

Agenda

Scheduled Meeting

USA Fencing Board of Directors

February 16, 2023 Video-conference - 7pm MST/9pm EST

Public Link:

<https://us02web.zoom.us/j/83051665193?pwd=SG11Qks4VndLVmNUSHhCWDMzdXV5QT09>

Passcode: 227461

I. Call to Order

Roll Call.

General Announcements

Welcome to New Members: Ms. Aimee Rice and Mr. Darryl Jacobs.

Opening Remarks – David Arias, Chair

Recognition and Memorials: the late Elizabeth Beignet.

Conflict of Interest announcements for this agenda.

II. Consent Agenda Items (Mr. Arias)

1. To approve the minutes from the December 3, 2022 meeting, attached as [Appendix A](#).
2. To approve the record of e-voting from December 19, 2022, attached as [Appendix B](#).

III. CEO, Operations & Finance Update (Mr. Andrews, Ms. Chamberlin)

IV. Committee, Resource Teams & AC Updates (as applicable).

1. Report and Recommendations of the Y8-Y10-Y12 Working Group, attached as [Appendix C](#).
2. Report and Recommendations of the Hall of Fame Committee, attached as [Appendix D](#), with forthcoming motions under new business.
3. Preliminary summary outcome report of 2023 Membership Survey, attached as [Appendix E](#).
4. Report of the Referees' Commission, attached as [Appendix F](#).

V. Old Business

MOTION 1 (Mr. Alperstein): To take from the table Motion 5 (*Omnibus Bylaw Motion*) from the December 3, 2022 meeting, so that motion may subsequently be withdrawn in favor of the updated and revised version set forth as Motion 2, below.

Rationale: At the December 3, 2022 board meeting, the board tabled an omnibus bylaw motion available in the published agenda for that meeting. The sponsor of that motion recommends that motion be withdrawn in favor of an updated, but similar, motion below. In order to avoid confusion, the tabled motion is not fully repeated here, but is available on the USFA website for interested parties to see.

VI. New Business

Omnibus Bylaw Update

MOTION 2 (Mr. Alperstein): That the following amendments to the USA Fencing Amended and Restated Bylaws effective as of January 5, 2022 (“Bylaws”), be approved for publication pursuant to Bylaw Section 14.2.a, and that they be considered for adoption at the next meeting of the Board following the required comment period:

1. That all references in the Bylaws be amended to change the phrases “Vice-Chair,” “Vice-Chairs,” “Vice Chair,” “Vice Chairs,” and “Vice Presidents” to read “Special Board Member” or “Special Board Members” as the context requires, except for such references in Section 12.11, which shall remain unchanged.

Rationale: A change in the title of this position was recommended by the Chair of the Board. The terms “Vice-Chair” and “Vice Chair” and their plural forms appear numerous times in the Bylaws but do not reflect the role of the positions to which they refer. For example, the Vice-Chairs do not stand in the line of succession to the duties of the Chair of the Board. Instead, as described in Section 6.1.d, these positions exist to “advise the Board of Directors, assist the Chair of the Board in the discharge of the duties of that office, and perform such other duties as may be assigned by the Board of Directors.” The term “Special Board Member” more accurately describes those functions. “Vice Presidents” appears once in the Bylaws (in Section 9.3), apparently as an artifact of earlier terminology that was overlooked when use of that term was discontinued by previous amendments.

Section 12.11 is excluded from the proposed amendment because it refers to Vice-Chairs of the Referees’ Commission and the designation remains accurate and appropriate in that context.

2. That in Sections 7.4.c and 7.6.c the term “AtLarge Directors” be corrected to read “At-Large Directors.”

Rationale: The Bylaws contain 23 references to the position of At-Large Director. In all but these two the term is hyphenated. These two represent typographical or proofreading errors and should be corrected and harmonized with the other spellings of the term.

3. That the Section captioned “Treasurer and Vice Chair Candidates” and currently numbered as Section 9.3 be relocated and renumbered to become Section 6.1.e.

Rationale: There are two reasons for the change. First, and most importantly, Article IX addresses elections. The Vice-Chairs (to be renamed “Special Board Member” if item 1, above, passes) and Treasurer are not elected positions, so the current placement is anomalous. This provision, regarding these officers’ qualification to serve should be set forth in proximity to other provisions regarding their selection, in Section 6.1. Second, as currently published, the Bylaws contain two sections numbered 9.3, so at least the numbering of one should be revised.

4. That Section 10.4 be restated to read in its entirety as follows:

Section 10.4. **Removal of Treasurer or Vice Chairs.** The Treasurer or Vice Chairs of the USFA may be removed by the Board of Directors, with or without cause, ~~as follows by a duly adopted resolution of the Board of Directors.~~

- a. ~~The Treasurer may be removed only after having been provided notice and an opportunity to be heard by the Board of Directors and upon the affirmative vote of two-thirds of the Directors present and voting.~~
- b. ~~The Vice Chairs may be removed by a duly adopted resolution of the Board of Directors.~~

Rationale: This amendment does not change the procedure for removal of the Vice-Chairs (to be renamed “Special Board Members” if item 1, above, passes). However, because the Treasurer serves as a check on improper use of USA Fencing funds, removal from that office should be made more difficult to protect against a small segment of the Board abusing the removal power to protect wrongdoing or hide mismanagement. Providing the Treasurer with the opportunity to address the Board before a removal vote is taken and requiring a supermajority of the Board’s vote to remove should provide adequate assurance against abuse of the removal process. (Alternatively, removal could be predicated on proof of cause. However, defining cause could be problematic and the fact-finding necessary to prove or disprove it would be time consuming and distracting, possibly at a time when the need for removal seems urgent.)

5. That Section 6.2 regarding the terms of officers be amended to read in full as follows:

Section 6.2. **Terms of Officers.**

- a. Chair of the Board of Directors. The Director appointed as the Chair of the Board serves at the pleasure of the Board of Directors until they are no longer qualified or until a new Chair of the Board is approved by a majority of the Board. Once a new Chair of the Board is so approved, the former Chair will continue to serve any remainder of their term as an At-Large Director.
- b. Treasurer and Vice-Chairs. Unless otherwise removed as provided in these Bylaws, Special Board Members and the Treasurer shall serve terms of approximately two years, from adjournment of the annual meeting of the

Board of Directors at which they are appointed until adjournment the second annual meeting following their appointment.

- c. Terms Limited. The Chair of the Board's term in office is subject to and not greater than their term as an At-Large Director, including limits placed thereon in these Bylaws. An individual may serve as Treasurer or Vice-Chair for no more than eight (8) consecutive years.

Rationale: The proposed amendment breaks the existing Section 6.2 into three subsections. The first addresses the tenure of the Chair of the Board and clarifies that if a Director serving in that position is replaced during their term as an At-Large Director, they continue to serve in that capacity. The second section recognizes that annual appointment of the Vice-Chairs (to be renamed "Special Board Members" if item 1, above, passes) and the Treasurer as in the current Bylaws is inconvenient and unnecessary and gives these officers too little time to understand and discharge the duties of their positions before having to stand for retention. Giving them approximately two-year terms from the end of the annual meeting at which they were selected to the end of the annual meeting two seasons later addresses that, and with At-Large Directors now serving staggered terms of four years that end in even numbered years, any new members of the Board will have the opportunity to assess and pass on the credentials of incumbent or newly nominated Vice-Chairs and Treasurers.

The third section makes a change in the first sentence is actually unnecessary but was suggested by USOPC auditors who didn't understand that the new language and the old language say exactly the same thing. The last sentence is added on the "suggestion" of the USOPC auditors. With respect to the Treasurer it makes sense to prevent the relationship between that individual and staff or volunteer leadership from growing too close.

- 6. That Sections 7.19 and 12.10 of the Bylaws be amended to read in their entirety as follows, with the changes noted below in red by omitting the ~~stricken~~ language and adding the underlined language; that there be added a new Section 12.13 as set forth below; and that existing Sections 12.13 to 12.17 be renumbered as Sections 12.14 to 12.18.

Section 7.19. **Disciplinary Powers and Procedures.** The ultimate disciplinary power of the USFA shall be vested in the Board of Directors, ~~which shall, by a two-thirds vote of the members voting, have the power to suspend, expel, deny continuation of membership or deny readmission to membership of any member whose conduct may be deemed detrimental to the welfare, interests or character of the USFA, provided that at least a majority of the members of the Board of Directors cast an affirmative or negative vote on the question.~~

- a. The adjudication of disciplinary matters by the Grievance and Discipline Committee, Referees' Commission or any other body given disciplinary authority by the Board of Directors or these Bylaws shall be presumed to have the full authority of the Board of Directors and shall be self-executing without further action by the Board of Directors unless appealed. If

appealed, the suspension, expulsion, denial of continuation of membership or denial of readmission to membership shall be upheld if approved by the affirmative vote of two-thirds of the Directors voting, provided that at least a majority of the total number of Directors in office cast an affirmative or negative vote on the question. Any other legal sanction may be affirmed or imposed by the Board of Directors upon a majority vote.

~~a. Any other legal sanction may be imposed by the Board of Directors upon a majority vote or by action of any committee or commission designated by the Board of Directors or including, but not limited to the Ethics Committee and the Referees' Commission, whose disciplinary procedures shall have been approved by the Board of Directors.~~

b. Sanctions shall be imposed by the Board of Directors or such designated committee or commission only after adherence to procedures for the protection of the due process rights of the accused. The procedures to be used with respect to resolving disputes on matters of discipline, grievances, eligibility or participation shall be set forth in the Operations Manual, the Athletes Handbook or the published procedures of the designated committees or commissions. All **panelstribunals** affecting any individual's participation in protected competition constituted under this section shall include no less than one-third Athlete members as defined in Appendix II.

c. The imposition of competitive penalties within the Rules of Competition shall not be considered disciplinary action.

Section 12.10. **Ethics Committee.**

a. Purpose. The Ethics Committee shall promote and help sustain a culture of ethical conduct throughout the USFA. The Ethics Committee shall review all USFA codes of conduct, conflict of interest regulations and disclosures, and other policies and reports addressing prescribed and recommended standards of behavior of USFA members, contractors and employees. The Ethics Committee may recommend to the appropriate promulgating authority proposals for adoption, revision and improvement of codes and policies concerning ethical conduct of persons associated with the USFA. The Ethics Committee shall prescribe standards and forms for the disclosure of actual, apparent and potential conflicts of interest, and shall not less frequently than annually review such disclosures and make a report thereof to the Board of Directors.

b. Operations. The Ethics Committee shall:

i. address inquiries regarding the applicability, compliance or noncompliance with promulgated ethical standards that are referred to it by the National Office, Board of Directors, USFA members, or undertaken on its own initiative;

ii. ~~shall review complaints alleging ethical violations that are referred to it by the National Office or Board of Directors or undertaken on its own initiative~~ on an ongoing basis all USFA codes of conduct, conflict of interest regulations, and other policies addressing prescribed standards

- of behavior of USFA members, contractors and employees, and shall recommend to the Board of Directors revisions thereto;
- iii. ~~shall conduct disciplinary and grievance proceedings within its jurisdiction~~ review and opine on conflict of interest concerns referred to it by those charged with the initial review of conflict of interest disclosures; and
 - iv. ~~shall refer to the Board of Directors~~ Grievance and Disciplinary Committee (or its designated administrator) or to another appropriate body any recommendations for commencement of disciplinary proceedings that the Ethics Committee deems advisable.
- c. Composition. The Ethics Committee shall consist of six members, four of whom shall be chosen by the Board of Directors and two athletes, who meet the requirements in Appendix II. Of the members chosen by the Board, at least one shall be an individual who meets the criteria for Independent Directors and at least one shall be a member of the Legal Resources Group. The athlete members shall be selected by the Athlete Council. The Board of Directors shall select the Chair of the Ethics Committee. Each member of the Ethics Committee, however chosen, shall serve a term of two years commencing with adjournment of the Annual Meeting of the Board of Directors. If there is a vacancy on the Ethics Committee, the body that selected the member who is no longer serving shall select a successor who qualifies for and meets the requirements of the vacant position. The Board of Directors and the Athlete Council shall provide for staggered terms of the members each body selects by limiting one half of its initial appointees after the effective date of these Bylaws to one-year terms.

Section 12.13. Grievance and Discipline Committee.

- a. Purpose. The Grievance and Discipline Committee shall be responsible for the administration and adjudication of all grievances and disciplinary complaints falling within its jurisdiction as prescribed by the Board of Directors and not assigned by these Bylaws to another authority.
- b. Operations. The Grievance and Discipline Committee shall operate under procedures adopted by the Board of Directors. To the extent not inconsistent with Board of Directors prescribed procedures, the Grievance and Discipline Committee may adopt such practices and procedures as it deems appropriate and useful to the discharge of its duties.
- c. Composition. The Grievance and Discipline Committee shall consist of six members, four of whom shall be chosen by the Board of Directors, and two athletes who meet the requirements in Appendix II. Of the members chosen by the Board of Directors, none shall be a member of that body and at least two shall be licensed or retired attorneys. The athlete members shall be selected by the Athlete Council. The Chair of the Grievance and Discipline Committee shall be selected by the Board of Directors and shall be a licensed or retired attorney. Each member of the Grievance and Discipline Committee, however chosen, shall serve a term of two years commencing with

adjournment of the Annual Meeting of the Board of Directors at which they are selected, and there shall be at least one licensed or retired attorney in each two-year cohort. If there is a vacancy on the Grievance and Discipline Committee, the body that selected the member who is no longer serving shall select a successor who qualifies for and meets the requirements of the vacant position to fill the balance of the term of the vacating member. The Board of Directors and the Athlete Council shall provide for staggered terms of the members each body selects by limiting one half of its initial appointees after the effective date of this Section 12.13 to one-year terms.

Rationale: These changes, as a group, accommodate the creation of a Grievance and Discipline Committee to consolidate and simplify the adjudication of complaints involving members of USA Fencing and the organization itself. If the Board of Directors declines to create the Grievance and Discipline Committee, this motion should be denied in its entirety.

The amendments to Section 7.19 preserve the Board of Directors' ultimate authority to impose the most severe sanctions that may result from disciplinary proceedings but streamline the process by allowing adjudications by the Grievance and Discipline Committee and Referees' Commission (and other bodies that may be given jurisdiction in the future) to stand with the presumptive required approval of the Board unless an aggrieved party appeals the decision. In the event of appeal, the existing requirement of a supermajority to affirm severe sanctions is preserved. In subsection b, the word "panels" is changed to "tribunals" because the former word is not defined and is not generally understood in this context whereas "tribunals" is. That such tribunals are panels of three members is established in the Grievance and Disciplinary Committee Complaint and Hearing Procedures, on the agenda for adoption at the same meeting as these amendments.

The amendments to Section 12.10 clarify the Ethics Committee's principal responsibilities of monitoring USA Fencing behavioral policies and conflict of interest issues, and transfer its disciplinary authority to the centralized administration of the newly created Grievance and Discipline Committee.

The renumbering of current Sections is necessary if the provisions creating the G&D Committee are to preserve the current organization of the Bylaws by keeping committee designations, delineations, and descriptions together in consecutive sections.

7. That the multiple phrases in the Bylaws referring to Directors be made uniform through use of the words "Director" or "Directors" in each instance. Specifically:

That in Section 6.3.a.i the phrase "one of its members" be changed to read "a Director;"

That in Sections 6.3.a.ii, 7.11.a, 7.11.b, 7.12, 7.15.c, 10.3.a, and 12.4 the phrases "member of the Board of Directors" and "members of the Board of Directors" be changed to read "Director" or "Directors" respectively;

That in Sections 6.3.a.iii, 7.15.c, and 7.19 (in the phrases "a two-thirds vote of the members" and "a majority of the members"), the word "member" or "members" be

changed to read “Director” or “Directors” as the context requires;

That in Sections 7.4.a, 7.d, 7.7, 12.6.b, 12.7.b, and 14.2.a the phrases “member of the Board” and “members of the Board” be changed to read “Director” and “Directors” respectively;

That in Section 7.4 (first and last sentences) the phrase “voting members” be changed to read “Directors,” but that the phrase “non-voting members” in the first sentence not be changed;

That in Section 7.9 the phrase “voting members of the Board of Directors” be changed to read “Directors;”

That in Section 7.14 the phrase “Board members” be changed to read “Directors;”

That in Section 7.20.a the phrase “its members” be changed to read “a Director;” and That except for its use in the phrase “comparable director seat” in Section 7.4.d, that wherever the terms “director” and “directors” appear in the Bylaws they be changed to read “Director” or “Directors” respectively.

Rationale: These changes, recommended by the parliamentarian, serve several purposes. First, a voting member of the Board of Directors is properly designated as a “Director” and that term is used in establishing the composition of the Board as set forth in Section 7.4. Additionally, the word “member” appears 140 times in the current Bylaws, but in so doing refers to several different statuses, often in the same sentence or paragraph, such as enrolled members, committee members, family members, etc. The proposed change differentiates Directors from these other categories. Further, the Treasurer is described in Section 6.1.c as a “non-voting member of the Board of Directors,” and in the following proposed amendment it is suggested that vice-chairs (proposed to be re titled “Special Board Members”) and the Secretary be referred to in a similar manner. Designating these positions as “non-voting members of the Board of Directors” distinguishes them from Directors, who do vote, clarifies their status, and removes ambiguities such as whether they may sit with the Board in executive session, fall within the ambit of attorney-client privilege, and have other, albeit not voting, privileges and duties, including fiduciary duties, of the Board.

Certain of the changes called for in this part 7 will be obviated if other parts are adopted and either use the “Director” terminology or no longer refer to the position.

8. That the second sentence of Section 6.1.d be amended to read as follows:

~~Vice Chairs~~ **Special Members of the Board** shall serve as non-voting members of the Board of Directors, advise the Board of Directors, assist the Chair of the Board in the discharge of the duties of that office and perform such other duties as may be assigned by the Board of Directors.

And that the last sentence of Section 6.4, regarding the office of Secretary, be amended to read as follows:

The person or persons discharging these functions shall **serve as a non-voting member of the Board of Directors and shall** serve at the pleasure of the Chair of the Board.

Rationale: Designating these positions as “members of the Board of Directors” clarifies their status and removes ambiguities such as whether they may sit with the Board in executive session, fall within the ambit of attorney-client privilege, and have other, albeit not voting, privileges and duties, including fiduciary duties, of Directors. See also Section 7.4, which refers to “such other persons as are designated non-voting members by these Bylaws.”

9. That in Sections 6.2 and 11.8 the phrase “annual meeting” be changed to read “Annual Meeting”.

Rationale: All other appearances of the term, whether referring to the Annual Meeting of the Board or of the Membership are capitalized. The suggested change makes all such references uniform.

10. That the following Section 7.10.c be added to the Bylaws:

Regular Meeting Agendas. Not less than five days prior to any Regular Meeting of the Board of Directors, there shall be delivered to each Director, officer, and the Parliamentarian an agenda of matters proposed to be considered at such meeting. A Director may propose motions not on the agenda at the Annual Meeting, but business not mentioned in the agenda may not be acted on at a Scheduled Meeting unless a majority of the members of the Board of Directors then in office vote to consider the matter.

Rationale: At present, there is no agenda notice requirement for Regular Meetings of the Board. Good governance requires that the Board members and the public have advance notice of agenda items so that they may properly prepare for the meeting or share their views on items expected to be considered. The minimum required notice, of course, does not prevent greater notice from being given but also allows for the inclusion of matters that arise close to the date of the meeting. While staff has undertaken to provide draft agendas well in advance of all meetings, there should be a firm deadline for notice of actions to be considered, provided that amendment of the agenda is possible in accord with established procedures and that the Annual Meeting remains open for new proposals.

