

Article I.

Name and Purpose of Corporation

Section 1. Name.

The name of this corporation shall be the Hudson River Rowing Association, Inc. ("HRRA").

Section 2. Purpose.

The purpose of this corporation shall be to foster a sense of community by supporting and promoting scholastic and community-based rowing programs and other activities associated with non-motorized boating; to teach and train oarsmen and oarswomen without preference to race, creed, religion, color or physical disability; to provide equitable means for both recreational and competitive rowing, locally, regionally, nationally and internationally; to maintain the natural beauty of the Hudson River and surrounding area; and to provide a means for community and charitable involvement in Dutchess County and its surrounding area.

Article II.

Membership

Section 1. Forms of Membership

There shall be two forms of membership in HRRA.

A. **Affiliated organization membership.**

The organizations which are users of the HRRA Community Boathouse facilities shall be granted an affiliated organization membership to HRRA. As of the date of amendment of these by-laws, they include, but not limited to:

- Spackenkill Rowing Club, Inc.
- Lourdes Rowing Association, Inc.
- Poughkeepsie High School Crew Parents Association
- Hyde Park Rowing Association, Inc.
- Arlington Rowing Association
- Mid-Hudson Rowing Association, Inc.
- Rhinebeck Crew, Inc.
- Wappingers Crew Club, Inc.

B. General membership in HRRA.

(1) Membership in HRRA shall be open to any individual interested in supporting and promoting HRRA's mission. Paying the membership fee will entitle each person to membership in the organization for one year. Members at least 18 years of age and fulfilling any of the above requirements are entitled to one vote. Discounts to program fees and membership are to be at the discretion of the board. They will be established on an annual basis.

(2) A member who no longer desires to be a member should instruct the Treasurer in writing of this intent. No refund of dues will be extended to members who resign except by approval of two-thirds of the Board of Directors in attendance. A member who fails to make payment toward his/her dues after three written notices by the Treasurer or Program Committee Director and who does not notify the Treasurer or Program Committee Director of the reason for nonpayment will be considered to have resigned. A member who resigns during the year will not be extended any club privileges and must return any club equipment to the Treasurer or Program Committee Director.

(3) A member who does not abide by the HRRA By Laws and Rules of Order, does not abide by the rules and regulations pertaining to equipment and facilities in HRRA's care, and intentionally avoids payment of dues, can have their membership revoked. Revocation of membership can only be accomplished after an investigation and hearing of why any member should be terminated and by two-thirds vote of the Board of Directors in attendance. A member whose membership status is under investigation must receive written notice from one of the officers of HRRA thirty (30) days before revocation may be determined by the Board of Directors. A terminated member will not be eligible for a refund of any dues paid. In addition, HRRA can seek reimbursement for damages incurred by any member whose membership is terminated. Failure to make progress toward the payment of reimbursements determined by the Board of Directors for any damages from a terminated member may result in legal action by the HRRA.

Section 2. Use of Facilities.

To use the HRRA facilities, everyone shall comply with all parts of the HRRA Standard Operating Procedures and By-Laws.

Article III.

Executive Officers

Section 1. Definition.

The Executive Officers of HRRA shall consist of a President, Vice President, Treasurer and Secretary.

Section 2. Method of Election/Term.

All Executive Officers shall be members of the Board of Directors of HRRA. An active HRRA coach may be able to hold an office provided they adhere to the Article 4 section 13. Nominations for office will be in January of each year. Nominations must be given to the Policy and Governance Committee. Voting will take place at the annual meeting of the Board of Directors in February of each year. Officers are not precluded from serving an additional term provided the officers are voted in by the BOD.

Section 3. President.

The President will be responsible for discharging the following duties:

- A. Preside over all general and executive committees and special HRRA meetings and Board of Directors meetings.
- B. Represent the HRRA in all official functions with the local community, the USRA and with all individuals and organizations conducting business with the HRRA.
- C. Annually schedule each committee to present their short- and long-range strategic goals

During the second year of the President's 3-year term, a follow-on president should be voted on by the Board so the current President can use the 3rd year as an onboarding process. After the 3rd year, the elected new president will take over.

