation, or national origin. All Board members shall be USA citizens and paid up members of United States Federation of Sleddog Sports and in good standing and shall be elected at the biennial Congress.
 - 10.3.1 No less than four of the Board shall be Active Athletes who shall be elected by the Active Athletes Council.
 - 10.3.2 *Executive Committee:* Four of the Board shall be the officers of the Association (President, Vice President, Secretary, Treasurer). These four shall comprise the Executive Committee. At least one (1) of the Executive Committee shall be an Active Athlete. The Executive Committee members shall be elected by the full membership.
 - 10.3.2.1 The immediate Past President shall be a member of the Executive Committee and Board of Directors with voice but no vote for a period of one year from the end of his/her term of office as President. S/he shall serve in an advisory and transitional capacity.
 - 10.3.3 The remaining six Board of Directors shall be Directors at Large and be elected by the full Membership.
 - 10.3.4 One of the Board shall be the Affiliated Director, elected from the Affiliated Organization members. If there is no Affiliated Organization member, then the Affiliated Organization Board 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, then the Affiliated Organizations as a group shall select a qualified individual to serve as the Affiliated Organization Board director.

- 10.3.5 With Board approval, the President shall appoint or nominate, whichever case is applicable, the IFSS Continental Representative from the current Membership.
- 10.4 *Term:* Each Board member shall serve a term of four (4) years. Each term shall be from the end of Congress to the end of the next Congress.
- 10.5 *Election:* Election of members of the Board of Directors by the Congress shall be by majority vote.
- 10.6 *Vacancy:* If a Board of Directors vacancy occurs, the remaining members of the Board shall elect a successor to fill the vacancy for the remaining unexpired portion of the term in question, with the exception of the Active Athlete Board members, whose vacancy shall be filled by election by the Active Athletes Council.
- 10.7 None of the officers or members of the USFSS Board of Directors or Executive Director may hold office on any other amateur sports organization which is recognized as a National Governing Body.
- 10.8 *Meetings:* The Board of Directors shall meet quarterly.
- 10.8.1 Other meetings may be called by the President or shall be called by the President at the request of at least three members of Board. Unless notice is waived by all members of the Board, no meeting of the Board may be called with less than ten (10) days' written notice by the President, Secretary, or Board members who called the meeting.
- 10.8.2 *Quorum:* At any meeting of the Board, a minimum of two officers and 25% of the Board must be present.
- 10.9 *Proxy Voting for Board meetings:* A Board member may vote by proxy. Such proxy must stipulate its recipient, whether it is a conditional or unconditional proxy, and be signed by the Board member and sent to the Secretary in writing. A Board member may carry only one proxy vote to a Board meeting.
- 10.10 *Majority Vote:* Except as otherwise provided herein, all matters brought before the Board are to be decided by a majority vote.
- 10.11 *Transaction of Business via electronic means:* The Board of Directors may decide and transact business matters via electronic means. The Secretary shall keep an accurate record of all electronic voting. A proposal voted on via electronic means must be approved by a majority of the Board of Directors.
- 10.12 Meetings of the Board of Directors shall be open to the public, except when the Board votes to meet in executive session. Minutes of meetings of the Board of Directors and the Executive Committee shall be published within 30 days after the meeting.
- 10.13 The Board of Directors shall have primary responsibility for the competitive sled dog sports programs of the Association by determining policy and exercising jurisdiction related thereto, and approving actions of any committees it appoints to directly administer or implement these programs.
- 10.14 The President shall preside at all meetings of the Board of Directors, and shall otherwise be the principal officer of this Association, carrying out those responsibilities assigned by the Board and those normally held by the principal officer of any incorporated association.
- 10.15 The Executive Committee of this Association shall, subject to establishment of policies and operating principles by the Board of Directors, carry out the day-to-day affairs of the Association. The minutes of all Executive Committee meetings shall be mailed or sent via electronic means to all Board of Directors of the Association within three weeks after the event.
- 10.16 *Annual Budget:* The Executive Committee shall cause an annual proposed budget for the Association to be prepared on or before July 1 of each year, and shall submit such budget to the members of the Board of Directors at their annual meeting. Upon approval of the Board, the budget may be revised upon action by the Board.

Article XI. Executive Director

- 11.1 The Board of Directors may employ an Executive Director as the principal administrator of the affairs of this Association. The Executive Director shall be responsible to the Board and Executive Committee for the performance of such managerial and administrative duties as shall be assigned by the Board.
- 11.2 Subject to the approval of the Board of Directors, the Executive Director shall employ such additional administrative personnel as are necessary to carry out the affairs of this Association.

- 11.3 The Executive Director may sit on any committee and shall be present at any Congress and Board of Directors' meeting and Executive Committee meeting with voice but no vote.