11. That in Section 7.4.b the phrase “this Subsection” be amended to read “this Subsection 7.4.b,” that in Section 7.4.b.iii the phrase “this Subsection” be amended to read “this Subsection 7.4.b.iii,” that in Section 7.15.c the phrase “this Subsection” be amended to read “this Subsection 7.15.c,” and that in Section 12.6.a the phrase “this subsection” be amended to read “this Subsection 12.6.a.”

Rationale: These changes are recommended by the Parliamentarian to clarify internal references.

12. That the following be added as a second sentence to Section 7.15.c:

If the matter to be submitted for such a vote is to be considered privileged or confidential, as if taken up in executive session, the notice of the submission shall so state and the Directors shall act accordingly.

Rationale: This amendment, suggested by the Parliamentarian, is intended to assist the Directors in their understanding of their obligations with respect to the treatment of matters submitted for votes taken other than at convened meetings of the Board.

13. That the following sentence in Section 7.15.c be amended to read as indicated:

The closing date shall be ~~not less than the~~ **earlier of** three business days after the provision of notice of the vote to be taken **or upon receipt votes or abstentions from all Directors.**

Rationale: This amendment, suggested by the Parliamentarian, provides that the voting closes when all Directors have voted or abstained and that balloting need not be held open thereafter.

14. That the following be added as the penultimate sentence to Section 7.15c:

Once a matter has been submitted for a vote under this Subsection 7.15.c, it may not be withdrawn after the vote of at least one Director has been received by the Secretary.

Rationale: This amendment, suggested by the Parliamentarian, is intended to reduce the potential for manipulation of matters submitted for votes under the section.

15. That the following be added as Section 7.15.e:

Parliamentarian. For each meeting of the Board of Directors there shall be a Parliamentarian, who may be appointed for each meeting or as a standing position, to advise the Board on matters of procedure and who serves at the pleasure of the Board. No person may assume the position of Parliamentarian until they have executed the Qualifying Affirmation provided in Article VII. The person appointed as Parliamentarian shall serve as a non-voting member of the Board of Directors and shall serve at the pleasure of the Chair of the Board.

Rationale: This amendment, suggested by the Parliamentarian, establishes the position which otherwise has no standing under the current Bylaws.

16. That Section 6.1.b be amended to read in its entirety as follows:

- b. Chair of the Board of Directors. The principal duties of the Chair of the Board of Directors shall be to foster the formulation of policy; to develop financial and membership support; and to conduct relations between the USFA and the

USOPC, the FIE, IWAS and other authorities whose jurisdictions affect the functions and purposes of the USFA. The Chair of the Board shall preside over meetings of the membership and the Board of Directors and shall be a voting member of those bodies. **Unless otherwise provided by these Bylaws or a resolution of the Board of Directors, the Chair of the Board shall with the approval of the Board of Directors appoint the Parliamentary and USFA representatives to other organizations.** The Chair of the Board shall have such authorities, powers and duties as are assigned to that office by these Bylaws or as are necessary and normally appurtenant to the powers and duties herein specified. Only current At-Large Directors on the Board of Directors may hold the office of Chair of the Board of Directors. The Chair of the Board of Directors shall be elected from among the At-Large Directors of the Board of Directors by a majority vote of the Board of Directors.

Rationale: This amendment, suggested by the Parliamentary, makes two clarifications to the section. First, it affirms that appointments of the Parliamentary and official representatives of USA Fencing to the FIE other organizations are a prerogative of the Chair with the advice and consent of the Board of Directors.

17. That in the third sentence of Section 14.2.a the word “date,” be inserted before the phrase “time and place.”

Rationale: This amendment, suggested by the Parliamentary, removes any ambiguity whether the word “time” requires disclosure of the date as well as the hour of the meeting.

18. That in Section 7.11 the word “assure” be changed to “ensure”:

Rationale: “Assure” is a typographical or diction error noted by the Parliamentary.

19. That in the last sentence of Section 11.8 the phrase “by the members” be added after the word “approved.”

Rationale: This amendment, suggested by the Parliamentary, clarifies any ambiguity about the process for approving the submission of member-initiated resolutions to the Board.

20. That in Sections 7.20 and 11.6 the phrase “Roberts Rules of Order” be changed to “Robert’s Rules of Order.”

Rationale: This amendment, suggested by the Parliamentary, corrects a misspelling.

21. That the following be added as a new Section 10.6:

Removal of the Chair of the Board of Directors. The Chair of the Board of Directors serves at the pleasure of the Board and may be removed from and replaced in that position at any time provided notice of the motion seeking removal is included in the published agenda for the meeting at which removal or replacement will be sought

and the person holding the position is given an opportunity to address the Board before the vote to remove or replace is taken. The person holding the position of Chair of the Board of Directors continues to serve as an At-Large Director unless removed from the Board itself in compliance with Section 10.3 of these Bylaws.

Rationale: Experience shows that abrupt leadership changes may engender confusion and distrust. The provision of notice that a change in Board leadership will be pursued addresses that concern by providing time for reflection, inquiry, and understanding. In addition, before an individual is removed from a position of authority or responsibility, they are in fairness entitled to an opportunity to explain the actions that engendered the removal effort for the record and to inform the decision makers. The proposed amendment makes clear that removal of the Chair does not affect their position as a Director At-Large and that as such they may only be removed from the Board by the processes prescribed for all Directors.

22. That the text of Section 4.6 of the Bylaws be deleted in its entirety and replaced with the following:

Membership Anti-doping Obligations. It is the duty of all Athletes, Athlete Support Personnel and other Persons (as those terms are defined in the World Anti Doping Code), by virtue of their participation in the Olympic, Paralympic, Pan American, Parapan American or Youth Olympic Games, participation in an Event or Competition organized or sanctioned by an NGB, PSO or HPMO, participation on a national team, utilization of a USOPC Training Center, receipt of benefits from the USOPC or USFA, inclusion in the Registered Testing Pool, or otherwise subject to the World Anti-Doping Code to comply with all anti-doping rules of WADA, the FIE, IWAS, the USOPC, and of the U.S. Anti-Doping Agency (USADA), including the USADA Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by WADA, the FIE, IWAS, and USADA. If it is determined that an Athlete, Athlete Support Personnel, or other Person may have committed a doping violation, the individual agrees to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management authority of the FIE or IWAS, if applicable or referred by USADA. In addition, Athletes agree to submit to drug testing by the FIE, IWAS, and/or USADA or their designees at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules make them subject to penalties including, but not limited to, disqualification and suspension.

Rationale: USA Fencing's legal counsel advises that the language currently set forth in Section 4.6 is prescribed for NGBs that do not have organizational members, and that because USA Fencing has organizational members such as clubs (and potentially as Amateur Fencing Organizations), the above language is required for inclusion in USA Fencing's Bylaws.

23. That the following be added as a new Section 10.9:

Financial Obligations. It is the duty of every member to remain in good financial standing with the USFA. Notwithstanding any provision of these Bylaws to the

contrary, the membership rights of any member who is more than ninety (90) days in arrears on any amount owed to the USFA will be administratively suspended without further action than notice given to the member's email address or mailing address of record. Such suspension is not considered disciplinary action and is not contingent on any procedures regarding the same. However, any member who contests such action may file a complaint and have the validity and amount of the claimed balance due established under the procedures prescribed for the resolution of grievances.

Rationale: This amendment was requested by the National Office. It documents and affirms current practice and provides the member with a means of contesting the administrative determination that they are in arrears in their financial obligations to the organization. Suspension may only take place after a lapse of 90 days and notice to the member's email or physical address of record.

24. That Section 7.4.a.ii be amended and a new Section 7.4.a.iii be added as follows:

ii. The four (4) Athlete Directors shall be selected of as follows:

A. ~~Any Director seated ex officio pursuant to Appendix HUSFA's representative to the USOPC Athlete Advisory Counsel;~~ and

B. The remaining Athlete Directors shall be elected according to the methods established by the Athlete Council.

iii. ~~If not otherwise seated as a Director, USFA's alternate representative to the USOPC Athlete Advisory Counsel shall sit with the Board of Directors as a non-voting member.~~

Rationale: This unnecessary amendment to subsection iii is demanded by the USOPC compliance auditors because they are incapable of understanding the basic principles of legal interpretation and construction. Subsection iii is new and reflects a requirement that was probably incorporated by reference, but that was not clearly so and the amendment meets USOPC requirements.

25. That Section 7.20.a be amended to read as follows:

In the absence of the Chair of the Board and the Treasurer, the Board may by resolution appoint one of its members ~~who meets the qualification of the position to~~ ~~preside. In the discretion of the Board of Directors, the appointment may be made in~~ ~~advance of any specifically known need therefore.~~

Rationale: The Bylaws do not require, clearly permit, or prohibit the Board to plan in advance for the unavailability of the Chair. This amendment confirms that the Board may plan ahead by designating in advance a qualified member who can substitute for the Chair when needed without having to make that decision under exigent circumstances.

26. That Section 12.4 be amended by the addition of the following last sentence to the section:

On any committee that oversees selection of athletes, coaches, or staff for para-fencing Protected Competitions, at least half of the athlete members must have met the requirements set forth in Appendix II by competing in a para-fencing event.

Rationale: This change is demanded by the USOPC auditors although we have found no basis for the requirement in the USOPC Bylaws or elsewhere. Nevertheless, despite that overreach, the notion is consistent with USA Fencing's commitment to para-fencing. A similar provision already exists in Section 8.2.b.iii regarding composition of the Athlete Council.

27. That Section 9.3.b.iii be amended to read in its entirety as follows:

iii. The petitions submitted in support of the prospective candidate **after August 1, 2023** include no fewer than **50250** subscriptions of voting members in good standing who have among them named no fewer than ten separate officially recognized clubs as their primary affiliation and whose identity and intent are not reasonably subject to doubt.

Rationale: This change, recommended by the National Office and the Nominating Committee with the concurrence of the Election Committee is intended to reflect the growth in membership since the petition requirements were first articulated decades ago and to assure that any candidate nominated by petition has demonstrated substantial support among the membership at large. It applies only to elections conducted and petitions submitted beginning with the 2023-24 membership year so as not to interfere with the election being conducted this year.

28. That Section 7.4.e be amended to read in its entirety as follows:

e. Terms Limited. **An Except as may be required under Sections 7.4.a.ii.A and 7.4.a.iii,** no individual may serve as **an Athlete a** Director, **Independent Director or At-Large Director for no of any class** for more than eight (8) consecutive years. This limitation shall apply to all terms of Directors commencing after September 1, 2020.

Rationale: This change was recommended in part by the USOPC auditors and extends term limits to Amateur Fencing Organization Directors who were previously not term limited. The "except" clause is logically required by the *ex officio* appointment of one of the Athlete Directors, whose term is reliant on USOPC regulations of the moment.

Creating the Grievance and Disciplinary Committee

MOTION 3 (Mr. Alperstein): That there be constituted a Grievance and Discipline Committee as follows and the Board of Directors delegate to it the authority to adjudicate complaints by USA Fencing and its members; and further that the Board of Directors and Athlete Council fill the positions on the Committee:

Grievance and Discipline Committee.

a. Purpose. The Grievance and Discipline Committee shall be responsible for the administration and adjudication of all grievances and disciplinary complaints falling within its jurisdiction as prescribed by the Board of Directors and not assigned by the Bylaws to another authority.

b. Operations. The Grievance and Discipline Committee shall operate under procedures adopted by the Board of Directors. To the extent not inconsistent with Board of Directors prescribed procedures, the Grievance and Discipline Committee may adopt such practices and procedures as it deems appropriate and useful to the discharge of its duties.

c. Composition. The Grievance and Discipline Committee shall consist of six members, four of whom shall be chosen by the Board of Directors, and two athletes who meet the requirements in Appendix II. Of the members chosen by the Board of Directors, none shall be a voting or non-voting member of that body or an officer of USA Fencing and at least two shall be licensed or retired attorneys. The athlete members shall be selected by the Athlete Council. The Chair of the Grievance and Discipline Committee shall be selected by the Board of Directors and shall be a licensed or retired attorney. Each member of the Grievance and Discipline Committee, however chosen, shall serve a term of two years commencing with adjournment of the Annual Meeting of the Board of Directors at which they are selected, and there shall be at least one licensed or retired attorney in each two-year cohort. If there is a vacancy on the Grievance and Discipline Committee, the body that selected the member who is no longer serving shall select a successor who qualifies for and meets the requirements of the vacant position to fill the balance of the term of the vacating member. The Board of Directors and the Athlete Council shall provide for staggered terms of the members each body selects by limiting one half of its initial appointees to one-year terms.

d. The adjudication of disciplinary matters by the Grievance and Discipline Committee, Referees' Commission or any other body given disciplinary authority by the Board of Directors or these Bylaws shall be presumed to have the full authority of the Board of Directors and shall be self-executing without further action by the Board of Directors unless appealed. If appealed, the suspension, expulsion, denial of continuation of membership or denial of readmission to membership shall be upheld if approved by two-thirds of the Directors voting, provided that at least a majority of the members of the Board of Directors cast an affirmative or negative vote on the question. Any other legal sanction may be affirmed or imposed by the Board of Directors upon a majority vote.

e. All tribunals affecting any individual's participation in protected competition constituted under this section shall include no less than one-third Athlete members as defined in Appendix II.

f. To the extent the Board of Directors previously delegated the approval of disciplinary panel members to the FenceSafe Review Group, that authority is hereby revoked and transferred to the Grievance and Discipline Committee.

g. The imposition of competitive penalties within the Rules of Competition shall not be considered disciplinary action.

Rationale: USA Fencing and its members have been subjected to a patchwork of authorities and procedures for the resolution of complaints made by members against other members and USA Fencing and by USA Fencing against members. The motion seeks to clarify, consolidate, and simplify the adjudication of such complaints. It is anticipated that the Grievance and Discipline Committee will eventually have Bylaw status, and proposed amendments to accomplish that are also being proposed at this meeting for publication under the amendment process. The intent of this motion is to begin Committee operations while the amendments the publication, review, and comment process.

If the Board of Directors elects to create the Grievance and Discipline Committee, it should also adopt Complaint & Hearing Procedures under which the Committee will operate, and members of the Committee will have to be selected by the Board and Athlete Counsel.

The motion preserves the Board of Directors' ultimate authority to impose the most severe sanctions that may result from disciplinary proceedings but streamline the process by allowing adjudications by the Grievance and Discipline Committee to stand with the presumptive required approval of the Board unless an aggrieved party appeals the decision. In the event of appeal, the existing requirement of a supermajority to affirm severe sanctions is continued. In subsection e, the word "tribunals" is used instead of "panels" because the latter word is not defined and is not generally understood in this context whereas "tribunals" is. That such tribunals are panels of three members is expected to be established in the Grievance and Disciplinary Committee Complaint and Hearing Procedures, on the agenda for adoption at the same meeting as this motion.

MOTION 4 (Mr. Alperstein): That the form of "Complaint and Hearing Procedures" attached to the Agenda for this meeting as [Appendix G](#) be adopted to establish the jurisdiction and provide operational procedures for the Grievance and Discipline Committee, the staff and parties to the Committee's proceedings.

Rationale: This motion should be considered after the Board acts on a related motion to constitute a Grievance and Discipline Committee and should be adopted only if that committee is formed.

The Complaint and Hearing Procedures attached as an exhibit to the Agenda are the product of several months' work by a group that includes USA Fencing's general legal counsel, the CEO, the Senior Manager of Compliance and Athlete Safety, and two Board members. Heretofore, USA Fencing's disciplinary and complaint resolution procedures have not been well defined, were hard to understand and varied from one authority to another. Centralization of authority to resolve disputes in the Grievance and Disciplinary Committee allows for use of a uniform set of procedures. Further, the motion creating the Grievance & Discipline Committee requires the Board to define the Committee's jurisdiction and provide procedures under which it operates. The proposed Complaint and Hearing Procedures fill these needs.

The proposed procedures comply with USOPC, USCSS and USADA requirements and preserve the rights of members and USA Fencing to access tribunals to resolve grievances and preserve discipline while according to all participants fair and due process.

Approval of CEO Policy

MOTION 5 (Mr. Arias): To approve the CEO Policy of USA Fencing, attached as [Appendix H](#).

Rationale: As USA Fencing plans forward for eventual CEO succession planning, the CEO policy is a first step on that road, it provides for a clear definition of expectations between USA Fencing's board and its' sole employee, the CEO.

MOTION 6 (Mr. Arias): To approve the Gift and Entertainment Policy of USA Fencing, attached as [Appendix I](#).

Rationale: USA Fencing requires a Gift and Entertainment policy to clarify the reasonable boundaries to be put in place in respect of the receipt of Gift and Entertainment to leadership within our organization. This policy in addition satisfies USOPC audit requirements in this area.

MOTION 7 (Mr. Arias): To approve the updated Conflict of Interest Policy of USA Fencing, attached as [Appendix J](#).

Rationale: These modifications to the existing USA Fencing Conflict of Interest Policy update the policy to today's operational practices and additionally satisfies various USOPC audit requirements.
Orate the differences.

MOTION 8 (Mr. Arias): To approve an Equality Policy of USA Fencing, attached as [Appendix K](#).

Rationale: Formal adoption of an Equality policy re-enforces the commitment of our organization to DEIB, and in addition satisfies USOPC audit requirements.

MOTION 9 (Mr. Arias): To approve the Whistleblower Policy of USA Fencing, attached as [Appendix L](#).

Rationale: Formal adoption of a Whistleblower policy formalizes methodology for individuals to come forward with information pertinent to the effective and ethical operation of USA Fencing, and in addition satisfies USOPC audit requirements.

MOTION 10 (Mr. Arias): To approve the board readiness plan of USA Fencing, attached as [Appendix M](#).

Rationale: As a complex organization, USA Fencing has needs to formalize a process for developing a leadership pipeline, onboarding board members and communicating where we are as a board to new board members. Adopting this readiness plan gives transparency

to that process and a guidebook to our process to succession.

MOTION 11 (Mr. Arias): To approve the CEO & Staff Leadership succession plan of USA Fencing, as [Appendix N](#).

Rationale: Similarly, USA Fencing needs a succession plan for staff leadership to ensure business continuity and the continued evolution of USA Fencing, this formalizes the guidebook and road map for both.

MOTION 12 (Mr. Arias): To approve Mr. Donald Alperstein to operate in the stead of the Chair in the event of the unavailability of the Chair until such time as Mr. Donald Alperstein or the current Chair change in their role:

Rationale: As a matter of good governance practice, and practicality, it is sensible for USA Fencing to officially appoint a similarly eligible and qualified individual to step into the role of Chair in the event of unavailability of the Chair. It should be clear that this motion does not, specifically, seek to create a succession plan nor to appoint a vice chair as such, but does provide for an individual the organization may turn to in the event of the Chair's unavailability.

Hall of Fame Criteria Adjustments.

MOTION 13 (Mr. Arias): To approve, in line with the recommendations of the Hall of Fame Committee, a revised approach to access to the Hall of Fame as set forth in [Appendix D](#) using objective measures to be selected to the Hall of Fame.

Rationale: The Hall of Fame Committee, upon recommendation of the National Office, have revised the Hall of Fame criteria to consider objective criteria for selection as detailed in the appendix. In doing so, the Hall of Fame process becomes more transparent to membership and selection to the Hall, while considering the input of membership is directly linked to the actions of an individual.

