



National Governing Body of DanceSport, Member Organization of the US Olympic Committee,
and the World DanceSport Federation

Announcement Regarding Bylaw Changes

Dear Members,

Since January of 2018, the Governing Council has made four Bylaw amendments. This announcement describes the changes and effects of the changes. Most of these amendments were made in response to issues raised by members. If there are specific clarifications or concerns any members have regarding bylaw language, we encourage members to bring proposed clarifications or concerns to the attention of the Governing Council via membersvoice@usadance.org.

Article III. A. 1.

Individual membership is restricted to United States citizens, or to those who currently reside in the United States or one of its possessions, or to individuals in an active DanceSport Partnership with a United States Citizen or Lawful Permanent Resident.

The Governing Council added the words “or Lawful Permanent Resident” to this Bylaw. This amendment formally expands USA Dance’s membership to match what had been the practice under prior administrations. For several years, the USA Dance Rulebook had stated that partners of lawful permanent residents could represent USA Dance at WDSF World Championships. This statement was technically incorrect and violated WDSF rules, but it highlighted that partners of lawful permanent residents do compete in USA Dance competitions as members of USA Dance, and that prior administrations had promoted participation by partners of lawful permanent residents even though they were technically not members of USA Dance under the Bylaws. In October 2017, the Governing Council corrected the long-standing error in the Rulebook. In April 2018, the Governing Council also expanded membership to formally recognize these participants as members of USA Dance.

Article IV. H.

Pursuant to USOC regulations, no person may simultaneously serve as a member of the GC and as an officer or director of any sports organization recognized by the USOC as a national governing body. Furthermore, no person may serve as a member of the GC or any national council, committee or task force and simultaneously serve, or have served within the past twelve months, as an officer, director, or administrative representative of another USOC national governing body or another WDSF National Member Body.



National Governing Body of DanceSport, Member Organization of the US Olympic Committee,
and the World DanceSport Federation

The Governing Council added the second sentence in response to a question raised by a member regarding dual service to USA Dance and to other WDSF National Member Bodies. USOC regulations avoid concerns of “divided loyalties” by explicitly prohibiting dual service to more than one USOC national governing body. The Governing Council has expanded on the USOC regulation to cover dual service to another WDSF National Member Body and to extend for one year after service to other such organizations. Members of the Governing Council and several committees receive confidential information of USA Dance and its members. This change will minimize any appearance of divided loyalties or risk of inadvertent disclosure of confidential information. This change does not impact people who are non-representative members of more than one WDSF National Member Body, nor does it prohibit any USA Dance member from dancing or adjudicating at any open WDSF competitions.

Article IV. Q. 2 & 3.

2. Within ten calendar days of learning of a vacancy of an elected National Officer or DanceSport Delegate position, the President (or his/her designee) shall notify the membership of the vacancy and in said notice invite any members interested in the position to apply to the President to fill the position. Electronic mail to the most recent email addresses on record shall suffice for notice.

3. The vacant elected National Officer or DanceSport Delegate position shall not be filled until a period of time not less than ten calendar days has elapsed from the time of the notification to the membership. The vacancy will be filled for the unexpired term by Presidential appointment subject to majority ratification by the GC.

The Governing Council restored “or DanceSport Delegate” to these Bylaws. This correction provides equal notice to the membership for applicants to fill a vacancy for DanceSport Delegate as for any other elected GC position.

Article XIV – COMPLAINT PROCEDURES

E. MANNER OF FILING: The Complainant must file the complaint with the Ethics Committee.

1. The complaint shall set forth in clear and concise language, in numbered paragraphs:

a. the alleged violation, complaint, denial or threat to deny, and



National Governing Body of DanceSport, Member Organization of the US Olympic Committee,
and the World DanceSport Federation

b. the remedy requested.

2. The Complainant shall sign the complaint in the presence of a notary. The following language shall be added before the Complainant's notary's signature, attesting to the accuracy of the complaint: "I certify the allegations in this document are true and correct to the best of my knowledge." The following language shall appear before the notary's signature "Subscribed and sworn before me on the ____ day of ____ in the year ____." The complaint shall be sent to the Chair of the Ethics Committee.

F. INFORMAL COMPLAINT RESOLUTION COMPLAINT PROCESSING:

1. The chair of the Ethics Committee may personally review, or may shall appoint another member of the Ethics Committee to review, a Complaint to determine whether the Complaint sufficiently complies with the manner of filing described above, if after this review it is determined the Complaint does not sufficiently comply the manner of filing, the chair of the Ethics Committee shall return the Complaint to the Complainant for correction and re-submission.

2. The chair of the Ethics Committee may personally review, or may appoint another member of the Ethics Committee to review, a Complaint to determine whether the Complaint raises a matter on which the Ethics Committee had previously provided a recommendation or guidance. If the Ethics Committee had already provided a recommendation or guidance on a matter, and the Respondent had acted in accordance with the recommendation or guidance, the Ethics Committee shall dismiss the Complaint in whole or in part. When making such a dismissal, the Ethics Committee shall explain the basis of the dismissal and may provide a copy of the recommendation or guidance to the Complainant.

3. Where a Complaint is filed by an individual or organization who within the past three (3) years has had three (3) or more complaints dismissed by a hearing panel as frivolous, unsupported, or not brought in good faith, the chair of the Ethics Committee personally review, or may appoint another member of the Ethics Committee to review, the Complaint to determine whether the Complaint provides at least a good faith allegation of a violation, complaint, denial or threat to deny. If the Complaint does not meet this good faith standard, the Ethics Committee may dismiss the Complaint.