Section 4. Vice President.

The Vice-President will be responsible for discharging the following duties:

- A. Preside over all general, special and Board of Directors meetings in the absence of the President.
- B. Preside over at least half of the standing committees to ensure their objectives are met.
- C. Act as co-signor on the HRRA bank account.

Section 5. Treasurer

The Treasurer will be responsible for discharging the following duties:

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- A) Implement fiscal policies and chair the Financial Committee.
- B) Maintain HRRA's general financial records reflecting all accounts receivables and payables throughout the year.
- C) Prepare a Treasurer's report for each Board of Directors meeting and a financial statement at the end of the calendar year.
- D) Maintain all administration, correspondence and signatures with all banking institutions, lenders and the HRRA.
- E) Act as a co-signor on HRRA's bank account.
- F) Shall update, as needed, and file all state and federal filings to maintain HRRA 501c3 (non-profit) standing.

Section 6. Secretary.

The Secretary will be responsible for discharging the following duties:

- A. Take the minutes of all meetings. Minutes of all meetings shall be recorded, shared with the entire HRRA BOD, and filed in Google Docs for HRRA BOD to have access.
- B. Provide copies of meeting minutes to any member upon request.
- C. Maintain a copy of all records, documents and correspondence sent or received by HRRA during the calendar year.
- D. Act as co-signor on HRRA's checking account.

Section 7. Removal of Executive Officers.

Any or all of the HRRA Executive Officer may be removed for cause by a vote of a majority of the directors present, or without cause by a vote of two-thirds of the directors present, when there is a quorum of not less than a majority present at the meeting of directors at which such action is taken. Failure of a director to regularly attend 75% of board and committee meetings within a calendar year may, in the board's discretion, be deemed cause for removal.

An appointment to fill a removed HRRA Executive Officer will be made at the meeting of the Board of Directors by two-thirds vote of the Board of Directors in attendance, a quorum being present. The term of appointment shall be until the next annual meeting of the Board of Directors, at which time the office shall be filled by election as defined in Article IV, Section 2.

Article IV

Board of Directors

Section 1. Board of Directors.

The general management of the affairs of this corporation shall be vested in a board of directors. The board of directors shall have control of the property of the corporation and shall fix its policies, subject to the limitations of the corporation's certificate of incorporation and its qualification as a public charity under section 501(c) (3) of the Internal Revenue Code. It shall have power to employ necessary staff and other help, authorize expenditures, and take all necessary and proper steps to carry out the purposes of this corporation and to promote its best interest.

Section 2. Qualifications and Requirements of Directors.

Each director shall meet the following:

1. Be at least 18 years of age
2. Serve as Chair or active member on at least one committee (see Article V for a list of committees)
3. Attend at least 75% of the board and committee meetings within a calendar year
4. Be in compliance with SafeSport requirements including, but not limited to, the 90-minute core training and annual 30-minute refresher courses (see Article IX for details)

Section 3. Number of Directors.

The board of directors of this corporation shall consist of not less than seven nor more than fifteen directors. Notwithstanding the preceding limitation as to maximum number of directors, however, the persons serving as directors as of the date of amendment of these by-laws shall be permitted to serve out their current terms as directors.

Section 4. Election and Term of Directors.

At each annual meeting of directors, directors shall be elected to hold office until the expiration of the term for which the director is elected, and until the director's successor has been elected.

Elections shall occur once a year at the beginning of each fiscal year. If a vote is required in the interim term, a separate meeting will be established by the direction of the HRRRA Executive Board.

The directors of the corporation shall be divided into three classes, hereby designated class A, class B and class C. The classes shall be as nearly equal in number as may be. As of the amendment of these by-laws on June 22, 2022, class A shall consist of the directors whose terms expire at the next annual meeting of directors; class B shall consist of the directors whose terms expire at the second

succeeding annual meeting of directors; and class C shall consist of the directors whose terms expire at the third succeeding annual meeting of directors. Thereafter, the term of office of one class shall expire each year, in regular rotation. At each annual meeting of directors, directors to replace those whose terms expire at such annual meeting shall be elected to hold office until the third succeeding annual meeting. In case the number of directors in any class becomes unequal to the other classes, or if the maximum permitted number of directors would be exceeded, the directors may elect one or more directors to terms of one or two years, or may forego election of one or more directors, as may be deemed most practical.