Hall of Fame Removal Policy

MOTION 14 (Mr. Arias): To be removed from the USA Fencing Hall of Fame, an individual shall be referred to the Board of Directors by the Hall of Fame Committee, or alternatively be referred by the Board of Directors own action and shall be removed only upon a two-thirds vote of Directors present at the meeting where the motion is considered.

Rationale: In extreme circumstances, issues may come to light, for example the permanent ineligibility to participate of an individual who has been previously admitted to the USA Fencing Hall of Fame. In such circumstances, USA Fencing requires a route to remove individuals, this motion formulizes the process to do so.

Multi-Activity Participation for Youth Athletes

MOTION 15 (Mr. Arias): To approve as policy, in line with the recommendations of the

Y8-Y10-Y12 Working Group attached as [Appendix C](#), a policy that to participate in National Events at Y10 and Y12 levels an individual must demonstrate participation in at least one more sport or activity from the commencement of the 2023-2024 season.

Rationale: The Y8-Y10-Y12 Working Group has determined that, based upon the expert testimony and data, the practice of competition at these age groups is an activity required in the sport of Fencing in order to develop athletes to the top levels of the sport. However, the group has also recognized the key value in balance and multi-sport athleticism at this age, designed to limit early specialization and burnout. To this end, the requirement of an additional activity or sport demonstrates the individual's commitment to the same.

Y8 Events at Regional Events.

MOTION 16 (Mr. Arias): To approve, as policy, in line with the recommendations of the Y8-Y10-Y12 Working Group, attached as [Appendix C](#), the formal approval of Y8 as a Regional level event from the 2023-2024 season, provided that an individual can demonstrate their participation in at least one more sport or activity.

Rationale: The Y8-Y10-Y12 working group endorsed the concept of Y8 being formalized as a regional level event, but not to the national level. In part because these are already contested but not recognized at regional events. In doing so, the group recommended the same requirement as for Y10 and Y12 National events.

MOTION 17 (Mr. Salem): That each committee should submit a report, at least once every three months. This report should describe the committee's activities, feedback, and recommendations to the Board.

Rationale: It is important for the Board to be informed and support the various committees' activities

IX. Good and Welfare

Report and Actions arising – USOPC Compliance Investigation.

Report and Actions arising – USOPC Audit Outcomes.

X. Recess to Executive Session (If appropriate).

XI. Executive Session (If appropriate).

XII. Recess

Minutes

Special Meeting

USA Fencing Board of Directors

December 3, 2022 Videoconference – 10a MT / Noon ET

I. Call to Order

Present: Donald Alperstein, David Arias, Ben Bratton, Peter Burchard, Sam Cheris, Lauryn DeLuca, Kat Holmes, Selina Kaing, Ivan Lee, Lorrie Marcil Holmes, Nzingha Prescod, Abdel Salem, Peter Barton (parliamentarian).

Absent: Cliff Bayer, Lauren Haynie, Alan Kidd

USA Fencing Staff: Phil Andrews, Tabitha Chamberlin, Christina Pachuta, Jill Grotzinger, Shannon Jolly

II. Consent Agenda Items (Mr. Arias)

1. To approve the minutes from the Annual Meeting, conducted October 30, 2022 (Appendix A)
2. To accept the report of the US SEMI Commission (Appendix B)

Second: Ben Bratton

Result: Passed by voice vote

III. CEO, Operations & Finance Update (Mr. Andrews, Ms. Chamberlin)

Phil Andrews provided an update on current USA Fencing National Office operations including: Staffing changes, potential insurance savings, Giving Tuesday, task force and review group building, sports performance, and the upcoming addition of an NCAA school.

Tabitha Chamberlin provided a financial update.

IV. Committee, Resource Teams & AAC Updates (if necessary / as applicable).

No updates were provided.

V. New Business

To approve independent directors of USA Fencing.

Motion 1 (Mr. Arias): That the following individual be appointed as an Independent Member of the Board of Directors for the term September 1, 2022 - August 31, 2024, to fill the position currently held by Mr. Alan Kidd.

Aimee Elizabeth Rice

Rationale: Following a review by the Nomination Committee, Aimee Elizabeth Rice, is recommended to be approved as a new Independent member of the Board of Directors.

Ms. Rice has a background in turnaround financial management and forensic accounting, as well as significant non-profit board experience. She is also an experienced athlete at the Veteran level in Olympic sport, as well as being the parent of an active athlete in sport. Her resume is attached as Appendix C.

Second: Lauryn Deluca

Result: Passed by voice vote

Motion 2 (Mr. Arias): That the following individual be appointed as an Independent Member of the Board of Directors for the term September 1, 2022 - August 31, 2024, to fill the position currently held by Mr. Cliff Bayer OLY.

Darryl Jacobs

Rationale: Following a review by the Nomination Committee, Darryl Jacobs, is recommended to be approved as a new Independent member of the Board of Directors.

Mr. Jacobs has a background in coaching, coaching education and Diversity, Equity and Inclusion. Mr. Jacobs also brings significant experience in the collegiate athletics area. His resume is attached as Appendix D.

Second: Donald Alperstein

Result: Passed by voice vote

Appointment of Independent Director to Audit Committee

Motion 3 (Mr. Arias): That the following individual be appointed as an Independent Member of the Audit Committee for the term 2022 - 2023

Aimee Elizabeth Rice

Rationale: An independent member of the Board of Directors is required to sit on the Audit Committee of USA Fencing. Ms. Rice has a significant career in financial

management and oversight inclusive of the investigation and restructuring of fraud.

Second: Kat Holmes

Result: Passed by voice vote

Appointment of Board of Directors' liaisons to Committees & Working Groups.

Motion 4 (Mr. Arias): That the following be appointed as Board Liaisons to the various Committees and working groups of USA Fencing until further notice.

Athlete Advisory Council: Kat Holmes OLY

Audit Committee: Aimee Rice

Budget Committee: David Arias

Election Committee: Darryl Jacobs

Nominating Committee: Kat Holmes OLY

Diversity, Equity and Inclusion Committee: Darryl Jacobs

International Relations Commission: Sam Cheris

Referee Commission: Donald Alperstein

SEMI Commission: Donald Alperstein

Hall of Fame Committee: Peter Burchard

Tournament Committee: Peter Burchard

Veterans Committee: Abdel Salem OLY (Egypt).

Club & Member Resource Team: David Arias

Division Resource team: Donald Alperstein

Paralympic Development Resource team: Abdel Salem OLY (Egypt)

FenceSafe Resource team: Donald Alperstein

Youth Development Resource Team: David Arias

Sports Performance Resource Team: Lorrie Marcil Holmes

Sports Medicine Resource Team: Kat Holmes OLY

Marketing & Communications Resource Team: Darryl Jacobs

Rationale: Each Committee and associated group in USA Fencing has a designated board liaison designed to ease communication lines between USA Fencing's volunteer leadership and its' committees.

Second: Abdel Salem

Result: Passed by voice vote

Bylaw Revisions.

Motion 5 (Mr. Alperstein): That the following amendments to the USA Fencing Amended and Restated Bylaws effective as of January 5, 2022 ("Bylaws"), be approved for publication pursuant to Bylaw Section 14.2.a, and that they be considered for adoption at the next meeting of the Board following the required comment period:

1. That all references in the Bylaws be amended to change the phrases "Vice-Chair," "Vice-Chairs," "Vice Chair," "Vice Chairs," and "Vice Presidents" to read "Board

Advisor” or “Board Advisors” as the context requires, except for such references in Section 12.11, which shall remain unchanged.

Rationale: These changes were recommended by the Chair of the Board. The terms “Vice-Chair” and “Vice Chair” and their plural forms appear numerous times in the Bylaws but do not reflect the role of the positions to which they refer. For example, the Vice-Chairs do not stand in the line of succession to the duties of the Chair of the Board. Instead, as described in Section 6.1.d, these positions exist to “advise the Board of Directors, assist the Chair of the Board in the discharge of the duties of that office, and perform such other duties as may be assigned by the Board of Directors.” The term “Board Advisor” more accurately describes those functions. “Vice Presidents” appears once in the Bylaws (in Section 9.3), apparently as an artifact of earlier terminology that was apparently overlooked when use of that term was discontinued by previous amendments.

Section 12.11 is excluded from the proposed amendment because it refers to Vice-Chairs of the Referees’ Commission and the designation remains accurate and appropriate in that context.

2. That in Sections 7.4.c and 7.6.c the term “At Large Directors” be corrected to read “At-Large Directors.”

Rationale: The Bylaws contain 23 references to the position of At-Large Director. In all but these two the term is hyphenated. These two represent typographical or proofreading errors and should be corrected and harmonized with the other spellings of the term.

3. That the Section captioned “Treasurer and Vice Chair Candidates” and currently numbered as Section 9.3 be relocated and renumbered to become Section 6.1.e.

Rationale: There are two reasons for the change. First, and most importantly, Article IX addresses elections. The Vice-Chairs (to be renamed “Board Advisor” if item 1, above, passes) and Treasurer are not elected positions, so the current placement is anomalous. This provision, regarding these officers’ qualification to serve should be set forth in proximity to other provisions regarding their selection, in Section 6.1. Second, as currently published, the Bylaws contain two sections numbered 9.3, so at least the numbering of one should be revised.

4. That Section 10.4 be restated to read in its entirety as follows:

Section 10.4. **Removal of Treasurer or Vice Chairs.** The Treasurer or Vice Chairs of the USFA may be removed by the Board of Directors, with or without cause, ~~as follows-by a duly adopted resolution of the Board of Directors.~~

- a. The Treasurer may be removed only after having been provided notice and an opportunity to be heard by the Board of Directors and upon the affirmative vote of two-thirds of the Directors present and voting.
- b. The Vice Chairs may be removed by a duly adopted resolution of the Board of Directors.

Rationale: This amendment does not change the procedure for removal of the Vice-Chairs (to be renamed “Board Advisors” if item 1, above, passes). However, because the Treasurer serves as a check on improper use of USA Fencing funds, removal from that

office should be made more difficult to protect against a small segment of the Board abusing the removal power to protect wrongdoing or hide mismanagement. Providing the Treasurer with the opportunity to address the Board before a removal vote is taken and requiring a supermajority of the Board's vote to remove should provide adequate assurance against abuse of the removal process. (Alternatively, removal could be predicated on proof of cause. However, defining cause could be problematic and the fact-finding necessary to prove or disprove it would be time consuming and distracting, possibly at a time when the need for removal seems urgent.)

5. That Section 6.2.a regarding the terms of officers be amended to read in full as follows:

- a. Commencement and Duration. The Director appointed as the Chair of the Board shall serve until they are no longer qualified or until a new Chair of the Board is approved by a majority of the Board. Once a new Chair of the Board is so approved, the former Chair will continue to serve the remainder of their term as an At-Large Director. Unless otherwise removed as provided in these Bylaws, Vice Chairs and the Treasurer shall serve ~~terms of approximately two years, until the next annual~~ from adjournment of the annual meeting of the Board of Directors at which they are appointed until adjournment the second annual meeting following their appointment.

Rationale: Annual appointment of the Vice-Chairs (to be renamed “Board Advisors” if item 1, above, passes) and the Treasurer is inconvenient and unnecessary and gives these officers too little time to understand and discharge the duties of their positions before having to stand for retention. By giving them approximately two-year terms from the end of the annual meeting at which they were selected to the end of the annual meeting two seasons later addresses that, and with At-Large Directors now serving staggered terms of four years that end in even numbered years, any new members of the Board will have the opportunity to assess and pass on the credentials of incumbent or newly nominated Vice-Chairs and Treasurers.

6. That the first sentence of Section 7.19 be amended to read as follows:

The disciplinary power of the USFA shall be vested in the Board of Directors, which shall, by ~~a~~ **the affirmative vote of** two-thirds vote of the members voting, have the power to suspend, expel, deny continuation of membership or deny readmission to membership of any member whose conduct may be deemed detrimental to the welfare, interests or character of the USFA, provided that at least a majority of the members of the Board of Directors cast an affirmative or negative vote on the question.

Rationale: This change, recommended by the USA Fencing Parliamentarian, clarifies that the designated actions require two thirds of the directors voting to approve the action. Without the clarification, the sentence could be construed to mean that so long as two thirds of the members cast a vote, the action could be approved by a majority of them. Note also that if item 7, below, is adopted the phrase “members of the Board of Directors” will be changed to “Directors.”

7. That the multiple phrases in the Bylaws referring to Directors be made uniform through use of the words “Director” or “Directors” in each instance. Specifically:

That in Section 6.3.a.i the phrase “one of its members” be changed to read “a Director;”
That in Sections 6.3.a.ii, 7.11.a, 7.11.b, 7.12, 7.15.c, 10.3.a, and 12.4 the phrases “member of the Board of Directors” and “members of the Board of Directors” be changed to read “Director” or “Directors” respectively;

That in Sections 6.3.a.iii, 7.15.c, and 7.19 (in the phrases “a two-thirds vote of the members” and “a majority of the members”), the word “member” or “members” be changed to read “Director” or “Directors” as the context requires;

That in Sections 7.4.a, 7.d, 7.7, 12.6.b, 12.7.b, and 14.2.a the phrases “member of the Board” and “members of the Board” be changed to read “Director” and “Directors” respectively;

That in Section 7.4 (first and last sentences) the phrase “voting members” be changed to read “Directors,” but that the phrase “non-voting members” in the first sentence not be changed;

That in Section 7.9 the phrase “voting members of the Board of Directors” be changed to read “Directors;”

That in Section 7.14 the phrase “Board members” be changed to read “Directors;”

That in Section 7.20.a the phrase “its members” be changed to read “a Director;” and

That except for its use in the phrase “comparable director seat” in Section 7.4.d, that wherever the terms “director” and “directors” appear in the Bylaws they be changed to read “Director” or “Directors” respectively.

Rationale: These changes, recommended by the parliamentarian, serve several purposes. First, a voting member of the Board of Directors is properly designated as a “Director” and that term is used in establishing the composition of the Board as set forth in Section 7.4. Additionally, the word “member” appears 140 times in the current Bylaws, but in so doing refers to several different statuses, often in the same sentence or paragraph, such as enrolled members, committee members, family members, etc. The proposed change differentiates Directors from these other categories. Further, the Treasurer is described in Section 6.1.c as a “non-voting member of the Board of Directors,” and in the following proposed amendment it is suggested that vice-chairs (proposed to be re titled “Board Advisors”) and the Secretary be referred to in a similar manner. Designating these positions as “non-voting members of the Board of Directors” distinguishes them from Directors, who do vote, clarifies their status, and removes ambiguities such as whether they may sit with the Board in executive session, fall within the ambit of attorney-client privilege, and have other, albeit not voting, privileges and duties, including fiduciary duties, of the Board.

8. That the second sentence of Section 6.1.d be amended to read as follows:

~~Vice-Chairs~~Board Advisors shall serve as non-voting members of the Board of Directors, advise the Board of Directors, assist the Chair of the Board in the discharge of the duties of that office and perform such other duties as may be assigned by the Board of Directors. And that the last sentence of Section 6.4, regarding the office of Secretary, be amended to read as follows:

The person or persons discharging these functions shall **serve as a non-voting member of the Board of Directors and shall** serve at the pleasure of the Chair of the Board.

Rationale: Designating these positions as “members of the Board of Directors” clarifies their status and removes ambiguities such as whether they may sit with the Board in executive session, fall within the ambit of attorney-client privilege, and have other, albeit not voting, privileges and duties, including fiduciary duties, of Directors. See also Section 7.4, which refers to “such other persons as are designated non-voting members by these Bylaws.”

9. That in Sections 6.2 and 11.8 the phrase “annual meeting” be changed to read “Annual Meeting.”

Rationale: All other appearances of the term, whether referring to the Annual Meeting of the Board or of the Membership are capitalized. The suggested change makes all such references uniform.

10. That the following Section 7.10.c be added to the Bylaws:
Agendas setting forth the matters to be considered at Regular Meetings of the Board of Directors shall be distributed not later than five business days before the scheduled date of the meeting, subject to change pursuant to Colorado law and Robert’s Rules of Order (Newly Revised) and with the proviso that a Director may propose motions not on the agenda at the Annual Meeting.

Rationale: At present, there is no agenda notice requirement for Regular Meetings of the Board. While staff has undertaken to provide draft agendas well in advance of all meetings, there should be a firm deadline for notice of actions to be considered, provided that amendment of the agenda is possible in accord with established procedures and that the Annual Meeting remains open for new proposals.

11. That in Section 7.4.b the phrase “this Subsection” be amended to read “this Subsection 7.4.b,” that in Section 7.4.b.iii the phrase “this Subsection” be amended to read “this Subsection 7.4.b.iii,” that in Section 7.15.c the phrase “this Subsection” be amended to read “this Subsection 7.15.c,” and that in Section 12.6.a the phrase “this subsection” be amended to read “this Subsection 12.6.a.

Rationale: These changes are recommended by the Parliamentarian to clarify internal references.

12. That the following be added as a second sentence to Section 7.15.c:
If the matter to be submitted for such a vote is to be considered privileged or confidential, as if taken up in executive session, the notice of the submission shall so state and the Directors shall act accordingly.

Rationale: This amendment, suggested by the Parliamentarian, is intended to assist the Directors in their understanding of their obligations with respect to the treatment of matters submitted for votes taken other than at convened meetings of the Board.

13. That the following sentence in Section 7.15.c be amended to read as indicated:
The closing date shall be ~~not less than the earlier of~~ three business days after the provision of notice of the vote to be taken ~~or upon receipt votes or abstentions from all Directors.~~

Rationale: This amendment, suggested by the Parliamentarian, provides that the voting closes when all Directors have voted or abstained and that balloting need not be held open thereafter.

14. That the following be added as the penultimate sentence to Section 7.15.c:
Once a matter has been submitted for a vote under this Subsection 7.15.c, it may not be withdrawn after the vote of at least one Director has been received by the Secretary.

Rationale: This amendment, suggested by the Parliamentarian, is intended to reduce the potential for manipulation of matters submitted for votes under the section.

15. That the following be added as Section 7.20.e:
For each meeting of the Board of Directors there shall be a Parliamentarian, who may be appointed for each meeting or as a standing position, to advise the Board on matters of procedure and who serves at the pleasure of the Board.

Rationale: This amendment, suggested by the Parliamentarian, establishes the position which otherwise has no standing under the current Bylaws.

16. That Section 12.5 be amended to read in its entirety as follows:
Appointments. Unless otherwise provided by these Bylaws or a resolution of the Board of Directors, the Chair of the Board ~~shall~~ with the approval of the Board of Directors, ~~shall~~ appoint ~~the Parliamentarian, USFA representatives to other organizations, and~~ the members of committees and ~~designate~~ the Chairs thereof.

Rationale: This amendment, suggested by the Parliamentarian, makes two clarifications to the section. First, it affirms that appointments of the Parliamentarian and official representatives of USA Fencing to the FIE other organizations are a prerogative of the Chair with the advice and consent of the Board of Directors. Second, it resolves an ambiguity by confirming that the appointment of committee chairs is subject to Board approval.

17. That in the third sentence of Section 14.2.a the word “date,” be inserted before the phrase “time and place.”

Rationale: This amendment, suggested by the Parliamentarian, removes any ambiguity whether the word “time” requires disclosure of the date as well as the hour of the meeting.

18. That in Section 7.11 the word “assure” be changed to “ensure”:

Rationale: “Assure” is a typographical or diction error noted by the Parliamentarian.