Article XII. Committees

12.1 *Standing Committees:* Standing committees may have constituent representation, other composition, size and responsibilities as prescribed either in the Bylaws or by action of the Board. Any constituent representation to the committees shall be directly appointed by the empowered constituent in numbers to be determined by the Board. Active athletes shall represent a minimum of twenty percent (20%) of the voting power of each standing committee and shall be eligible and elected under the requirements of the USOC Constitution and Bylaws. The chairperson of each standing committee shall be named by the President with the approval of the Board. The general membership at the Congress may create or dissolve standing committees.

12.1.1 The President shall be ex officio on all committees except the nominating committee and discipline committee.

12.2 *Ad hoc Committees:* With the approval of the Board of Directors, the President shall name such ad hoc committees as he or she deems necessary or desirable, and these committees shall have active athlete representation as required by the USOC Constitution and Bylaws.

12.3 *Active Athletes Council*

12.3.1 Active athletes shall represent at least twenty percent (20%) of the voting power and membership on all entities within the governance and administrative structure of this Association as required by the USOC Constitution and Bylaws.

12.3.2 The Active Athletes Council shall have the responsibility of electing active athletes to the Board of United States Federation of Sleddog Sports. In the event an active athlete is unable to complete the term of a position to which duly elected, the Athletes Council shall elect a replacement for the remainder of the unexpired term.

12.3.3 The Active Athletes Council shall consist of all Active Athlete Members.

12.3.4 Its Chair and Vice Chair shall be elected from and by the members thereof for a four-year term.

12.3.5 The Active Athletes present at its meeting shall constitute a quorum.

12.3.6 This Council shall be advisory to the Executive Committee and Board of Directors.

12.3.7 The Active Athletes Council meetings may be held on-site in person or via electronic means or a combination thereof.

12.3.8 The Active Athletes Council may decide and transact business matters via electronic means.

12.3.9 Voting may be by mail or electronic means, provided that due care is taken to ensure ballot integrity.

12.3.10 *Vacancy of the Chair:* In the event that the Active Athletes Council Chair resigns or vacates the position, the Vice Chair assumes the position of Chair until a new Chair is elected.

12.3.11 No meeting of the Active Athletes Council shall be called or scheduled with less than two weeks' advance notice by mail or electronic means from the Council's Chair or members calling the meeting.

12.3.12 A meeting of the Active Athletes Council may also be called by three (3) Active Athletes.

Article XIII. Savings Clause

13.1 Failure of literal or complete compliance with provisions of these Bylaws with respect to 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 members at meetings held do not cause substantial injury to the rights of members, shall not invalidate the actions or proceedings of the members at any meeting.

Article XIV. Final Dissolution

14.1 At the time of dissolution of the Association, the board of directors, shall, after paying or making provisions for the payment of debts, obligations, liabilities, costs and expenses of the Association, dispose

of all the assets of the Association for the purposes of the Association, or donate to other 501(c)(3) organizations. In no case shall a disposition be made to members, directors, or officers of the Association.

Article XV. IFSS Membership, Sanctioning, and Eligibility

- 15.1 This Association shall carry out the responsibilities of the IFSS membership, as they may be defined from time to time by the IFSS governing bodies. With reference to the sanctioning by this Association of international amateur athletic competition in sled dog sports, the sanction of this Association shall be required, and shall be granted, in accordance with the terms of Article VII, Section 2 of the USOC Constitution.
- 15.2 This Association shall provide an equal opportunity to amateur athletes, administrators, and officials to participate in amateur athletic competition without discrimination on the basis of race, color, religion, age, sex, sexual orientation, or national origin.
- 15.3 Before declaring any amateur athlete, administrator or official ineligible to participate in any amateur athletic competition, this Association shall provide the affected individual with written notice of the alleged grounds of ineligibility and of the individual's right to a hearing on the matter.
- 15.3.1 Unless the President determines that a hearing before the Board of Directors would result in unnecessary delay, the hearing shall be held before the Board at its next scheduled meeting. The affected individual shall be notified of the time and place of the hearing, his/her right to appear personally and/or through an attorney, and his/her right to present evidence and argument relating to his/her eligibility. The Association shall also have the right to present evidence and argument at the hearing, either through the Executive Director or President or his/her designee. The hearing shall be informal, with all parties being given reasonable opportunity to examine the pertinent evidence and to exchange views. At the request and expense of the affected individual, a transcript of the proceedings may be taken by a certified court reporter. Otherwise, the Secretary shall keep minutes of the hearing. Following the close of the hearing, the Board of Directors shall render its written decision, citing the principal grounds therefore, and a copy thereof shall be provided the affected individual. There shall be no right of an appeal within the Association from a decision of the Board.
- 15.3.2 If the President determines that a hearing before the Board of Directors would result in unnecessary delay, s/he shall promptly appoint, from among the members of the Board, a disinterested hearing officer to conduct the initial eligibility hearing. The same hearing procedures set forth in Section 15.3.1 shall apply to a hearing before the hearing officer, except that s/he, rather than the Secretary, shall keep the minutes of the hearing. If the decision of the hearing officer is adverse to the affected individual, s/he shall have the right to appeal to the Board at its next scheduled meeting. Such an appeal shall consist of a de novo proceeding as provided in Section 15.3.1, except that the transcript or minutes of the hearing before the hearing officer shall automatically be included in the evidence before the Board.