Section 5. Newly Created Directorships and Vacancies.

Newly created directorships resulting from an increase in the number of directors and vacancies occurring in the board of directors for any reason may be filled by vote of a majority of the directors then in office regardless of their number. A director elected to fill a vacancy shall hold office until the next annual meeting at which the election of directors is in the regular order of business and until the director's successor is elected and qualified.

Section 6. Removal of Board of Directors.

Any or all of the directors may be removed for cause by a vote of a majority of the directors present, or without cause by a vote of two-thirds of the directors present, when there is a quorum of not less than a majority present at the meeting of directors at which such action is taken.

Failure of a director to meet the requirements as outlined in Article 4, Section 2 may, in the board's discretion, be deemed cause for removal.

Section 7. Resignation of Directors.

Any director may resign at any time. Such resignation shall be made in writing, and shall take effect at the time specified therein, and if no time be specified, at the time of its receipt by the president or secretary. The acceptance of a resignation shall not be necessary to make it effective, but no resignation shall discharge any accrued obligation or duty of a director.

Section 8. Quorum of Directors.

One-half plus 1 of the entire board shall constitute a quorum for the transaction of business or of any specified item of business and the vote of a majority of the board of directors present at the time of a vote, if a quorum is present at such time, shall be the act of the board of directors, except as otherwise expressly provided herein. As used in this section, "entire board" means the total number of directors entitled to vote which the corporation would have if there were no vacancies.

Section 9. Notice of Meetings of the Board.

The annual meeting of the board of directors shall be held on the second Wednesday of February, or such other date as shall be designated by resolution of the board of directors and may be held without notice to the directors. The notice shall be given to each director either by email or text message not less than 5 nor more than 45 days before the date of the meeting. Notice of any adjourned meeting of the board, specifying the time and place of the next meeting, shall be given to the directors who were not present at the time of the adjournment and, unless such time and place are announced at the meeting, to the other directors.

Section 10. Board and Committee Action by Written Consent.

A. Any action required or permitted to be taken by the board or any committee thereof may be taken without a meeting if all members of the board or the committee consent in writing or email to the adoption of a resolution authorizing the action. The resolution and the written consents thereto by the members of the board or committee shall be filed with the minutes of the proceedings of the board or committee.

B. Any one or more members of the board of directors, or of any committee thereof, may participate in a meeting of such board or committee by means of a telephone or similar equipment which allows all persons participating in the meeting to hear each other at the same time. Participation by such means shall constitute presence in person at such a meeting.

Section 11. Compensation of Directors.

Directors, as such, shall not receive any compensation for their services as directors.

Section 12. Contracts or Other Transactions.

No contract or other transaction between this corporation and one or more of its directors and officers, or between this corporation and any other corporation, firm, association or other entity in which one or more of its directors are directors or officers, or have a financial interest, shall be either void or voidable, for this reason alone or by reason alone that such director or directors or officer or officers are present at the meeting of the board, or of a committee thereof, which authorizes such contract or transaction, or that his, her or their votes are counted for such purpose:

A. If the material facts as to such directors' or officers' interest in such contract or transaction and as to any common directorship, officer-ship or financial interest are disclosed in good faith or known to the board or committee, and the board or committee authorizes such contract or transaction by a vote sufficient for such purpose without counting the vote or votes of such interested director or officer; or

B. If there was no disclosure, knowledge or vote as provided above, the corporation may avoid the contract or transaction unless the party or parties thereto establish affirmatively that the contract or transaction was fair and reasonable to the corporation at the time it was authorized by the board or committee.

Common or interested directors may be counted in determining the presence of a quorum at a meeting of the board or of a committee which authorizes such contract or transaction.