19. That in the last sentence of Section 11.8 the phrase “by the members” be added after the word “approved.”

Rationale: This amendment, suggested by the Parliamentarian, clarifies any ambiguity about the process for approving the submission of member initiated resolutions to the Board.

20. That in Sections 7.20 and 11.6 the phrase “Roberts Rules of Order” be changed to “Robert’s Rules of Order.”

Rationale: This amendment, suggested by the Parliamentarian, corrects a misspelling.

Second: Lauryn Deluca

Motion to lay on the table until February Board of Directors meeting: Abdel Salem

Second: Peter Burchard

Vote: Passed 8-1 by role-call vote.

Paralympic Strategic Plan Amendment

Motion 6 (Ms. Deluca): To amend the USA Fencing Strategic Plan by the addition of a new Objective 7 “Position USA Fencing’s Paralympic Program for Optimal Success in the 2024-28 Quad” in the form of the attached Appendix E.

Rationale: Investment into the Parafencing program is needed to grow it into a force that can position USA Fencing to dominate at the 2028 Los Angeles Paralympics.

Proposed Objective 7 sets benchmarks designed to position the Parafencing cadre consisting of athletes, referees, and medical classifiers for success at the 2028 Los Angeles Paralympics. The proposed objective lays out benchmarks such as

- Developing 10 National Level Parafencing referees
- Having a minimum of 3 IWAS, international certified referees
- A minimum of 1 IWAS certified classifier
- Host a Parafencing World Cup at least every other year.

These benchmarks will be met by systematically supporting athletes, focused program fundraising, engaging and educating coaches, recruiting quality referees, and implementing incentives for clubs, athletes, coaches, and athletes

Second: Abdel Salem

Vote: Passed by voice vote

Black Card Policy Amendment

Motion 7 (Mr. Bratton): To amend the Black Card Policy to adjust the probation period for a level 1 offense from “the remainder of the season plus 12 months” to “12 months from the date of issuance” and to adjust the probation period for a level 2 offense to “24 months from the date of issuance”. Black Card Policy Proposal is attached as Appendix F.

Rationale: The current probation period impacts offenders disproportionately depending on when the black card was received during the season. The current policy could result in an almost 24 month probation for those offenders in receipt at the beginning of the season but only 12 months for those in receipt at the end of the season. This change provides a more equitable penalty for all recipients and adjusts to account for the severity of a level 2 black card.

Second: Donald Alperstein

Result: Passed by voice vote

Appointment of Independent Member of the Ethics Committee

Motion 8 (Mr. Arias): To appoint the following individual to the Ethics Committee

Darryl Jacobs.

Rationale: The USA Fencing bylaws call for an individual who meets the criteria for independent director to be named to the Ethics Committee of USA Fencing, as a result, Mr. Jacobs could serve ably as an independent and dis-interested member of this Committee.

Second: Lorrie Marcil Holmes

Result: Passed by voice vote

Motion 9 (Mr. Burchard): That members of USA Fencing, who have worn the colors of Russia and Belarus in the past five years, and who have been suspended from participation in USA Fencing activities in the recent motion, have their suspensions reduced from 3 years to one year, provided they renounce in writing the current war in Ukraine, and refrain from wearing any insignia or making any statement of support for this war.

Rationale: USA Fencing's diverse community of athletes, coaches and club owners include a large percentage of Russian and Belarussian members. The very fact that these members reside in the USA, and participate in USA Fencing activities, speaks to the intentions of these members, originally from Russia and Belarus. These members are great contributors to our community, and to our competitive success domestically and abroad.

With a declaration of their renunciation of the Russian and Belarussian aggression in Ukraine, and an allegiance to the United States, and US measures against this war, they demonstrate their intentions to support the principles of fair play, and fair competition of all athletes and clubs without political statements.

One year should suffice as a sanction, provided those in question sign a declaration of renunciation of the prosecution of war by the Russian and Belarussian governments in Ukraine. Declaration Form attached in Appendix G.

Withdrawn by Mr. Burchard

VI. Good and Welfare

1. To discuss the notice of the updated USA Fencing Disciplinary Procedures, for later approval alongside associated policy and bylaw updates. (Appendix H).
2. To discuss the upcoming FIE rule changes, approved by the FIE Congress, for later implementation and approval.

VII. Recess to Executive Session

Motion (Mr. Arias): to recess to executive session

Second: Kate Holmes

Vote: Passed by voice vote

VIII. Executive Session

Present: Donald Alperstein, David Arias, Ben Bratton, Peter Burchard, Sam Cheris, Lauryn DeLuca, Kat Holmes, Selina Kaing, Lorrie Marcil Holmes, Nzingha Prescod, Abdel Salem, Peter Barton (parliamentarian).

Absent: Cliff Bayer, Lauren Haynie, Alan Kidd, Ivan Lee

USA Fencing Staff: Phil Andrews, Christina Pachuta, Jill Grotzinger

No actions taken during executive session.

Email Vote Minutes

USA Fencing Board of Directors

Via E-mail on December 16, 2022

The majority of the board approved, by e-mail vote beginning on December 16, 2022 the following motions. Any abstentions or no votes are noted following the motions.

Motion 1 (Mr. Arias): To approve the Compensation and Review Group of USA Fencing, to be composed of one At Large director (ex-officio), one independent director, one athlete representative and the Chair of USA Fencing, to immediately mean:

The Chair of USA Fencing
Darryl Jacobs (Independent)
Lauryn Deluca PLY (Athlete)
Donald Alperstein (At-Large)* - Ex-Officio.

Prior to the submission of votes, CEO Phil Andrews issued an e-mail to all voting members of the Board of Directors clarifying the foregoing motion to explain that the intent was to name Mr. Alperstein as a non-voting member of the review group and that his appointment is not actually *ex officio*.

Rationale: USA Fencing will review the performance, compensation, and development of its' CEO every year with an interim review every 6 months, to be completed prior to the internal staff review series. The following process shall be used by the group to review the performance of USA Fencing's CEO:

- * Reviewing initial objectives provided by the hiring group of USA Fencing.
- * Soliciting feedback (Positive and Constructive) from the remainder of the Board of Directors
- * Soliciting feedback, if any, from direct reports to the CEO
- * Group meeting to discuss performance of the CEO relative to the objectives.
- * Delivery of the review to the CEO
- * Delivery of a presentation and report to the USA Fencing Board of Directors in executive session.

A charter for the group is attached.

One opposition

Motion 2 (Mr. Arias): In accordance with the recommendation of the USA Fencing Referee Commission and USA Fencing Athlete Advisory Council, to adopt as stated by the FIE in the attached document "2022 Congress Summary of Decisions ang.pdf" the updated Technical Rules, to be implemented per the FIE on January 1, 2023 unless otherwise stated in the attached summary.

Rationale: The “T” rules provided by the FIE provide the basis for almost all of the USA Fencing rules, and as a result, the prompt update of our own “T” rules to adopt the changes made by the FIE provides our domestic officials, coaches and athletes with consistency with our international counterparts and similarly, the ability to compete with the same rules and thus better prepare for international participation. The USA Fencing Athlete Advisory Council, Referee Commission and National Coaches support this motion.



Compensation and Review Group

Compensation and Review Group Purpose

The Compensation and Review Group will review annually the performance, compensation, and development of its CEO prior to Membership Meeting held in conjunction with the Summer Nationals with recommendations made in Executive Sessions of the respective Board meetings. An interim review is to be completed every 6 months. The Chair of the Compensation and Review Group shall seek feedback from the remaining Board members as well as USA Fencing staff which report directly to the CEO for consideration.

Compensation and Review Group Composition

The Compensation and Review Group is to be comprised of one (1) At-Large Director (ex-officio), one (1) Independent Director, one (1) athlete representative, and the Chair of USA Fencing.



SUMMARY OF DECISIONS

2022 CONGRESS

26 November 2022

Lausanne (SUI)

1. VALIDATION OF ATTENDANCES AND PROXIES

144 federations took part in the Congress, of which 123 were present and 21 were represented.

2. RATIFICATION OF NEW FEDERATIONS

No new federations were submitted to the ratification of the Congress.

3. RATIFICATION OF THE EXECUTIVE COMMITTEE'S DECISIONS REGARDING THE APPOINTMENT OF THE INTERIM PRESIDENT

The Congress ratified the Executive Committee's decisions of 2nd March 2022, which were communicated by Urgent letter 1-22 and read out at the Congress, including the appointment of Mr. Emmanuel Katsiadakis (MH, GRE) as Interim President of the FIE.

4. 2021 ANNUAL REPORT OF THE EXECUTIVE COMMITTEE

The Executive Committee report for 2021 was approved.

5. 2021 FINANCIAL REPORT, AUDITORS' REPORT, APPROVAL OF THE ACCOUNTS, DISCHARGE OF THE EXECUTIVE COMMITTEE AND OF THE AUDITORS

The 2021 financial report, the accounts and the Auditors' report were approved.

Discharge was granted to the Executive Committee and the Auditors.

6. 2023 BUDGET

The budget for 2023 was approved.

7. APPOINTMENT OF AUDITORS

Ernst and Young were reappointed for one year.

8. VOTE TO AWARD THE WORLD CHAMPIONSHIPS

The organisation of the 2024 Junior/Cadet World Championships was awarded to the Fencing Federation of Saudi Arabia, in the city of Riyadh. The dates submitted and approved by the Congress are **12 to 20 April 2024**.

9. CALL FOR CANDIDATURES FOR THE ORGANISATION OF THE WORLD CHAMPIONSHIPS

The following National Federations have announced a candidacy for the organisation of the:

- **2025 Junior & Cadet World Championships: Estonia (tbd), Mexico (Cancun)**

- **2026 Junior & Cadet** World Championships: **Brazil (tbd)**
- **2025 Senior** World Championships: **no candidate**
- **2026 Senior** World Championships: **Hong Kong.**
- **2025 Veteran** World Championships: **Tunisia (Djerba)**
- **2026 Veteran** World Championships: **no candidate**

11. DECISIONS REGARDING ATHLETES AND OFFICIALS FROM RUSSIA AND BELARUS

The Congress accepted that the Executive Committee continues with its decision of 2nd March 2022 for the time being, while reviewing and reconsidering the situation in case of any new circumstances.

12. NOMINATIONS OF MEMBERS OF HONOUR

Following the proposal of the Executive Committee, which was submitted to the Honours Commission, the Congress awarded the title of Member of Honour to Mr. Jacek Bierkowski (POL) and Mr. Sergio Goupierre (ARG).

13. 2022 FAIR PLAY TROPHY

The 2022 Fair Play Trophy was awarded to the following athletes:

- Ms. Sheila Liliana Tejeda (MEX)
- Mr. Zsombor Keszthely (HUN)

14. REPORT OF THE 2021 CONGRESS HELD IN LAUSANNE (SUI)

The report of the 2021 Congress was approved.

Summary of decisions

CONGRESS 2021

AMENDMENTS TO THE STATUTES

The texts below are applicable from January 1, 2023, unless otherwise indicated.

Table of Contents 5.7

**The following change is for the English version of the Statutes only.*

5.7 RESPONSIBILITIES OF THE ~~CENTRAL OFFICE~~ (BUREAU)

Preamble

The International Fencing Federation (FIE) is a non-profit making organisation which is subject to the laws and regulations of the country on whose territory its head-office is located. **The Head Office of the FIE is the main office for conducting its business.**

**The following change is for the English version of the Statutes only.*

* Between meetings of the Executive Committee, the ~~Central Office~~ Bureau of the FIE is authorised to suspend or modify the Administrative Rules in exceptional cases in response to circumstances requiring an urgent solution. These modifications will become the object of a detailed report submitted for the approval of the next Executive Committee meeting.

**The following change is for the English version of the Statutes only.*

1.2.6 d

d) As an exceptional measure, and in order to develop international Fencing in countries where a National Federation which is a member of the FIE does not yet exist, the member Federations, with the agreement of the FIE ~~Central Office~~ Bureau, may accept fencers from non-member countries, specifying in advance the venue and date of the envisaged events.

1.2.7

1.2.7 All bans, suspensions, expulsions, or disqualifications ~~or other penalties~~ issued by a member federation to a licensee of the FIE because of the issuance of Black Card(s) or violation(s) of Codes of Conduct, Codes of Ethics, Disciplinary Codes or SafeGuarding policies of the ~~by a~~ member federation

or criminal infractions should be made known, as soon as possible, to the Central-Head Office of the FIE which will inform the member federations of the FIE by listing such sanctions under the Tab for FIE Documents - the Administrative Department. The FIE will ban, suspend, expel or disqualify such licensee during the duration of the penalty imposed by the member federation.

1.5 OFFICIAL LANGUAGE AND WORKING LANGUAGES

- 1.5.4 All communications of the FIE will be available in all three working languages.
- Each federation must advise the Central Head Office of the FIE in which of the languages it wishes to receive communications.
- 1.5.6 At the Congresses, people may speak in any one of the working languages and the Central Head Office will take the measures necessary to ensure that the participants can enjoy the benefit of simultaneous translation in the three languages.
-

2.2 RIGHTS AND DUTIES OF MEMBERS

- 2.2.1 *Rights and duties of member Federations*
- b) Each member Federation has the right to present its candidates for the different bodies of the FIE (see chapter 4).
- They also have the right to draw up proposals which may be submitted to the Congress ~~(see~~ in accordance with the processes described in chapters 3.4) and 5.5.
-

3.2 ROLE OF THE CONGRESS

- 3.2.1 Each year the Congress receives the reports on the management of the Executive Committee and on the operational and financial situation of the Federation, the report on the accounts for the financial year that has ended and the report of the auditors. It approves the amounts of the fees listed in article 1.6, items 1) to 4) determined by the Executive Committee for the following season.
- It votes on the provisional budget.
- It approves the positive report of the auditors.
- Should the accounts for the financial year that has ended not be approved by the auditors, the President and the Executive Committee are dismissed from their positions.
- The Congress appoints professional auditors as auditors for the following fiscal year, which can be renewed. The report of the auditors shall be based on recognized international financial reporting standards.
- It approves changes proposed to the Statutes and to the Rules that are within the power and purview of the FIE and may discuss other proposals and requests submitted to it (cf.5.5).
-

3.3.3 Proxies and mandates

a) The right to vote at a Congress can be delegated to another federation. This proxy must be signed by the President, **Secretary General or equivalent** of the Member Federation, and the mandate can be imperative for all statutory modifications.

In no instance may a proxy agent have more than one mandate for another Member Federation.

b) The only valid proxies are those received by the FIE **twenty-four (24) hours** before the opening of the Congress, **except as permitted, within twelve (12) hours of the opening of the Congress, by the Bureau, in its reasonable discretion, upon showing proof of unavoidable delay in issuing of the proxy.** ~~the proxy must bear the signature of the President of the Member Federation.~~

3.4 AGENDA

3.4.1 All the proposals **and requests** shall reach the FIE's head office no later than midnight Lausanne time 8 months before the opening day of the next Congress.

Any proposal reaching the head office after this date cannot be put on the agenda.

3.4.2 Any proposal presented **relating to the Statutes or the Rules** must mention the number of the article of the Statutes or the Rules concerned, the deleted text, the added or modified text, as well as the motivation of the proposal. Proposals that do not respect this form will not be taken into account.

3.4.4 At Congresses, for each point under discussion ~~the~~ **each president of a Member Federation or his/her representative, the Honorary Members each Member of honour** and each member of the Executive Committee may express their opinion no more than twice, and for a maximum of ~~three~~ **two** minutes on each occasion. **In addition, members of commissions, councils and committees concerned with the particular point under discussion may express their opinion once through that body's president or his/her representative or with the agreement of that body's president.** This restriction does not apply to the presentation of commissions' reports, nor to the replies to questions addressed **from the podium** to any of the above persons, nor to the right to reply to an accusation.

4.3 ELECTION OF THE EXECUTIVE COMMITTEE

4.3.1 Members of the Executive Committee (according to articles 5.2.1 and 5.2.4 definitions), cannot be member of a Commission of the FIE, **the Ethics Committee**, one of its Councils or of its Disciplinary Panel. Furthermore, members of commissions cannot be members of one of its Councils, **its Ethics Committee** or of its Disciplinary Panel. An individual can only be a member of one of the following at any point in time - the Executive Committee, a Commission, **the Ethics Committee**, a Council or the Disciplinary Panel.

4.7 SELECTION OF THE COUNCILS AND COMMITTEES

4.7.1 Nobody may be candidate for more than one of the Councils.

**The following change is for the English version of the Statutes only.*

- 4.7.4 The FIE ~~central~~ Head office will submit all candidacy forms and joint documents about the Councils' candidates to the Executive Committee at its first meeting after the Elective Congress.
-

**The following change is for the English version of the Statutes only.*

5.2 STRUCTURE OF THE EXECUTIVE COMMITTEE

- 5.2.2 Two members of the Executive committee, performing the functions of Secretary General and Secretary-treasurer, are appointed by the President of the FIE.

The Executive Committee then elects three Vice-Presidents from among its own members.

The President, the Secretary General, the Secretary-Treasurer and the three Vice-Presidents form the ~~Central Office~~ (Bureau).

All the members of the Bureau, as described in Article 5.2.2, because of the official duties they are given, may not fill any other posts in the official competitions of the FIE, with the exception of the supervision of protocol.

**The following change is for the English version of the Statutes only.*

5.4 EXECUTIVE COMMITTEE MEETINGS AND DECISIONS

- 5.4.1 The number and the venues of the plenary sessions of the Executive Committee is determined every year by the Executive Committee. Special meetings may be requested by the President, the majority of the ~~central Office~~ Bureau or the majority of the Executive Committee.

The agenda of the Executive Committee meeting shall reach each member of the Executive Committee at least 10 days before the meeting.

5.5 EXECUTIVE COMMITTEE FUNCTIONS

- 5.5.7 The Executive Committee is responsible for planning, modifying and drafting the text of the Administrative Rules. ~~It approves the drafting of the texts prepared by the Rules Commission and the Legal Commission for submission to the Congress~~

- 5.5.8 The Executive Committee reviews all proposals submitted to the FIE for inclusion on the forthcoming Congress's agenda. It is responsible for deciding which are the appropriate amendments to the Rules or Statutes and determines which commissions, committees or councils should review further each proposal in preparation for that congress. It also determines which are the proposals that may be discussion topics at the Congress and those that may be assigned to a Working Group for further analysis. It advises the submitting National Federations of its decisions regarding these latter categories and the reasons for which the proposal has been so designated as a discussion topic or has been forwarded to a Working Group, details of which shall also be included in the Congress documents for information. For the structure, mandate and reporting of Working Groups, see Chapter VI-B.

- 5.5.9 The Executive Committee approves the Bureau ~~central Office~~'s proposals for new Members of Honour before they are presented to the Congress.

The Executive Committee in particular reviews and comments on the texts drafted by the Rules Commission and the Legal Commission for submission to the Congress.

**The following change is for the English version of the Statutes only.*

5.7 RESPONSIBILITIES OF THE CENTRAL OFFICE (BUREAU)

- 5.7.2** All the members of the Bureau, as described in Article 5.2.2, because of the official duties they are given, may not fill any other posts ~~in the official competitions~~ at the World Championships of the FIE, all categories, with the exception of the supervision of protocol. In addition, the members of the Bureau may not undertake the role of Supervisor at FIE World Cup or Grand Prix competitions.
-

**The following change is for the English version of the Statutes only.*

5.8 BUDGETARY RESPONSIBILITIES OF THE TREASURER

- 5.8.1** a) The treasurer establishes a very detailed and precise budget, with additional explanations if necessary. This budget is intended for the management of the FIE, President, ~~Central Office~~ Bureau, Executive Committee and auditors.
-

6.2 STRUCTURE OF THE COMMISSIONS

- 6.2.2** The commissions will meet within two months of their election in order to elect their President and prepare their working calendar.