4. When a Complaint is not returned or dismissed by the Ethics Committee, the chair of the Ethics Committee shall cause a copy of the

National Governing Body of DanceSport, Member Organization of the US Olympic Committee, and the World DanceSport Federation

Complaint to be delivered to the Respondent(s) either in person, by certified mail, or like delivery service and shall appoint a member of the Ethics Committee to contact the Complainant and the Respondent within fifteen (15) days of the complaint filing to determine if the complaint can be resolved informally. If it can, the Ethics Committee shall prepare and submit a report to be shared with within forty-five (45) days of the complaint filing to the Complainant, Respondent, and the GC outlining the terms of the resolution.

G. HEARING PROCESS:

1. Filing Fee. If the Complaint is not resolved informally, the Complainant may request a hearing. ~~A complaint filed by an individual or organization shall~~ A request for a hearing panel must be accompanied with a filing fee as specified in the "USA Dance Complaint Fee Structure" policy document except that USA Dance is not required to pay a filing fee. The complainant may request that the filing fee be reduced or waived for reasons of significant financial hardship. If such request is made, the Ethics Committee shall determine whether or not to reduce or waive the filing fee.

2. Hearing Panel. Upon the payment of the filing fee, the chair of the Ethics Committee must promptly notify the Respondent and, after consultation with the other Committee members, shall within fourteen (14) days appoint a hearing panel consisting of at least three (3) individuals to hear the complaint. The Ethics Committee shall also appoint a chair of the hearing panel from the individuals selected. The Ethics Committee or any of its members may serve as or on the hearing panel. Other disinterested individuals identified by the Ethics Committee may also be appointed to and serve on the hearing panel. At least one (1) member of the hearing panel shall be an Elite Championship Athlete athlete.

3. Response to Complaint. Prior to the scheduling of a hearing, the Chair of the Hearing Panel ~~shall~~ must cause a copy of the Complaint to be delivered to the Respondent(s) either in person, by certified mail, or like delivery service. In the event the Respondent(s) engaged in an informal complaint resolution the Respondent(s) shall respond within ten (10) days following notice of the payment of the filing fee by filing with the Chair of the Hearing Panel an answer to each of the factual allegations in the Complaint. In the event the Respondent(s) did not engage in an informal complaint resolution the Respondent shall respond within have thirty (30) days to file following notice of the payment of the filing fee by filing with the Chair of the Hearing Panel an answer to each of the factual allegations in

National Governing Body of DanceSport, Member Organization of the US Olympic Committee, and the World DanceSport Federation

the Complaint. The Respondent(s) may include new matter, also in numbered paragraph form, which contains additional facts. The response shall be signed in the presence of a notary. The following language shall be added before the Respondent's signature, attesting to the accuracy of the complaint: "I certify the allegations in this document are true and correct to the best of my knowledge." The following language shall appear before the notary signature, attesting to the accuracy of the complaint: "~~Subscribed and sworn~~ before me on the ____ day of ____." The ~~r~~Response shall be sent to the Chair of the Hearing Panel. The Chair of the Hearing Panel shall cause copies of the ~~Answer~~ Response to be delivered to all interested parties.

4. Complaints Involving Selection to Participate in a Competition. Where a complaint is filed involving selection of an individual to participate in a competition, the complainant shall include with the complaint a list of all other individuals, together with their contact information, that may be adversely affected by a decision rendered on the complaint. The ~~r~~Respondent(s) shall also submit a list of individuals, together with their contact information, that may be adversely affected by a decision rendered on the complaint. The hearing panel shall determine those individuals who must receive notice of the complaint. The hearing panel shall then be responsible for providing appropriate notice to these individuals. Any individual so notified then ~~shall~~ will have the option to participate in the proceeding as a party. If an individual is notified of the complaint, then that individual shall be bound by the decision of the hearing panel even though the individual chose not to participate as a party.

5. Conduct of the hearing. The hearing panel shall set such timelines and other rules regarding the proceeding and the conduct of the hearing as it deems necessary, however, the hearing shall commence no later than thirty (30) days after receipt of Response(s) to the Complaint. The hearing shall be informal. The hearing may be conducted by teleconference, if necessary or convenient to the parties. Each party is expected to appear personally to answer questions. They may be represented by an attorney, parent or other advocate if they wish. However, the hearing panel may exclude a representative that is disruptive, rude, or refuses to follow the rules and procedures set by the hearing panel. All parties shall be given a reasonable opportunity to present and examine evidence, and to present argument. Members of the hearing panel ~~shall~~ will 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



National Governing Body of DanceSport, Member Organization of the US Olympic Committee,
and the World DanceSport Federation

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.

6. Decision of Hearing Panel. A decision shall be determined by a majority of the hearing panel. The hearing panel's decision shall be in writing and distributed to the parties, the GC, and the Ethics Committee if it is not serving as the hearing panel within fifteen (15) days of the close of the hearing. However, the hearing panel may request from the GC an additional thirty (30) days to prepare its decision. The decision of the hearing panel ~~shall~~ will be final unless appealed to the GC.

These changes clarify the Complaint procedure described in the Bylaws. The effects of these changes are to clarify the form of a complaint, provide a process for the Ethics' Committee to review and dismiss complaints that are frivolous, unsupported or improper, and provide timelines within which complaints should be processed, and to encourage timely resolution of disputes.

Regards,

A handwritten signature in blue ink that reads "Gary Stroick".

Gary Stroick
President
USA Dance, Inc.