Section 13: Conflict of Interest of any HRRR Board Members

Whenever a BOD or officer has a financial or personal interest in any matter coming before the HRRR BOD, the board shall ensure that:

- 1.The interest of such officer or director is fully disclosed to the board of directors.
- 2.No interested officer or director may vote or lobby on the matter or be counted in determining the existence of a quorum at the meeting of the board of directors at which such matter is voted upon.
- 3.Any transaction in which a director or officer has a financial or personal interest shall be duly approved by members of the board of directors not so interested or connected as being in the best interests of the organization.
- 4.The minutes of meetings at which such votes are taken shall record such disclosure, abstention, and rationale for approval.

Article V
Committees

Section 1. Executive Committee

The Executive Committee shall consist of the President, Vice President, Treasurer, Secretary. The Committee will be responsible for the following:

- A. Consider and act on matters of importance which require action in the interim between the meetings of the Board of Directors.
- B. Report to the Board at its next meeting of any action taken.
- C. Secretary shall keep minutes of all meetings including, but not limited to, keeping minutes for the executive committee and board meetings. Additionally, the Secretary shall store any such minutes in an accessible format the Executive and/or entire board would have access to. Example: Google Drive.

Section 2. Standing Committees

A. Policy and Governance Sub Committee

The Policy and Governance Committee will consist of at least one board of directors member to act as chairperson and any number of individuals from the members-at-large of HRRRA as determined by the Policy and Governance Committee chairperson.

The Policy and Governance Committee will be responsible for the following areas:

- 1. Develop, and ensure appropriate implementation of a board, committee, and officer orientation and on-boarding strategy, which emphasizes appropriate respect of diversity, inclusion, and equity
- 2. Select for appointment and confirmation by the Board of Directors chairpersons for all standing committees.
- 3. Periodically review the defined and adopted mission and vision statements of the organization and whether they are consistent across documents and activities
- 4. Periodically review the governing documents of HRRRA and whether they are consistent with applicable laws and actual or desired organizational practices; amend such governing documents, as necessary
- 5. Develop and review other governance policies to guide effective oversight and thoughtful planning

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6. Review the performance of the board and committees, including the effectiveness of meetings, and make recommendations, as appropriate
7. Review the performance of, and any perceived or actual conflicts involving, individual board members
8. Ensure timely and compliant elections of board members and officers
9. Recommend retention and re-election of incumbent board members, as appropriate
10. Recommend the request for resignation or removal of a board member, as appropriate

B. Program sub-committee.

The program sub-committee shall consist of at least one board of directors member to act as chairperson in addition to any number of individuals from the members-at-large. The program committee will be responsible for the following HRRR duties:

1. HRRR Information:
 1. Publish and maintain HRRR information and roster. This should include in some form an informational brochure, newsletter, membership application, rules of the club and other information as deemed appropriate to prospective and new members.
2. Membership:
 1. Maintain membership applications.
 2. Answer questions regarding membership.
 3. Coordinate the processing of applications, waivers and dues to the Treasurer.
 4. Conduct membership drives as deemed appropriate to the general membership
 5. Maintain a list of members and prospective members.
3. Reports:
 1. Prepare monthly and annual reports to be presented at board of directors meetings.
4. Merchandise:
 1. Develop and maintain all merchandise order forms for club members.
 2. Maintain inventory of HRRR uniforms and merchandise.
 3. Determine pricing for HRRR merchandise.
 4. Recommend to the board of directors any changes in design or inventory of HRRR merchandise.
 5. Determine, coordinate and consummate all merchandise transactions and maintain current records for the Treasurer.

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5. Communications:

1. Develop and distribute all press releases, race results, advertising, and promotional activities to the various national, regional, and local media.

6. Programs:

1. Develop and maintain programs.
2. Establish and maintain coaching clinics and classes for members
3. Develop programs for national team development.
4. Inform the coaches committee what programs will be offered and their potential numbers to establish coaching and equipment needs.