- A Commission's meeting is valid only when the majority of its members are present. These meetings may be in a physical location or virtual (via teleconference, videoconference or any other appropriate electronic means), as determined by the Executive Committee. They may not however take the form of a hybrid meeting (physical plus virtual).
- When the meeting is held via electronic means, the identity of the participants must be verified.
- Any elected member may propose as President any elected member, including himself/herself. If a member proposes someone other than himself/herself, written confirmation that that member agrees to be a candidate must accompany the submission of the candidature.
- The candidatures shall reach the FIE Head Office no later than 00:00 hrs Lausanne time 2 calendar days before the opening of the meeting.
- In case of only one candidate, that candidate is automatically elected by acclamation.
- The election shall take place as near the beginning of the meeting as is feasible.
- Until the new President has been elected the meeting shall be chaired by the Executive Committee representative.

- Voting is by secret ballot among the elected members being present. The votes will be counted by a disinterested person from outside the commission and voting may be carried out by electronic ballot. No proxy or advance voting is allowed.

~~The candidate having an absolute majority of those voting shall be the president; if this is not achieved (3+ candidates) the candidate with fewest votes withdraws and a second ballot shall be held, at which a simple majority of the votes is required. In case of a tie in the second ballot (or the first ballot when there are only two candidates), the president will be the younger candidate.~~

- To be elected at the first ballot a majority of the votes cast is required.

If in the first round of voting no candidate receives the absolute majority of the votes cast, the candidate who received the least votes is eliminated and an additional round is organised.

If during the second round an absolute majority of votes is not obtained by a candidate, the candidate who received the least votes is eliminated and one or several additional rounds are organised until one candidate obtains a majority of votes or until only two candidates remain.

In this case, the candidate who receives the most votes at the following round is elected.

Should there be a tie between two candidates for two rounds of voting, the younger candidate is elected.

6.4 MEETINGS OF COMMISSIONS OTHER THAN TO ELECT THE COMMISSION PRESIDENT

6A.2 STRUCTURE OF THE COUNCILS

6A.2.1 Each Council is made up of ten voting members selected by the Executive Committee. ~~except the Fair Play Council, which shall consists of seven members selected by the Executive Committee.~~

CHAPTER VI-B- WORKING GROUPS

6B.1 FIE Working Groups are constituted by the Executive Committee to provide support and guidance to the FIE Executive Committee, its Head Office or any FIE Commissions or Councils and may be established to: (1) research an ideas for improvement which may require analysis or tests , deal with special circumstances referred to it by one of those bodies or on its own; (2) because of an issue raised by the IOC, ASOIF or other external body with which the FIE interacts or (3) spurred by a proposal or idea presented by a Member Federation to the Executive Committee.

6B.2 Working Groups shall be established for a single or specific purpose that is limited in scope or in time, and which will be disbanded automatically upon fulfilment of its purpose or upon the expiration of its stated duration. The Executive Committee shall indicate the mission of each Working Group and the deadline for completion of that mission.

6B.3 STRUCTURE OF A WORKING GROUP

6B.3.1 Each Working Group will be made up of experts on the subject matter of the Working Group and may, but need not, be members of the Executive Committee, Ethics Committee, Commissions or Councils. Members outside of the FIE bodies may include lawyers, engineers, professors, physicians, etc. who have expertise in the subject matter of a specific Working Group and can supplement the knowledge of those members of the FIE bodies. The individuals selected for the working Group shall

have proven expertise in the subject matter of the specific Working Group and confirm their availability to dedicate the time and effort required for the length of the existence of the Working Group. The individuals shall be free of any conflicts of interest regarding the subject matter of the specific Working Group.

6B.3.2 The composition of a Working Group should contain, whenever possible, individuals from each zone and of both genders.

6B.3.3 In the event of a member's death or resignation, the Executive Committee will replace him/her by another member, taking into account the above guidelines as applicable from time to time.

6B.3.4 Working Groups shall report to the Executive Committee which shall include at each Congress information regarding the progress of each of the Working Groups. To the extent that the work of a Working Group develops a proposal that affects the Statutes, Rules such proposal shall be submitted to the appropriate Commissions and/or Councils for review and comment before submission to the Congress for approval. To the extent that the proposal relates to the qualification system for the Olympic Games such proposal shall be submitted directly to the Congress for approval.

7.1 DISCIPLINARY CODE

7.1.4 d) [...]

The FIE ~~central~~ Head office will assure that the suspension be brought to the attention of all of the member federations at the time it takes effect.

7.2 DISCIPLINARY PROCEDURE

7.2.1 *The complaint*

a) Author of the complaint

Any person, individual or entity, whether or not they are a licensee of the FIE, if they are personally the victim of one of the offences enumerated above in Article 7.1.7 can present a complaint, **in one of the FIE working languages**, before the Disciplinary Tribunal.

b) Form of the complaint

The complaint must be addressed to the ~~Administrative~~ Head Office of the FIE within ~~60 days~~ **two (2) years** following the incriminating acts or the date of their discovery. The postmark of the envelope or the reception stamp of the fax **or electronic transmission** establishes the time.

7.2.2 *Composition of the Disciplinary Tribunal*

The Head Office of the FIE will inform the President of the Legal Commission of any complaint filed with the FIE and the parties involved within ~~three~~ **thirty** days after the complaint, **the translation into the language to be used by the Tribunal of the complaint and accompanying documents are filed with the FIE Head Office.** ~~was filed with the FIE~~

In case of admissibility of the complaint according to Article 7.2.1, the Legal Commission, or a sub-committee thereof selected for this purpose, will within ~~7~~ **ten (10) working** days after being informed about the complaint by the head office of the FIE eliminate those members of the D.P. who have a conflict of interest, either because of the countries represented in the controversy

or because of involvement in the incident in another role (e.g. DT, Arbitrage, etc.). It will then select the 3 members of the Disciplinary Tribunal by lots to be designated as the Tribunal, plus one additional person, also selected by lots, to be the alternate, who shall be substituted on the Tribunal if one of the 3 persons originally chosen is not available or shall be determined to have a conflict of interest which causes that person to be eliminated from the Tribunal. The Legal Commission shall designate the president of the Disciplinary Tribunal. Any member of the Tribunal selected by the Legal Commission shall have the responsibility to disclose any relationships with the parties and to refuse to accept any assignment to a Tribunal where there is a conflict of interest.

7.2.3 *The disciplinary Tribunal - composition, powers, obligations*

The head office of the FIE will send to the president of the Disciplinary Tribunal within ~~40~~ 30 working days after ~~the later of its creation or the translation of the complaint and accompanying documents into the language to be used by the Tribunal~~, the complaint, which was filed with the FIE.

The president of the Disciplinary Tribunal will, within 15 days, transmit a copy of the complaint ~~and accompanying documents, if any~~ to the person (s) being prosecuted therein.

A copy of the complaint is also sent ~~by the president of the Disciplinary Tribunal~~ to the president(s) of the federation(s) to which the parties belong.

**The following changes are for the English version of the Statutes only.*

7.2.11 Paragraphs 2,3,4,6,8 et 9

7.2.11 *Power of judgement by the Bureau of the FIE*

As a precondition to all such decisions, the president of the FIE shall summon the defendant and the Complainant(s) before the ~~Central-Office~~ Bureau of the FIE by certified mail, acknowledgement of receipt requested, one week before the meeting, specifying that the defendant can be aided or represented by a person of his choosing.

At the time of the meeting, the ~~Central-Office~~ Bureau shall assure itself that the summons has been properly presented to the defendant.

At the close of the meeting, the ~~Central-Office~~ Bureau announces its decision to the defendant and the complainant by certified mail, acknowledgement of receipt requested.

The duration of any suspension handed down is established by the ~~Central-Office~~ Bureau.

If the Disciplinary Tribunal orders a certain period of suspension, the administrative suspension ordered by the ~~Central-Office~~ Bureau of the FIE shall be included in such time.

The ~~Central-Office-Bureau~~ will make a report of this suspension at the next regular meeting of the Executive Committee.

9.1 LICENCES

9.1.10 *Change of Nationality for Licensees other than Fencer or Coach*

a) A licensee, other than a fencer or coach, ("Licensee") who enjoys multiple nationality must choose which country s/he wishes to represent. The fact that s/he has represented one of the countries in any capacity implies that s/he has made a choice. If s/he wishes to represent another country of which s/he enjoys nationality, s/he must so advise the

Head Office of the FIE and thereafter s/he may only represent this new country and can no longer represent the other country.

b) A Licensee who has already represented a country in any capacity and acquires a new nationality (from being stateless, through marriage or through naturalisation) can represent his /her new country immediately. Application for change of nationality must be received by the FIE Head Office no later than 90 days after the acquisition of the new nationality.

c) No approval of the national federation of the prior country s/he represented is required.

d) Any change in country which a Licensee represents is definitive; no further change can be authorised.

e) In cases of dispute the Executive Committee of the FIE will make a ruling, which is not subject to appeal.

9.2 FENCER'S NATIONALITY OF FENCERS

9.2.1 At the Olympic Games a ~~competitor's~~ fencer's nationality is set by rules of the I.O.C. to which the FIE must conform.

9.2.2 For official competitions of the FIE, ~~competitors~~ fencers must be strictly of the nationality of the country which they are representing:

a) The fencer who enjoys multiple ~~nationality~~ nationalities must choose which country he wishes to represent. The fact that s/he has fenced for one of the countries in an official FIE competition or Regional Games implies that s/he has made a choice. If s/he wishes to represent another country of which s/he enjoys nationality, s/he must so advise the Head office of the FIE and s/he may only represent this other country after an interval of three years from the earlier of the last time s/he represented the other country or when the date s/he advised the ~~Central~~ Head Office of the FIE regarding such change, during which he can no longer represent ~~the other~~ any country.

b) A fencer who has already represented a country and acquires a new nationality (from being stateless, ~~or~~ through naturalisation or through other means other than marriage) can only represent his/her new country after an interval of three years from his/her last participation in a competition for his/her previous country. Application for change of nationality must be received by the FIE Head Office no later than 90 days after the acquisition of the new nationality. The delay of three (3) years can be reduced by the FIE Head Office with the consent of the fencer's previous country.

c) The fencer who acquires a new nationality as a result of marriage may fence for that new country immediately, without waiting three years and without the approval of the national federation of the prior country s/he represented. Such application to fence for the new country must be filed with the FIE Head Office no later than the 1st of August immediately following the date of receiving the new nationality through the marriage. However, If the person receives the new nationality through marriage in July, they shall have thirty (30) days from the date of such receipt to file their application.

9.2.3 For the FIE competitions, fencers who are legally stateless or hold an official refugee status issued by the governmental authorities in the country in which they live, may compete as long as they are registered by the member federation of the country in which they live with approval of the FIE Bureau. Fencers holding refugee status shall be treated as nationals of the country of such member federation for purposes of these Statutes and FIE rules unless the Member Federation refuses to allow them to compete on behalf of

such Federation in which case they shall be treated as stateless, but shall not be permitted to represent any particular country in competitions, either individually or as part of a team, unless authorized to do so by the FIE Bureau.

10.2 WORLD CHAMPIONSHIPS, ALL CATEGORIES

10.2.1 Candidatures for a World Championship

d) Should the Congress not accept this candidate or should no candidates have come forward at this point, the FIE ~~Central~~ Head Office will actively seek (a) candidate(s) to be presented at the following Congress pursuant to procedures to be outlined in the Administrative Rules.

**The following change is for the English version of the Statutes only.*

11.1 "CHEVALIER FEYERICK" TROPHY

11.1.2 Every second year, in odd numbered years the Congress will designate a committee of 5 members, including one member of the ~~Central Office~~ Bureau, which will decide on the award of the trophy either to an individual fencer, or to a team or group of fencers, or to the member federation which, during the last two years has shown the most chivalrous and unselfish attitude and spirit of sportsmanship and Fair Play, such as to be an example to others in the future.

11.1.5 In order to simplify successive presentations of the award, the federations are encouraged to notify the ~~Central~~ Head Office before 1 February of every odd-numbered year of any case which might deserve the attention of the awarding committee.

**The following change is for the English version of the Statutes only.*

11.2 DIPLOMAS AND MEDALS OF THE FIE

A gold medal of the FIE is awarded to members of the ~~Central Office~~ Bureau of the FIE and of the Executive Committee of the FIE at the end of their mandate. Furthermore, the Congress may propose, each year, to bestow the gold medal on some personalities who have given the FIE exceptional service.

11.3 MEMBERS OF HONOUR

Persons selected as Members of Honour pursuant to Article 2.1.2 are presented by the ~~Central~~ Head Office with an international licence for life and with the gold epee of the FIE.

Chapitre XIII

b) Form of the complaint

(i) The ~~written~~ complaint, in one of the FIE working languages, must be addressed to the ~~Disciplinary Panel~~ Head Office of the FIE within ~~60 days~~ two (2) years following the incriminating acts or the date of their discovery. The complaint can be filed:

- In writing, in which case the postmark of the envelope, the date of the email or the reception stamp of the fax establishes the time.

~~— Via online form~~

The ~~written~~ Complaint must include:

- the full name of the individual or entity, the nationality, address and title of the complainant(s);
- the full name of the individual or entity, address and nationality of the person against whom the complaint is being made or the indication that their address is unknown;
- a summary of the facts of the alleged harassment/abuse/neglect, the objectives of the complaint; and
- the signature of the complainant; or

(ii) By using the FIE online complaint platform, in which case the complaint may either contain the same information as in the written complaint or may be anonymous in which case the name of the complainant should be eliminated.

- no signature is required when using the online platform.

The complaint can, moreover, be accompanied by documents, including photos, necessary for the investigative file.

Supplementary or new information can be communicated by the complainant at the discretion of the Disciplinary Panel.

MANAGEMENT

**The following changes are for the English version of the Statutes only.*

§ 1. 1913-1920

The Constituent Assembly of 29 November 1913 appointed Mr Albert Feyerick (†), president of the Fédération Belge des Cercles d'Escrime, as first President of the FIE

Mr Feyerick chose Mr Charles Cnoops (†) as his assistant; Mr Paul Anspach (†) as Secretary-Treasurer; Mr Sarens (†) as his assistant.

The activity of the FIE was completely suspended from August 1914 until the beginning of 1919.

At that time the ~~Central Office~~ Bureau, as mutually agreed by all affiliated groups, continued to fulfil the 1913 mandate until the 31st December that followed the Olympic Games of 1920.

After Mr Feyerick's death, Mr Cnoops acted as President of the FIE from the 20th February 19

§ 5. 1933-1948

In February 1932, the Congress held in Geneva appointed the former Secretary General of the FIE, Mr Paul Anspach (H.M.) (†), President as from the 1st January 1933. He chose Mr Henri Langlois Van Ophem (†) (President of the Fédération Royale Belge des Cercles

d'Escrime) as assistant, Chevalier Robert Feyerick (†) as Secretary-General and Capitaine-Commandant G. Bricusse (†) as assistant Secretary-Treasurer.

In July 1936 at the extraordinary Congress held in Berlin during the Olympic Games, the appointment of Mr Paul Anspach (H.M.) (†) was renewed. The latter re-appointed the members of the last ~~Central-Office~~ Bureau.

Because of the World War, the activity of the FIE was completely suspended as from September 1939. In August 1940, all the archives of the FIE were removed to Berlin by the Gestapo; it was impossible ever to find them again.

The Congress of 1946 in Brussels decided that Mr Paul Anspach's prematurely interrupted mandate would be extended until the 31st December 1948, so that the next ~~Central-Office~~ Bureau could take office normally on the 1st January just after the Olympic Games.

Mr Paul Anspach (H.M.) (†) chose Major Van Den Heuvel (†) (President of the Fédération Royale Belge des Cercles d'Escrime) as his assistant. As Secretary General, he chose Mr Charles Huybrechts; Colonel Bricusse (†) was willing to carry on as assistant Secretary-Treasurer.

§ 8. 1957-1960

The Congress of Milan in 1956 appointed as President Mr Pierre Ferri (H.M.) (†), Honorary President of the French Fencing Federation, and former Secretary-General of the FIE from 1949 to 1952. He chose Mr René Bondoux as Vice-President, Mr Henri Dulieux (†) as Secretary-General and Mr Daniel Dagallier as assistant Secretary-Treasurer.

Mr René Bondoux and Mr Henri Dulieux (†) had already been members of the ~~Central-Office~~ Bureau of the FIE from 1949 to 1952.

§10. 1965-1968

The Congress of Neuchâtel, in 1964, appointed as President Mr Pierre Ferri (H.M.) (†), former President of the FIE (1957 to 1960). He chose as Vice-President Mr Louis Bontemps (H.M.) (†), as Secretary-General Mr Henri Dulieux (H.M.) (†) and as assistant Secretary-Treasurer, Mr Edgard Mercier (H.M.) (†). Mr Henri Dulieux had already been a member of the F.I.E ~~Central-Office~~ Bureau from 1949 to 1952 and from 1957 to 1960.

§ 11. MODIFICATIONS IN THE MANAGEMENT OF THE FIE

In 1968, the Congress of Paris completely changed the articles of the Statutes concerning the management and administration of the FIE. From that time on, the management of the FIE was entrusted to an eleven member Executive Committee. This consisted of a President, elected by the Congress, a Secretary General and a Secretary-Treasurer chosen by the President and of the same nationality as himself (forming the ~~Central-Office~~ Bureau), and eight members whose nationalities differed from that of the President, elected by the Congress.

§ 12. 1969-1972

The Congress of Paris in 1968 renewed the mandate of the President Mr Pierre Ferri (H.M.) (†) for a further four years.

He reappointed Mr Henri Dulieux (H.M.) (†) as Secretary General, and Mr Edgard Mercier (H.M.) (†) as Secretary-Treasurer. These three formed the FIE ~~Central-Office~~ Bureau.

This same congress elected as members of the Executive Committee: Mr Charles de Beaumont (H.M.) (†) (Great Britain), Dr André Borle (†) (Switzerland), Messrs. Gian Carlo

Brusati (†) (Italy), Miguel de Capriles (H.M.) (†) (United States of America), Charles Debeur (H.M.) (†) (Belgium), Vasile Ionescu (†) (Rumania), Pal Kovacs (H.M.) (†) (Hungary) and Nicolai Lubomirov (U.S.S.R.) who with the ~~Central-Office's~~ Bureau's three members, constituted the Executive Committee presided by Mr Pierre Ferri (H.M.) (†).

The Executive Committee afterwards elected Mr Brusati and Mr Lubomirov as Vice-Presidents.

§ 13. 1973-1976

The extraordinary Congress, held in Munich during the 1972 Olympic Games, renewed for four years the mandate of President Mr Pierre Ferri (H.M.) (†).

After Mr Henri Dulieux (H.M.) (†) had to give up his work in the ~~Central-Office~~ Bureau for health reasons, Mr Pierre Ferri (H.M.) (†) chose as Secretary-General Mr Edgard Mercier (H.M.) (†) (who had been Secretary-Treasurer since 1965), and chose Mr Emmanuel Rodocanachi (France) as Secretary-Treasurer.