Article XVI. Internal Grievance Procedure

- 16.1 Any member of this Association may file a written grievance with the Executive Director or President pertaining to any matter within the cognizance of this Association and alleging a violation of any provision of these Bylaws, the Amateur Sports Act of 1978, or the USOC Constitution, Bylaws or General Rules.
- 16.2 Any grievance shall be signed under oath and shall allege with particularity the nature of the grievance and each claimed violation of the aforementioned documents by reference to specific sections thereof, stating in concise language how, when, and where the alleged violation occurred. The factual allegations shall be set forth in numbered paragraphs, each paragraph containing a single factual allegation.
- 16.3 Upon receipt of a grievance, the Executive Director or President shall refer it to the to the Executive Committee of the Board of Directors. In the case of a grievance referred to the Executive Committee, the committee shall make an effort to resolve the grievance among themselves, through informal means.
- 16.4 If the grievance is referred to the Board of Directors or, in the event that the member filing a grievance is not satisfied with the resolution of the matter reached by informal methods, the member shall be entitled to

be heard before the Board of Directors at its next scheduled meeting. Procedures for hearing of the grievance shall be the same as are set forth in Section 14.3.1. The Board's determination of the matter shall be final.

Article XVII. Binding Arbitration

17.1 In accordance with Article IV, Section 4 of the USOC Constitution, this Association shall, subject to exhaustion of any internal remedies set forth in these Bylaws, submit to binding arbitration conducted in accordance with the commercial rules of the American Arbitration Association in any controversy involving its recognition as a national governing body provided for in Article VIII of the USOC Constitution, or involving the opportunity of any amateur athlete, coach, trainer, manager, administrator or official to participate in amateur athletic competition, as provided in Article IX of the USOC Constitution.

Article XVIII. Dues and Assessments

18.1 All dues and assessments shall be determined by the Board of Directors. By majority vote, the Congress at any regular or special meeting of this Association may assess the members for additional amounts. Membership dues are payable by October 1st of each year, and members in good standing are considered delinquent if not paid by December 1st.

18.2 After December 1st, members in arrears of their dues will be ineligible to vote or serve in an elected position. Reinstatement to an elected position shall occur only through the appropriate USFSS election process.

Article XIX. Conflict of Interest and Ethical Practices

19.1 If any officer, or member of the Board of Directors, Executive Committee, or any other Committee, has a financial interest in any contract or transaction involving the Association, such individual shall not participate in the Association's evaluation or approval of such contract or transaction unless the material facts of the relationship or interest are disclosed or known to the other Directors and/or other Committee members. If such disclosure is made, the contract or transaction shall not be voidable if the Board or Committee in good faith authorized the contract or transaction by the affirmative vote of the majority of the disinterested Directors or Committee members and the contract or transaction is fair to the Association at the time it is authorized.

19.2 The Executive Committee shall adopt a written code of conduct and ethical practices for the Association which shall contain the requirement that each Officer, member of the Board of Directors, Executive Committee, other Committees, and each key employee of the Association abide by such code. Such code may be amended from time to time by the Executive Committee, as it may deem advisable.

Article XXX. Operating Rules

20.1 The Board of Directors may adopt rules or other operating procedures for this Association, not inconsistent with the terms herein.

Article XXI. Resolutions

21.1 Legislation may be enacted through resolutions not inconsistent with the Bylaws at any meeting of the Board of Directors, provided the legislation proposed is of a temporary character effective only for the time specified in the resolution.

Article XXII. Amendments

22.1 These Bylaws may be amended at any meeting of the Congress of this Association, provided any proposed amendment has been circulated to the Congress a minimum of twenty-one (21) days (postmark) prior to the meeting. Action shall be taken on all proposed amendments submitted for consideration. A two-thirds ($\frac{2}{3}$) affirmative majority vote of the Congress of this Association shall be required for adoption.

Article XXIII. Finances and Fiscal Year

- 23.1 The fiscal year of this Association shall be from July 1 to June 30.
- 23.2 The Association shall operate on an annual budget prepared by the Executive Committee and approved by the Board of Directors.
- 23.3 The Association shall be financially bound, within the limits of the approved budget, by the joint signatures or approval of the President and the Treasurer, or, in the absence of the President, the Vice President and the Treasurer, on all disbursements of money. Proper receipts and approval are required for any such disbursements.

Article XXIV. Parliamentary Authority

- 24.1 The rules contained in Robert's Rules of Order, Newly Revised, shall govern all meetings of this Association in all instances in which they are applicable and in which they are not inconsistent with these Bylaws.

Article XXV. Restrictions

- 25.1 The Association may not issue stock or declare or pay a dividend.
- 25.2 The Association or a director or officer as such, acting on behalf of the Association, may not contribute to, support, or assist a political party or candidate for public office.