C. Finance Sub-Committee.

The finance sub-committee shall be chaired by the Treasurer and shall consist of a number of members of the board of directors as shall be determined by the Policy and Governance Committee. The finance committee shall be responsible for the financial affairs of HRRRA. Its duties shall include, but not be limited to, the following:

1. Preparation of an annual financial plan to include estimates of income and expense, investment policy, disbursement plans, reporting requirements and other related elements to be considered in the financial management of HRRRA.
2. Presentation of proposed HRRRA appropriations and disbursements, borrowing, investment considerations, audit results, etc. to the board of directors of HRRRA.
3. Monitor income and expense, measure and report on the financial health and stability of HRRRA and ensure that all Federal and State laws and regulations are complied with.
4. Make recommendations to the HRRRA board of directors regarding fiscal policy, check-signing requirements and other matters affecting prudent resource management.
5. Interface with appointed outside auditors to ensure accurate recording and reporting of finances, implementation of good accounting practices and compliance with prevailing laws and regulations pertinent to the work of the finance committee.
6. Ascertain the availability of, apply for and present to the board of directors for acceptance and approval of grants for funding, loans or other sources of funding.

D. Development Sub-Committee

The development sub-committee will consist of at least one director to act as a chairperson, the treasurer and any number of the Members. The development committee will be responsible for the following duties:

1. Make recommendations to the board of directors regarding contemplated fundraising projects for program events.

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2. Organize and conduct fundraising events and projects approved by the board of directors.
3. Coordinate with the Director of Rowing / Head Coach to establish sponsorship for race events.
4. Maintain all records of all current and prospective events and fundraising donors.
5. Ascertain the availability of, apply for and present to the board of directors for acceptance and approval of the development of special projects

Section 3. Appointment of Committee Chairs.

Members of HRRA shall be appointed by the Policy and Governance Committee to chair the committees identified in Article V. Sections 2 and 4. Committee Chairs are to hold their committee's kick-off meeting no later than the start of Spring season (approximately mid-March).

Section 4. Committee Membership.

Each committee member may be selected from the At Large Membership or, as needed, from the non-member population. Committee members must be 18 years of age and, if at Large Members, must be in good standing with HRRA

Section 5. Special Committees

The Policy and Governance Committee together with the HRRA President may, subject to board of directors approval, appoint from the board of directors or from the general membership special committees he or she may deem necessary and proper.

Article VI.

Amendments

These By Laws may be amended or repealed, in whole or in part, at any meeting of the board of directors, provided that the notice of the meetings sets forth the substance of the proposed change. A two-thirds vote of the directors present is required to amend these By Laws.

Article VII.

Robert's Rules

The usual rules of parliamentary procedure shall be followed and in the event of questions thereon, Robert's Rules of Order, revised shall prevail.

Article IX.

Safety

HRRA shall follow the safety standards and requirements as subscribed by the US Rowing Association called SafeSport along with, if required, any procedures, safety standards and requirements as the Board of Directors may from time to time adopt. Anyone that is a Board Member, Volunteer, coach, or any other position deemed to work with rowers under the age of 18, shall complete the SafeSport certification located at <https://safesporttrained.org/#/dashboard>.

As reference, SafeSport policies are:

Centralized Disciplinary Database

OVERVIEW & DEFINITIONS

I. What is the purpose of the Centralized Disciplinary Database?

The Centralized Disciplinary Database (CDD) was designed specifically to inform the public if/when individuals participating in U.S. Olympic & Paralympic Movements have either been found to have engaged in—or are alleged to have engaged in—forms of misconduct that present a *potential risk* to other members of the sport community.

Accordingly, the Center does not publish all of its decisions to the CDD, but rather only those that could pose a potential risk to the broader sport community. This includes certain types of *Temporary Restrictions*, which are occasionally put in place, as necessary, pending the Center’s investigation into reported allegations; as well as when certain types of *Sanctions* are imposed after a Participant has been found to have violated the SafeSport Code.