The same Congress elected as members of the Executive Committee: Messrs. Gian Carlo Brusati (H.M.) (†) (Italy), Miguel de Capriles (H.M.) (†) (United States of America), Charles Debeur (H.M.) (†) (Belgium), Hans Drakenberg (H.M.) (†) (Sweden), Anatoly Golianitski (H.M.) (U.S.S.R.), Vasili Ionescu (†) (Rumania), Klaus Dieter Guese (H.M.) (†) (Germany) and Pal Kovacs (H.M.) (†) (Hungary).

The Executive Committee then elected Mr Gian Carlo Brusati and Mr A. Golianitski as Vice-Presidents.

§ 18. NEW MODIFICATION IN THE MANAGEMENT OF THE FIE

In 1992 the Congress in Paris further modified the Articles of the Statutes concerning the management and administration of the FIE. From then on the management of the FIE was entrusted to a twelve-member Executive Committee, consisting on the one hand of the President, elected by the Congress, and on the other hand of eleven other members, each of a different nationality, also elected by the Congress. The ~~Central-Office~~ (Bureau) of the FIE was to consist of five persons - the President, a Secretary General and a Secretary-Treasurer chosen by the President, and the two Vice-Presidents elected by the Executive Committee - all chosen among these eleven members.

Summary of decisions

CONGRESS 2022

CHANGES TO THE ORGANISATION RULES

The texts below are applicable from January 1, 2023, unless otherwise indicated.

o.18.4

~~One~~ **Two** Refereeing delegates, one SEMI delegate and two Medical delegates are appointed by the FIE Executive Committee following the recommendations of the respective commissions.

o.21

1 The functions of the medical delegates include the strict and complete organization of the medical aspect. They have the obligation to see that the Rules are adhered to and cannot themselves decide on any departure from the Rules except in circumstances in which it is absolutely impossible to apply them.

2 Hence, medical delegates:

- a)** Verify the medical services and oversee their operation.
 - b)** Supervise the anti-doping control.
 - c)** Evaluate the medical situation and supervise the **intervention or recognized** treatment of any injury or **other medical reason** ~~cramp~~ in accordance with t.45.
-

o.23

This supervisor is either:

- A member of a FIE Commission,
- A member of the FIE Executive Committee **other than the members of the Bureau,**
- **A member of a group of persons, appointed by the Executive Committee, available and experienced in the organization of competitions.**

o.29

6 The age groups in veteran competitions are:

- ~~a) Age group 50-59: Must be at least 50 years old and less than 60 years old in the year of the competition.~~
- ~~b) Age group 60-69: Must be at least 60 years old and less than 70 years old in the year of the competition.~~
- ~~c) Age group 70+: Must be at least 70 years old in the year of the competition.~~
- a) Age group 40-49: Must be at least 40 years old and less than 50 years old in the year of the competition.
- b) Age group 50-59: Must be at least 50 years old and less than 60 years old in the year of the competition.
- c) Age group 60-69: Must be at least 60 years old and less than 70 years old in the year of the competition.
- d) Age group 70+: Must be at least 70 years old in the year of the competition.

Application : during the test at the 2025 World Championships (not applicable in 2023 and 2024).

o.39

1 The programme of the Veteran World Fencing Championships comprises ~~twenty-four~~ thirty-six events, ~~eighteen~~ twenty-four individual – ~~three~~ four categories for each weapon - and ~~six~~ twelve team — male foil, female foil, male epee, female epee, male sabre and female sabre (two categories for each weapon and gender). The programme must be arranged in such a way as to allow any fencer to participate in all weapons. Team events must be held on the day following the last championship of the ~~three~~ corresponding two individual categories of each weapon.

2 No changes of dates are allowed for any competition, after the release of the programme.

3 Each competition must be held in one single day, **except for team events for which the round of poules may be achieved the day before direct elimination** avoiding long periods of inactivity.

Application : during the test at the 2025 World Championships (not applicable in 2023 and 2024).

Urgent decision 2

o.41

2 Principles

a) The Senior Team World Cup tournament is composed ~~of a maximum~~ of five integral competitions (through to the first place) spread, if possible, across all continents. Points will be allocated at the end of each competition.

The Junior Team World Cup tournament is composed of ~~four~~ eight integral competitions and points will be awarded at the end of each competition.

o.61

1 The entry of the names of the fencers and all possible replacements, and the entry of teams, must be made via the FIE website 7 days before the competition at the latest (midnight Lausanne time).

For team entries, the names of the fencers making up the teams may be changed, by informing the organizers, up to the day before the competition, at the latest at the end of the quarter finals of the individual competition. However, a replacement can be made after this stage, and at the

latest at the end of the individual event, in the case of injury or **other medical reason** ~~illness~~ duly certified by the competition medical doctor.

2 Withdrawal of a fencer or team

After the closing deadline for entries, no named fencer or team may be withdrawn except for **reason of** injury, **other medical reason** or force majeure: the national federation must inform the FIE and the organizers.

o.67

1. In all competitions for which the formula includes a round of pools, these pools consist of 7 fencers if the number of participants is divisible by 7. Otherwise, the pools are of 7 and 6. In no case may the pools be of fewer than 6 fencers.

If, however, as the result of the absence of one or more fencers, one or more pools were to be reduced to 5 or fewer fencers, the **Directoire Technique** ~~organisers~~ must add to these pools one or more fencers from other pools of 7 fencers in the same round of pools, taking into account the initial ranking of the fencer(s) being replaced.

Depending on the number of participants, the pool round may take place over several rounds. The **Directoire Technique** must then provide for each pool round, pools of 7 and 6 (if applicable) in order to balance one or more pools in the event of fencers absent at roll call in pools of 6.

o.87

3. **Should one of the 16 exempted fencers** who had been entered **not present himself** to fence (cf. o.85), his position in the table will remain empty and his federation will be required to pay to the FIE a fine (cf o.31, table of financial penalties and fines) unless his absence is caused by circumstances duly justified as being outside his control.
 4. **The 16 fencers who have the highest indices after the round of pools** and who are thus exempt from the preliminary direct elimination table will take places 17–32, classified in the order of their indices (in the case of a tie on indices, the fencers will be separated by drawing lots).
 5. **The 32 fencers qualifying from the preliminary direct elimination table** will occupy places 33–64, classified according to their indices after the round of pools.
 - 6 **The drawing of lots and allocation of the qualified fencers in the main table (T64) shall be made at the end of the preliminary table in the presence of the Directoire Technique President.**
-

o.101

If a team does not begin a match they will be disqualified from the competition and thus will not receive any World Team Cup points, unless this is because of an injury or **other medical reason** ~~illness~~, duly attested by the duty doctor.

o.103.2 d) and 3

d) Each team may request, before a given bout, the substitution of a fencer. However, in case of injury or **other medical reason**, ~~trauma~~ duly recognized by the medical delegate, the substitution can be immediate, even during the relay.

There can only be one substitution per team per match.

3. A fencer who has been replaced because of an injury **or other medical reason** may not fence again during that match. If both a fencer and the reserve, if any, are forced to retire, or if a fencer is excluded, their team is deemed to have lost the match.

o.103

1 Participation

Each country may enter one team **per category (Veterans and Grand Veterans)** per gender and per weapon, thus giving a total of ~~6~~ **twelve** competitions.

The teams shall be composed of fencers who participated in the individual competition of the corresponding weapon, but c.f. o.103.2 b below.

2. The rules for team competitions are applicable with the following exceptions:

~~a) For each weapon, the teams are composed of three fencers of the same nationality, one from category "A", one from "B" and one from "C", with or without a reserve for each category. A team cannot begin the match if it is not complete.~~

Veterans : teams of three composed of fencers belonging to either age group 40-49 or to age group 50-59, with at least one fencer belonging to age group 50-59, plus up to two reserves.

Grand Veterans : teams of three composed of fencers belonging to either age group 60-69 or to age group 70 and over, with at least one fencer belonging to age group 70 and over, plus up to two reserves.

Fencing mode is 45 hits relay described in o.99 with application of passivity rule at any bout.

The competition begins with a round of poules of 3 and 4 teams -established according to o.103 c) - and followed by a direct elimination phase according to o.103 7.

Particular cases depending on the number of teams :

- only 1 team: the organisers must inform all nations that there will be no competition at that weapon.
- 2 teams: only one match between these two teams.
- 3 teams: one poule of three followed by D.E. from an incomplete tableau of 4.
- 4 teams: one poule of four followed by D.E. from a tableau of 4.
- 5 teams: one poule of five followed by D.E. from an incomplete tableau of 8.

The losers of the semi-finals have to fence for the Bronze medal.

~~There can only be one substitution per team per match.~~ There can be up to two substitutions of reserves per match but must maintain compliance with the age category representation requirement.

~~4 The relay system is always applied. The three fencers of a team fence against their opponent of the same category. Each fencer fences his/her opponent twice giving a total of 6 bouts. The bouts are for 5 hits (5-10-15-20- etc.). Exceptionally, a relay may end at more than 5,10,15 etc. if a fencer scores a valid last hit of the relay and is at the same time awarded an additional penalty hit: in this case both hits will be counted; the maximum time for each bout is 3 minutes.~~

~~5 The team that first reaches the maximum score of 30 hits, or that which has scored the greatest number of hits after the expiry of regulation time, is the winner.~~

~~6 The order of categories for each match is established by the referee with the captains on the piste prior to the start of the match: The referee will draw lots and the winning captain will choose the first category in the order. The losing captain will choose the second category.~~

Application : during the test at the 2025 World Championships (not applicable in 2023 and 2024).

o.108.1

c) For both Senior and Junior rankings, the ranking is rolling.

~~The first Grand Prix event of the current year cancels out the first Grand Prix event of the previous year and so forth for the remainder of the Grand Prix events.~~

~~The first World Cup individual event of the current year cancels out the first World Cup individual event of the previous year and so forth for the remainder of the World Cup events in the season.~~

~~The first satellite competition of the current year cancels out the first satellite competition of the previous year and so forth for the other satellite competitions.~~

~~The points allocated for a competition cancel out the points attributed to the corresponding competition in the previous season.~~

~~If a competition does not take place in the current season, the points obtained at the same competition in the previous season are deleted on the anniversary of the competition.~~

The competitions are numbered in order of the dates provided in the calendar and by competition category (World Cup, Grand Prix or Satellite events).

The points awarded in event 1 of the current season replace the points awarded in event 1 of the previous season and so on.

If an event is cancelled during the current season, the points acquired during the corresponding event of the previous season will be deleted on the date assigned to this event in the calendar of the current season.

o.108.2

b) Points obtained in an individual **World Cup competition** ~~and a Zonal Championship~~ are multiplied by a factor of 1.

- c) Points obtained in a **Grand Prix and a Zonal Championship** competition of the FIE are multiplied by a factor of 1.5.

Urgent decision 2

NB: The English version of this article does not need a modification as it already mentions “best four results” for the junior team ranking, while it is not the case in the French and Spanish versions.

o.109

1 Official team ranking of the FIE

Principle

a) The official Senior team ranking of the FIE takes into account a team's **best four results** in the Senior Team World Cup competitions, irrespective of continent, plus the Senior World Championships or the Olympic Games and the Zonal Championships.

The official Junior team ranking of the FIE takes into account a team's **best four results** in the Junior Team World Cup competitions, irrespective of continent, plus the Junior World Championships and the Zonal Championships.

INDEX TO ARTICLES

Numbers refer to articles of the Rules.

Match: o.33, o.97, o.99

Medical delegate: o.48, o.99

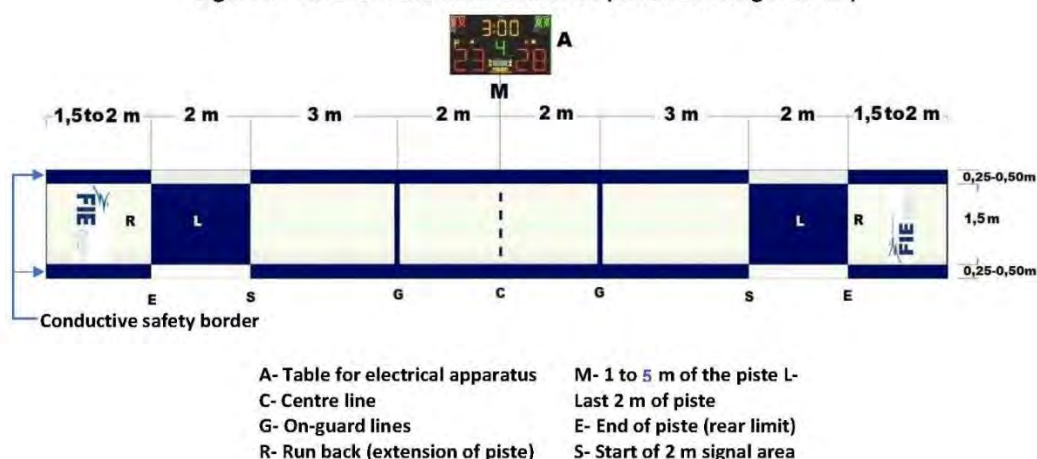
Medical reason: o.21, o.61, o.101, o.103

CHANGES TO THE TECHNICAL RULES

The texts below are applicable from January 1, 2023, unless otherwise indicated.

t.18

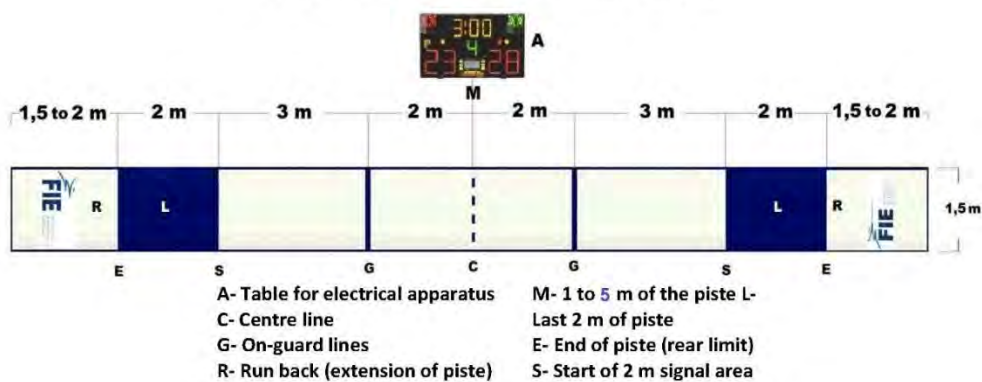
Figure 1 - Piste for semi-finals and finals (maximum height 50 cm)



For foil and epee the conductive surface must cover whole of the length and breadth of piste, including its extension (run back) (Cf. Article t.18, m.57)



Figure 2 - Standard piste for all three weapons



t.18.4

The distance between the score machine table or stand and the edge of the piste should be between 1 meter and ~~4.5~~ 5 meters. ~~Any slave score machine must not be placed nearer than 5 meters from the edge of the runback area.~~

Injuries and other medical reason, withdrawal of a competitor
~~cramp~~ **Injury or other medical reason**, withdrawal of a competitor

t.45

1. For ~~a any sport trauma~~/injury or ~~cramp or other acute medical incident~~ **other medical reason** which occurs in the course of a bout and which is properly attested by the delegate of the FIE Medical Commission or, in ~~his/her~~ absence, by the doctor ~~and/or medical provider~~ on duty, the Referee will allow a break in the fight lasting no longer than 5 minutes. **Only the doctor and/or medical provider on duty can determine the length of time of treatment required when a medical time-out is granted.** This break should be timed from the point when the delegate of the FIE Medical commission or, in his absence, the doctor gave his opinion. This break should be strictly reserved for the requisite treatment. If the delegate of the FIE Medical Commission or, in his absence, the doctor on duty considers, before or at the end of the 5 minute break, that the fencer is incapable of continuing the fight, ~~he/she~~ will decide that the fencer should retire (individual events) and/or be replaced, if possible (team events) (cf. o.99.6.a/b).

If the athlete retires and a medical withdrawal is determined, the FIE Medical delegate or, in his/her absence, the doctor or medical provider on duty must fully complete the FIE Medical Withdrawal form and submit it to the Directoire Technique for its inclusion into the FIE supervisor's final report.

All breaks for a ~~sport trauma, cramp, or an acute medical incident~~ **medical reason** must be noted on the score-sheet for the bout, the pool or the match.

2. During the remainder of the same day, a fencer cannot be allowed a further break unless as a result of a different injury ~~or other or cramp or acute medical incident~~ **medical reason**.
-

t.47

2 ~~The Referee has many~~ Duties **of referees**:

- a) ~~He~~ **The Referee** calls the roll of the competitors (cf. t.114, t.118, t.119).
- b) ~~He~~ **The Referee** directs the bout.
- c) Before each bout, ~~he~~ **the Referee** must check the weapons, clothes and equipment of the fencers, according to the regulations below.
- d) ~~He~~ **The Referee** superintends the proper functioning of the electrical apparatus. Either on ~~his~~ own initiative or when asked to do so by a team captain or competitor, ~~he~~ **the Referee** implements tests necessary to check the apparatus and locate any faults which may be found. ~~He~~ **the Referee** will prevent the competitors from hindering the tests by unplugging or changing their equipment prematurely.
- e) ~~He~~ **The Referee** directs the judges, time-keepers, scorers, etc.
- f) ~~He~~ **The Referee** positions himself and moves in such a way as to be able to follow the bout while always being able to see the illumination of the signal lamps.

g) ~~He~~ The Referee penalises faults (cf. t.164).

h) ~~He~~ The Referee awards the hits (cf. t. 54ss).

i) ~~He~~ The Referee maintains order (cf. t.137).