Adjudicating Body

As designated in the “Adjudicating Body” column of the CDD, the database does not just include matters investigated and adjudicated by the U.S. Center for SafeSport, but also those adjudicated by the National Governing Bodies (NGBs), their Local Affiliated Organizations (LAOs), and/or the United States Olympic & Paralympic Committee (USOPC). For more information about the types of misconduct handled by the NGBs, LAOs, and USOPC, and what gets published in the CDD, click [here](#).

II. What exactly is published in the CDD?

What is published:

- Cases involving allegations that are so severe that *Temporary Restrictions* are necessary to mitigate potential risk to others in the sport community (e.g., allegations of child sexual abuse regarding a coach with current/ongoing access to minor athletes)
- Cases where the *Sanctions* imposed—either by the Center or by another adjudicating body—include some period of suspension or ineligibility, after a comprehensive investigation has established a violation of the SafeSport Code (typically for more egregious forms of misconduct)

What is not published:

- Cases involving a Respondent who is a minor
- Cases where any Temporary Restrictions imposed are specific to a particular party (e.g., a No Contact Directive between two adults), rather than to the broader sport community
- Cases where the Sanctions imposed do not materially limit an individual’s ability to participate in sport, such as a Formal Warning, period of Probation, or educational requirements (typically for less severe forms of misconduct)

* For more information regarding *Temporary Restrictions* and *Sanctions*, see Section IV and V, below.

III. Who is published in the CDD?

The [SafeSport Code](#) lays out the acceptable standards of conduct for all individuals who participate in Olympic & Paralympic sport. The Code applies to all “Participants” within the U.S. Olympic & Paralympic Movements, which is defined as:

- Any individual who is seeking to be, currently is, or was at the time of an alleged Code violation: a.
- A member or license holder of an NGB, LAO, or USOPC;
 - An employee of an NGB, LAO, or USOPC, and/or;
 - Within the governance or disciplinary jurisdiction of an NGB, LAO, or USOPC.
 - Authorized, approved, or appointed by an NGB, LAO, or USOPC to have regular contact with Minor Athletes.

Generally speaking, this definition captures all individuals who participate in sport within the U.S. Olympic & Paralympic Movements in some meaningful way, and includes coaches, athletes, volunteers, trainers, medical personnel, and others – particularly when those individuals have regular contact with or authority over minor athletes.

IV. Temporary Restrictions

Temporary measures are imposed or adopted on a case-by-case basis, and take all currently available information into account. Temporary Restrictions are only implemented when necessary and are narrowly tailored to mitigate the specific, potential risks posed – either to a specific individual(s) or to the broader sport community. The imposition of Temporary Restrictions *is not* a finding that misconduct occurred, but rather a precautionary measure taken to mitigate potential risks; and Temporary Restrictions can be modified or removed as information and evidence is obtained throughout the investigative process. For more information regarding how the Center assesses the need for Temporary Measures, see Section XII of the [SafeSport Code](#).

Some of the common Sanctions found in the CDD include:

1) ***Travel / Lodging Restriction(s)***

- a. This typically means that a Participant is prohibited from certain types of utilizing certain travel and/or lodging arrangements, such as a prohibition from entering any hotel room occupied by athlete(s) or other participants, a requirement that other adults be physically present during all forms of travel, or a requirement that the Participant find alternative accommodations outside of an athlete-occupied hotel or another mode of travel.

2) ***No Unsupervised Coaching / Training***

- a. This typically means that a Participant is only permitted to train and/or coach athletes while under the direct supervision of another physically-present adult(s).

3) ***Contact / Communication Limitation(s)***

- a. This typically means that a Participant is prohibited from having any one-on-one or unsupervised contact or interaction with specific athletes (e.g., minor athletes) or other participants, including communication through telephonic or other electronic mediums; this often requires that, if the Participant needs to communicate with athletes outside of supervised in-person training/coaching, another adult must be included on those communications.

4) ***Coaching / Training Restriction(s)***

- a. This typically means that a Participant is permitted to coach and/or train, but must adhere to certain limitations, such as a restriction from coaching/training certain types of athletes (e.g., minor athletes), or that coaching/training be conducted in certain areas, at certain times, or under specific circumstances.

5) ***Event-specific Restriction(s)***

- a. This typically means that a Participant is subject to certain event-specific restrictions, which may include a requirement that a chaperone accompany one's participation in an event; limitations on the type of participation or duration of the Participant's presence at a facility or event site; or a requirement that the Participant demonstrate that a particular event organizer is generally aware that restrictions are in place related to allegations of misconduct and that they approve the Participant's specific and/or restricted participation in their event.

6) ***Limitation(s) on Participation***

- a. This is typically when the scope of a Participant's ability to participate is limited in some way, such as a restriction allowing a Participant to participate in one context (e.g., as an athlete or in an administrative capacity), but prohibited from participating in another context (e.g., coaching and/or training); or requiring that certain responsibilities be reassigned to other individuals; or a restriction from participating in a certain location, facility, league, etc..

7) ***Locker Room Restriction(s)***

- a. This is typically when a Participant is prohibited from entering the locker room while athletes or certain other participants are present, and/or may require another adult to be physically present.

8) ***No Contact Directive(s)***

- a. This is typically when a Participant is prohibited from communicating in any way or through any medium with another party(ies) while an investigation is ongoing, to avoid potential conflict, confrontation, or further escalation.

9) ***Temporary Suspension***

- a. This means that a Participant is temporarily prohibited from participating, in any capacity, in any program, activity, event, or competition sponsored by, organized by, or under the auspices of the USOPC, any NGB, and/or any LAO, or at a facility under their jurisdiction. A Temporary Suspension is only implemented in matters where the Center has sufficient evidentiary support

V. Sanctions

If, after a comprehensive investigation, a Participant is found to have engaged in misconduct that violates the Code, they may be subject to Sanction(s). For misconduct that is lower in severity, appropriate Sanctions may include a Formal Warning, a period of Probation, educational requirements, or other appropriate Sanctions. For more severe forms of misconduct, Sanctions may include a period of Suspension or, for the most egregious behaviors, Permanent Ineligibility to participate in the U.S. Olympic & Paralympic Movements.

Some of the common Sanctions found in the CDD include:

1) Limited Participation

- a. This means that a Participant's eligibility to participate within Olympic & Paralympic sport is not subject to a full suspension, but has been limited in some specific way(s) in order to mitigate particular areas of potential risk. Examples include a staff member who is permitted to perform certain administrative duties, but is prohibited from having any contact or interaction with certain other participants (e.g., minor athletes, all coaches and athletes, etc.); or a coach/trainer who is prohibited from coaching or training athletes, but are themselves permitted to participate in sport as an athlete.

2) Suspension

- a. A specific period of time during which a Participant is prohibited from participating, in any capacity, in any program, activity, event, or competition sponsored by, organized by, or under the auspices of the USOPC, any NGB, and/or any LAO, or at a facility under their jurisdiction. Suspensions are imposed in response to various forms of misconduct, with lengths ranging from a few weeks, to several months, to multiple years, depending on the severity of the misconduct. Suspensions may occasionally be imposed as exclusions from some types of participation while allowing participation in other capacities, depending on the particular circumstances, but virtually all suspensions are issued alongside additional requirements that must be completed in order for a Participant to return to sport.

3) Ineligibility

- a. This means that a Participant is prohibited from participating in Olympic & Paralympic sport, similar to a suspension, essentially "until further notice." Ineligibility is a sanction typically imposed when a Respondent has pending criminal charges for serious forms of misconduct (e.g., multiple counts of possession of child pornography), in violation of the *Criminal Charges and/or Disposition* provision of the SafeSport Code. These matters are often reevaluated by the Center once those pending charges reach some form of resolution within the criminal justice system.

4) Permanent Ineligibility

- a. This means that a Participant is permanently prohibited from participating, in any capacity, in any program, activity, event, or competition sponsored by, organized by, or under the auspices of the USOPC, any NGB, and/or any LAO, or at a facility under their jurisdiction. This sanction is imposed only when a Participant is found to have engaged in egregious forms of misconduct, and represents a permanent bar from participation in Olympic & Paralympic sport.