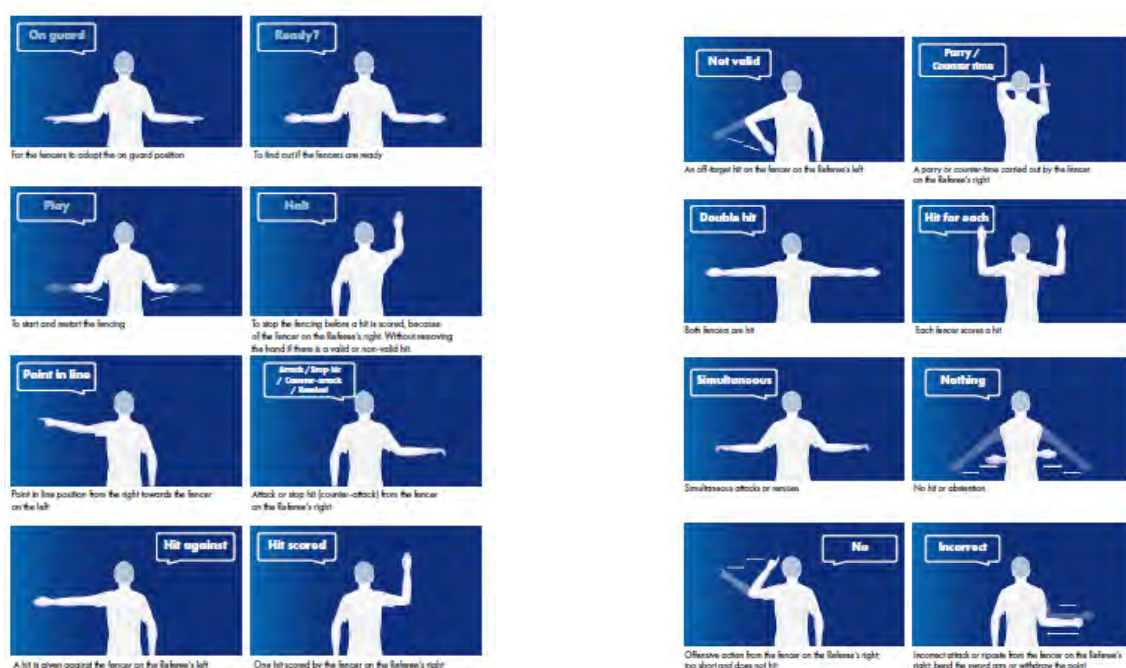
j) Whenever ~~he considers it~~ necessary, ~~he~~ the Referee should consult the experts concerning the electrical apparatus (cf. o.28).

k) The Referee ~~should~~ **must** also supervise the state of the conductive piste; ~~he and must~~ not allow the bout to commence or to continue if the conductive piste has holes in it which might affect the proper registering of hits.

t.56

10. Hit made during or after a fall must be annulled.

t.63



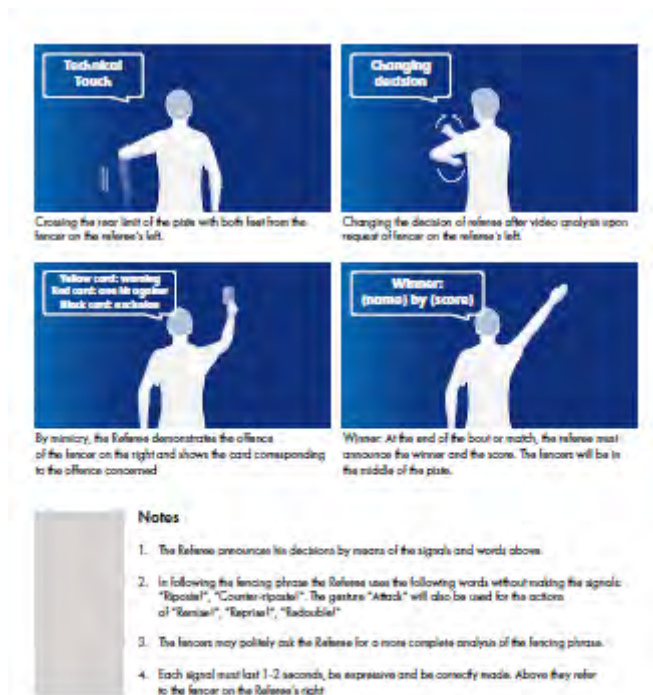


Figure 3 Referee signals and commands

t.121.2

- 2 All bouts must preserve the character of a courteous and frank encounter. All irregular actions (fleche attack which finishes with a collision jostling the opponent, disorderly fencing, irregular movements on the piste, hits achieved with violence, blows struck with the guard, ~~hits made during or after an intentional fall down to avoid the touch~~) or anti-sporting behaviour are strictly forbidden (cf. t.158-162, t.170). Should such an offence occur, any hit scored by the fencer at fault is annulled.

t.124

Unwillingness to fight (Non-combativity)

There is unwillingness to fight when there is one minute of fencing without a hit or without a hit scored off the target.

~~When one or both fencers make clear their~~In the event of unwillingness to fight, the Referee will immediately call 'Halt!' as a decision of "fact" (cf.t.136.2).

Unwillingness to fight is sanctioned as follows:

| | | | | | |
|-----|--|-------|----------------------------------|--|---|
| 0.5 | Unwillingness to fight: the sanctions imposed are shown by specific P- cards which are not cumulative with any other sanction awarded. | t.124 | 1 st time P-Yellow | 2 nd and 3 rd times P-Red | From 3 rd 4 th time Penalisation |
|-----|--|-------|----------------------------------|--|---|

1 Individual events – Direct elimination

P-yellow cards and P-red Cards are awarded ~~to each fencer separately~~ to both fencers simultaneously, starting with a P-Yellow card, followed by ~~two~~ a P-Red cards ~~and finally by a~~ The P-Black card is awarded as described in 1c) below.

a) When, for the first time, there is one minute of unwillingness to fight, the Referee sanctions ~~one or~~ both fencers with a P-yellow card. ~~as follows:~~

- ~~a) If the fencers are equal: the Referee sanctions both fencers with a P-yellow card.~~
- ~~b) If the fencers are not equal: the Referee sanctions the fencer who has the lower score with a P-yellow card.~~

b) When, for the second ~~and third~~ times, there is one minute of unwillingness to fight, the Referee sanctions ~~one or~~ both fencers with a P-red card. ~~as follows:~~

~~If the fencers are equal: the Referee sanctions both fencers with a P-red card.~~
~~If the fencers are not equal: the Referee sanctions the fencer who has the lower score with a P-red card.~~

c) When, ~~for from~~ the ~~fourth~~ third time, there is one minute of unwillingness to fight, a P-black card is awarded as follows: ~~one or both fencers who have already received two P-red cards, receive a P-black card~~

ie) If the scores of the two fencers ~~receive P-Black cards simultaneously and their scores~~ are equal, the Referee sanctions the fencer with the lower initial seeding in the competition, which is based on the FIE ranking, with a P-Black card. ~~T~~he fencer with the higher initial seeding in the competition, which is based on the FIE ranking, wins the bout.

ii) If the scores of the two fencers ~~receive P-Black cards simultaneously, and their scores~~ are not equal, the Referee sanctions the fencer with the lower score with a P-Black card. ~~T~~he fencer with the higher score wins the bout.

2 Team events

P-Yellow, ~~and~~ P-Red cards are awarded to the two ~~each~~ teams ~~separately simultaneously~~, starting with a P-Yellow card and followed by ~~two~~ a P-Red cards. The P-Black card is awarded ~~to the fencer~~ as described in 2c) below.

a) When, for the first time, there is one minute of unwillingness to fight, the Referee sanctions ~~one or~~ both teams with a P-yellow card. ~~as follows:~~

- ~~a) If the teams are equal: the Referee sanctions both teams with a P-yellow card.~~
- ~~b) If the teams are not equal: the Referee sanctions the team with the lower score with a P-yellow card.~~

b) When, for the second ~~and third~~ times, there is one minute of unwillingness to fight, the Referee sanctions ~~one or~~ both teams with a P-red card. ~~as follows:~~

~~c) If the teams are equal: the Referee sanctions both teams with a P-red card.~~

~~d) If the teams are not equal: the Referee sanctions the team which has the lower score with a P-red card.~~

c) When, ~~for~~from the ~~fourth~~third time, there is one minute of unwillingness to fight, a P-Black card is awarded as follows: ~~given to the fencer on the piste of either or both teams which have already received two P-red cards.~~

i) If the scores for the two teams are equal, the Referee sanctions the team with the lower initial seeding in the competition, which is based on the FIE ranking, with a P-Black card. The team with the higher initial seeding in the competition, which is based on the FIE ranking, wins the match.

ii) If the scores for the two teams are not equal, the Referee sanctions the team with the lower score with a P-Black card. The team with the higher score wins the match.

~~e) A team in which a fencer has received a P-black card may use their reserve fencer, if they have one and if the replacement has not already been made previously for tactical or medical reasons. If a replacement is made following receipt of a P-black card, no further replacement may be made, even for medical reasons.~~

~~If no replacement can be made following receipt of a P-black card (because there is no reserve fencer or because the reserve fencer has already been used previously), the team in which a fencer has been sanctioned by a P-black card loses the match.~~

~~Following the replacement of a fencer after the awarding of a P-Black card, the relay in question continues. Any further occurrence of unwillingness to fight results in a further P-Black card and the team in question loses the match.~~

~~f) If a P-Black card is given to the fencers on the piste in both teams simultaneously and neither of the teams can make a replacement and their scores are equal, the team with the higher initial seeding in the competition, which is based on the FIE ranking, wins the match.~~

~~g) If a P-Black card is given to the fencers on the piste in both teams simultaneously and neither of the teams can make a replacement and their scores are not equal, the team with the higher score wins the match.~~

3 In both individual and team competitions

~~In case of unwillingness to fight, it is up to the referee to call "Halt" as a decision of fact (cf. t.136.2).~~

a) The P-yellow (warning), P-red (penalty hit) and P-black (the possible losing of a bout or match) cards received during any one bout or match (during all 9 relays) are valid only for that bout or match. They are not transferable to the following bout or match.

No P-card (yellow, red or black) may be awarded in individual competitions at 14-14 or in team matches at 44-44.

b) In both individual and team competitions, fencers and teams who have lost the bout/match following the award of a P-Black card, will be ranked in the final results of the competition as having lost the bout/match. They receive the corresponding points.

c) In both individual and team competitions, the period/relay continues after the awarding of a P-Yellow or a P-Red card.

d) The minute starts again after each hit, each hit off the target, each hit annulled, each penalty hit and at the beginning of each period or relay.

e) The referee must record these P-yellow, P-red and P-black cards separately on the score sheet. The sanctions awarded for unwillingness to fight are not cumulative with any other sanction awarded.

f) In both individual and team competitions, if, at the end of the regulation time, there is equality of scores, article t.124 does not apply and articles t.40.3 and t.41.5 will apply.

t.170

| | | | | | |
|-----|--|-------|----------------------------------|--|---|
| 0.5 | Unwillingness to fight: the sanctions imposed are shown by specific P- cards which are not cumulative with any other sanction awarded. | t.124 | 1 st time P-Yellow | 2 nd and 3 rd times P-Red | From 3 rd 4 th time Penalisation |
|-----|--|-------|----------------------------------|--|---|

| | 2nd group | | 1st offence | 2nd offence | 3rd offence and subseq. |
|-----|--|---------------------------|-------------|-------------|-------------------------|
| 2.1 | Use of non-sword arm/hand (*) | t.29.1. t.30 | RED | RED | RED |
| 2.2 | Demanding a break for claimed injury/cramp medical reason deemed unjustified by doctor | t.45.3 | | | |
| 2.3 | Absence of weapon control marks (*) | t.73.1.a | | | |
| 2.4 | - | | | | |
| 2.5 | Deliberate hit not on opponent (*) | t.55.3 | | | |
| 2.6 | Dangerous, violent or vindictive action, blow with guard or pommel (*) | t.121.2 ; t.147 ; t.149.1 | | | |

CHANGES TO THE MATERIAL RULES

The texts below are applicable from January 1, 2023, unless otherwise indicated.

m.1.3

3. The weapon should be so constructed that it cannot normally injure either the user or his opponent. All methods of treating a blade between the guard and the tip (button) **including the groove**, by grinding, filing, **heating** or other methods, are forbidden.

Urgent decision 1

m.25.3.g)

For all official FIE competitions, ~~For the following events~~, the wearing of national strips (logos) is **compulsory** on both legs, optional on the arm(s) (~~cf. t.45.4~~) (**cf. t.74**), and **All** the logos ~~worn by any one fencer~~ must be identical.

~~i) Senior Junior and Cadet World Championships: all bouts, whether in a pool, in the direct elimination or during a team match;~~

~~ii) Individual Senior World Cup competitions and in individual Senior Zonal Championships: all bouts, whether in a pool or in the direct elimination bouts;~~

~~iii) Teams: Senior World Cup team competitions and Senior Zonal Championships: all bouts in every match.~~

The logos ~~They~~ must be **identical** for all fencers of the same federation. ~~for the competitions i) and iii) above.~~

Immediate application

m.28

CONDUCTIVE JACKET ~~AND CONDUCTIVE T-SHIRT~~

m.34

CONDUCTIVE JACKET ~~AND CONDUCTIVE T-SHIRT~~

m.34.1

The fencer must wear, over his jacket, a **conductive over-jacket**, the conductive surface of which must cover entirely and without omission the valid surface of the body above a horizontal line which, when the fencer is on guard, joins, round the fencer's trunk, the tops of the two hip bones. ~~At wireless sabre the fencer must wear a conductive t-shirt. The conductive part is made of a conductive fabric: the maximum electrical resistance between any two points of the electrically conductive t-shirt fabric (including both flaps for crocodile clip connections) must be not more than 15 Ohms. These checks must be carried out by a wireless equipment manufacturer.~~

Annexe A, 3.2 TABLE II Chemical composition

Element Al (aluminium)

| | |
|----|-------------------|
| Al | 0.05—0 |
| Al | <= 0.05 |

Annex A, Homologation process

3) The Manufacturer and the independent Institute of his choice should both send the laboratory compliancy test results to the President of the SEMI Commission, together with the request for homologation. The list of ~~only~~ specialized institutes approved by the SEMI ~~will be updated regularly and communicated to the Executive Committee.~~ ~~are CRITT, Denkendorf and IFTH for clothing (jackets, breeches and under-plastrons) and masks; and CRITT, RTM-BREDA, Sofranel and Visti for blades.~~

Annex A, Weapons, 1. Blades, point 2

2. General conditions

The steel used for the manufacture of fencing blades must have the ability to withstand high levels of exertion, a high degree of resistance to breaking and a low susceptibility to corrosion. ~~Please refers to the Standard table STM (European standard ISO) about the quality.~~

3.1 Table I. Mechanical characteristics

| | | | | | | |
|-----------------------------|-------------------------|--------|--------|--|--|----|
| Rp 0,2 N/mm ² | Rm N/mm ² | A % | Z % | KCU KV Joule/cm ² | KIC K1C Mpay-m MPa | HV |
|-----------------------------|-------------------------|--------|--------|--|--|----|

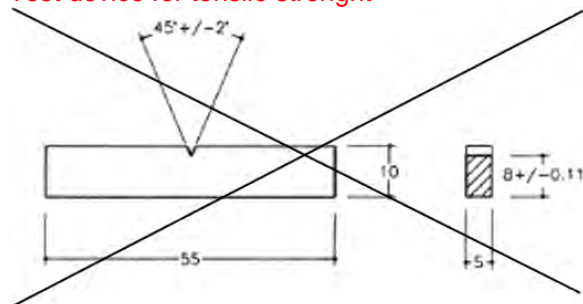
| | | | | | | |
|-------------|-------------|----------|-----------|--------------|---------------|------------|
| ≥ 1900 | ≥ 2000 | ≥ 7 | ≥ 35 | ≥ 30 27 | ≥ 120 70 | ≥ 500 |
|-------------|-------------|----------|-----------|--------------|---------------|------------|

Annex A 2 N°4

The manufacturers have to send to the Laboratories also a square bar of 25mm by side and with the length of 350mm.

Drawing A.8 Remove text and design below

~~Test device for tensile strenght~~



~~The test must be conducted on ductility samples with a groove in the form of a 'Charpy V', with dimensions as indicated at the end of his annexe (Table VIII)."~~

Annex A, 4.4

4.4. Test of strength at the fracture point, ~~Kid~~ K1C

The KIC value of the steel must be measured by traction on a CT sample which has the dimensions indicated at the end of this annexe (Table VIII), made from materials subjected to the same thermal treatment as required for the blades, notched mechanically initiating a fatigue crack at the apex of the notch. The test must be conducted according to the methods indicated by the standard ASTM E 399. The value must conform to that laid down in Table I.

In cases where it is not possible to obtain a CT sample, the factor of increasing levels of dynamic loading (KId) may be determined instead of the KIC value.

~~"The test must be conducted on ductility samples with a groove in the form of a 'Charpy V', with dimensions as indicated at the end of his annexe (Table VIII)."~~

The results must conform to the reference standards.

6.8. Alternate bending test (optional)

To check safety conditions during the normal use of blades, the samples tested must be subjected to a series of alternate bendings at a frequency of not more than 1 Hz (1 Hz = 1 cycle per second), verifying that the blade does not break before:

- 400 cycles for foil;
- 150 cycles for épée,

when the cycles have been conducted in accordance with the method described above.

Not suitable for saber blades.

6.9. Fatigue resistance test of Blades (by bending, etc)

The test should continue until the blade breaks. For the result to be acceptable, it must be ascertained that the blade does not break before:

- 18,000 cycles for foil blades;
- 7,000 cycles for épée blades.
- 20,000 cycles for sabre blades

For the test to be considered positive it is necessary that at least 8 blades exceed the given values.

For sabre blades, it's mandatory that at least 8 blades break at \geq of 120 mm from the tip.

Annex A 4 LABEL OF QUALITY

Pause, until Congress 2023, of the application and dates of the entire rule and the corresponding drawings.

4. LABEL OF QUALITY

2. Chip and label installation requirements.

From 01.03.2021, the obligatory chipping of new fencing equipment (jacket, trousers, plastron mask) has been introduced.

Both variants of the FIE seal of quality are acceptable up to and including the 2025/2026 season.

For the 2026/2027 season, masks, jackets, breeches and plastrons must have the new quality seal with a chip securely located underneath.

Annex A, 1. Weapons. Blades, test and examinations 4.4. Test of fracture toughness, KIC

Test of fracture toughness, ~~K_{IC}~~ K_{IC}

Annex A, 6.4

Test of strength at the fracture point, ~~Kid~~ K1C

The ~~Kid~~ K1C value must be established by testing on the traction test samples ~~with a groove in the form of a 'Charpy V', with dimensions as indicated at the end of this annexe (Table VIII).~~

Annex A, 4, Label of quality and chip

In the LOGO zone, the ~~name~~ brand of the equipment manufacturer is indicated in a label with the dimensions allowed from the Publicity code art. p.10.

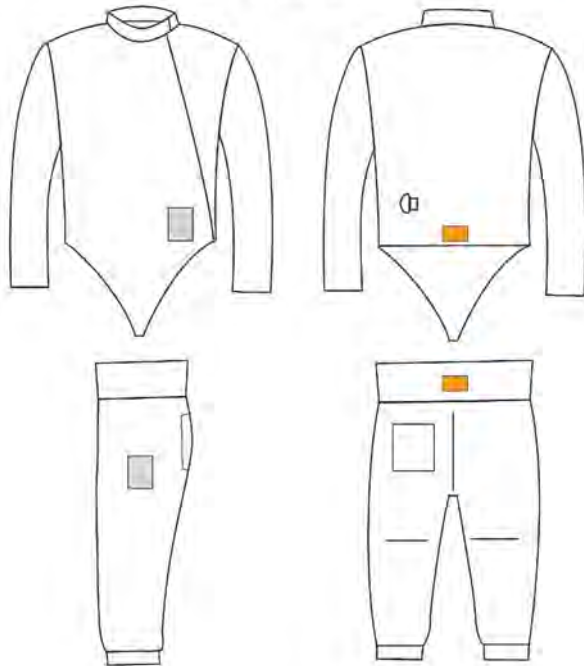
Annex A, 7 - 7. Results of tests and examinations

The blades, after the first homologation remain valid, under the condition that the manufacturers send the blades for a periodical test at least once every two years. One of these tests should be made between 9 – 6 months before the Olympic Games. These periodical tests have to be carried out at least once every two years in simplified mode.

Annex A, 4 Label of quality

Chip and FIE label of quality location.

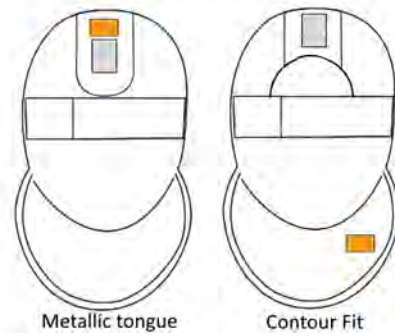
Uniform



Plastron



Mask



Report & Recommendations of the USA Fencing Y8-Y10-Y12 Review Group

Background

The USA Fencing Board of Directors, by motion, convened the Y8-Y10-Y12 review group with the initial intent of examining the appropriateness of competitive opportunities for these age groups at the National event level.

Further, this movement by the Board sought to ensure that USA Fencing is committed to the American Development Model (ADM), through sustainable access to the sport of Fencing.

The group selected below wishes to express its' sincere thanks to the Board for looking at this serious area of sport, and believe the implementation of the resultant recommendations will provide a significant lasting legacy on Fencing in the United States.

Membership

The following were members of the Review Group, with thanks for their service:

Jennifer Oldham – Coach, Forge Fencing

Greg Massialas OLY – Coach, M Team Fencing

Dr Kristin Van Hook MD – Fencing Parent & Pediatric Pulmonologist at Oschner Center for Children

Dr Ekaterina Hossny DO – Fencing Parent & Psychiatrist – NYC Health & Hospitals.

Dr Mark Lavallee MD – Sports Medicine Lead, U. Penn. Medical Center & Dir. Sports Med – USA Wgt., former Team Physician, University of Notre Dame.

Dr Robert Parisien MD – Orthopedic Surgeon, Mt Sinai & Team Physician, US Ski Snowboard

Dr Ina Hartzanova PsyD – Clinical Psychologist, Representative – USA Fencing Youth Development RT.

Dr Peggy Chin DC – Director of Sports Medicine, USA Fencing

Dr John Anderson PhD – Center for Sports Psychology.

Phil Andrews – Chief Executive Officer, USA Fencing

Brandon Rochelle – Chair, USA Fencing Tournament Committee

Brad Suchorski – Director of Membership, Service & Growth, USA Fencing.

Dr Suzie Riewald PhD – Education Manager, USA Fencing

Tom Farrey – Executive Director – Aspen Institute, Program for Sport & Society also participated but did not wish to be listed as a member of the group.

Process

The group, while arriving at the issues from different view points, agreed that the outcomes should be based upon a data-heavy approach, informed by experience of those in the Fencing community.

The following reports were looked at:

- Age at First Join
- Current Age
- First Join to Current Age
- Lapsed Members based on age at Join
- Age at first competition (National)
- Age at first competition (Regional)

Graphs of the above data is attached.

The group also looked at survey results from elite Fencing athletes, and although engagement (response rate) was exceptionally low, the result was conclusively in line with the below recommendations, meaning that in general our athletes start early, but they participate in at least one more activity at these ages other than Fencing – key examples include Piano, Chess, Soccer, Lacrosse and similar activities.

The group also received significant amounts of written materials from coaches and parents from across USA Fencing. A grand majority of these were directed at the thought that the group was set up to eliminate youth Fencing, and thus provided little to no value. However, some significant and thoughtful contributions were made for which the group is thankful.

From this data significant discussion occurred surrounding what the ADM ought to look like for the sport of Fencing. Common themes included reasons for drop out rates at certain times across the sport, the different weapons, if activity (as oppose to sport) should be considered as a multi sport tool given the demographics of the sport of Fencing, what an ideal program might look like, what level of Fencing at this age group elite athletes are best served by, as well as reasons why patterns might be followed in the data

Finally, the group examined ADM programs for other sports across the Olympic & Paralympic movement, and their degrees of success. Significant comparisons were made with Ice Hockey, a sport in which skill acquisition is necessary at a young age but enjoyment and burnout prevention are emphasized.

A re-framing of the question

The group established that the correct frame for the question was “Creating a fun, engaging competitive environment for America’s Youth Fencers”.

Under this guise, the group turned its focus from the binary question of if events should occur at the national level to providing recommendations designed to enhance the experience of USA Fencing’s youth participants, leading to increased retention of Fencers and therefore, one would expect, success to follow.

Recommendations:

The group is pleased to bring forward the following recommendations to USA Fencing based upon the above approaches, the group also recognizes that the work of the Multi Sport Membership Group and Event Review Group may build upon one or more of the following.

RECOMMENDATION ONE: MULTI ACTIVITY PARTICIPATION

To implement a requirement to engage in at least one other activity (sport, or organized activity) for all three of these age groups in order to enter an event at the National level. At this early age, Fencing should be a fun, active part of life and while competition is a necessary element of skill acquisition in this sport, it should not be the sole specialist activity of an individual. Such activities should be balanced with Fencing, and have at least one weekly participation, while the Fencing sport is recommended to be kept

at 3 sessions per week. The requirement set here will be one participation per week in another activity or sport.

RECOMMENDATION TWO: FORMALIZE REGIONAL & LOCAL PARTICIPATION FOR Y8

At the current time, Y8 occupies a grey area. The group recommends since this youth age group is already being contested it be formalized as a regional level competition age group, with associated education being made available on the appropriate competitive training for this age group (see later recommendation).

RECOMMENDATION THREE: ENSHRINE Y10 & Y12 AS A PART OF THE NATIONAL COMPETITION SCHEDULE

Having determined, looking at the data that it appears to support that Y10-Y12 is a critical part of the USA Fencing ecosystem and development system, it is recommended that USA Fencing fully recognize and endorse, in connection with Recommendation One, the presence of Y10-Y12 Fencing in the United States.

RECOMMENDATION FOUR: HOLD EDUCATIONAL SEMINARS AT YOUTH EVENTS

In concert with the above three recommendations, it is vital that all major stakeholders (Parents, Coaches and Referees) receive appropriate and engaging education opportunities. It is recommended USA Fencing offer a significant package of youth development education seminars at events where these three age groups are contested, including below the National level.

The inclusion of Parents, Coaches and Referees as linked but distinct groups is vital to the success of a youth development program since these three groups significantly influence each other.

RECOMMENDATION FIVE: ENDORSE THE EXISTING BOARD RECOMMENDATION FOR A MULTI-SPORT MEMBERSHIP

The group endorses and encourages USA Fencing to pursue the existing board-directed investigation into Multi-Sport memberships with sister sports that may provide for common development opportunities such as Archery.

RECOMMENDATION SIX: SIGNIFICANT EXPANSION OF EDUCATION TO COACHES, REFEREES, PARENTS AND ATHLETES

In concert with other recommendations made, it is key to educate Parents, Coaches and Referees on injury prevention, strength and conditioning, nutrition, mental health, competition planning, benefits of multi-sport and cross-training, as well as guidelines for parents new to the sport. In particular, significant attention should be given to ensuring the strong mental health of the athlete.

It is also essential to create age specific Referee Education, for training on how to facilitate a fun, engaging environment for athletes while they are competing on the street.

Lastly education and messaging to clubs in the age groups 0-6, 7-9, 10-14 and 15+ on the stages of development they should be, generally, expecting at those age groups.

The key in these educational efforts is to set reasonable expectations for all parties and ensure that the

pursuit of Fencing at these ages is firstly about fun and enjoyable experiences for the Fencer in order that we may retain the Fencer for years to come.

RECOMMENDATION SEVEN: ADOPT THE CHILDREN'S BILL OF RIGHTS AS PART OF THE USA FENCING YOUTH MODEL

In support of the goals of enjoyable competition at these age groups, the group suggests that USA Fencing adopt a Children's Bill of Rights which exists in several US sports and has also existed in the roots of the ADM in the nation of Norway. It is recommended this is tasked to the Youth Development Resource Team to produce a CBR appropriate to the Fencing community.

RECOMMENDATION EIGHT: EXPLORE THE OPTION OF AN ADJUSTED FIELD OF PLAY FOR YOUTH PARTICIPANTS

A significant cornerstone of two successful, early skill acquisition sports that could be viewed to resemble Fencing is the adjustment of the size of the field of play. Further work is required by appropriately qualified individuals on what the field of play should look like but the group recommends examining the possibility of a shorter length of strip for Y8-Y10-Y12 Fencing following the examples of Tennis and Hockey. There was not full consensus on this recommendation amongst the group, but there was amongst a majority.

RECOMMENDATION NINE: EXPAND YOUTH PARTICIPATION OPPORTUNITIES AT THE LOCAL LEVEL

Another key tenant of success is expanded youth participation, and sampling of the sport. It is recommended that USA Fencing, through the existing Events Review Group, significantly explore how to expand affordable entry points for Fencers at the local level, including "try Fencing" events. The group sees that a large base for the sport will assist in the development of the sport, and additionally account for individuals who may choose another sport over Fencing.

RECOMMENDATION TEN: REMOVE THE YEAR-LONG SEASON FOR Y8-Y10-Y12 AGE GROUPS

The group recommends to refer the examination of a year-long season to the Events Review Group, at this moment in time these age groups are contested in effect all year long. Research suggests the break that comes with the off-season is a healthy element of a youth sports program – specifically allowing athletes to rest their muscle groups, tendons, ligaments and joints from the repetitive exercises that might go along with Fencing (note, it is not necessarily recommended athletes have full rest during this period), as well as significant mental health benefits that may benefit their long term Fencing potential. It is generally recommended that youth may follow the same pathway as elite Fencers where there is approximately a month long or more break in competition, and the same opportunity to recuperate.

Y8Y10Y12 Task Force

December 20, 2022



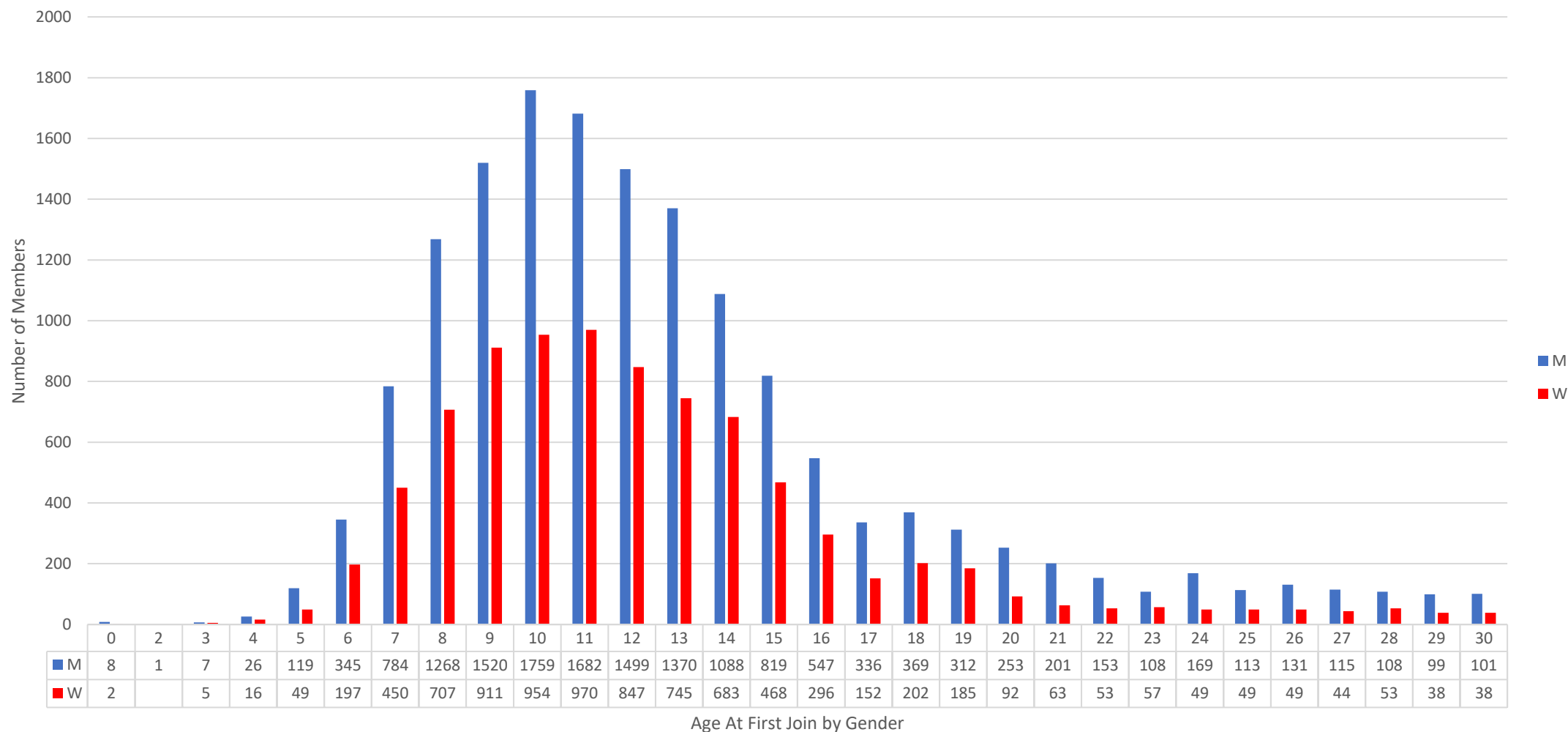
USA
FENCING



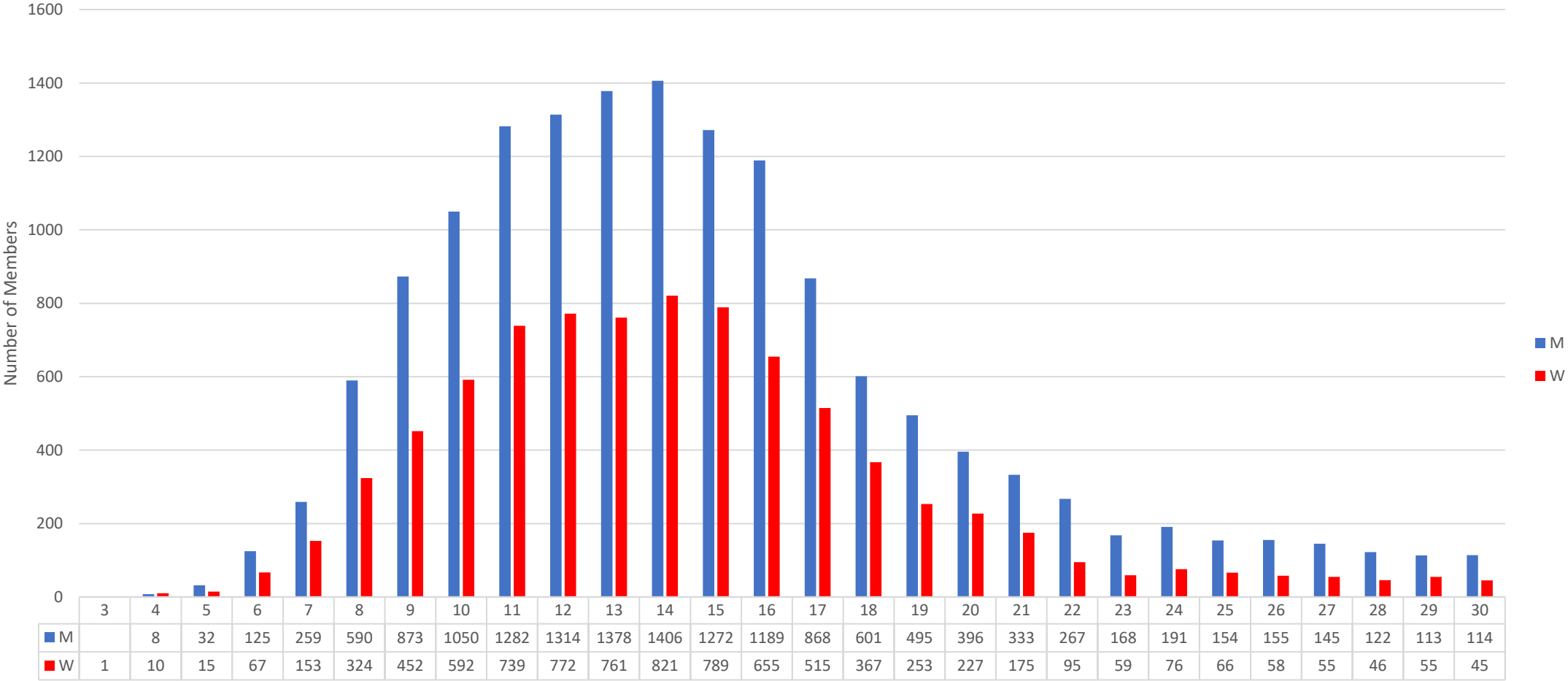
USA
PARAFENCING

All data sourced from USA Fencing's Membership and Events Database

Current Members – Age at First Join

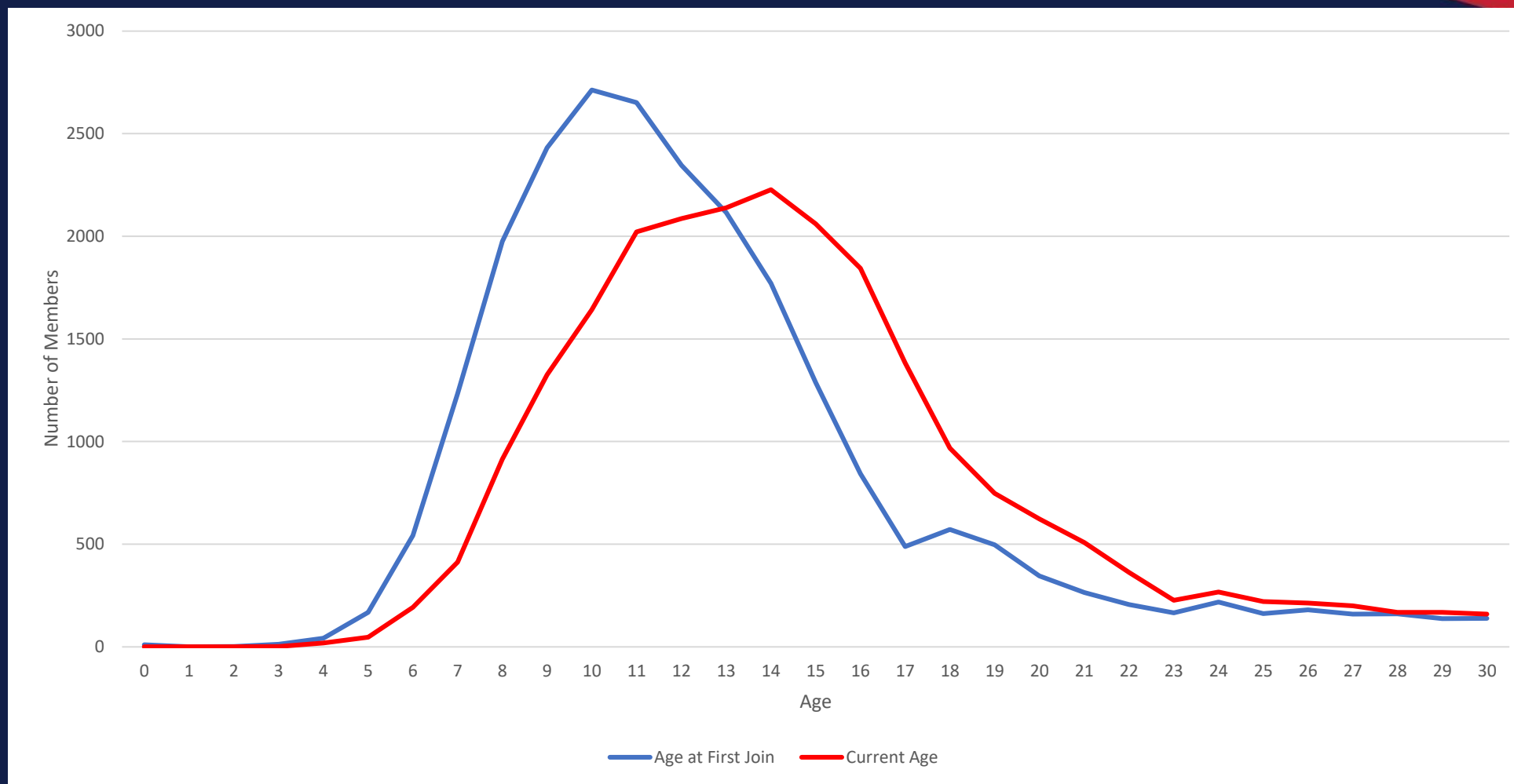


Current Members – Current Age

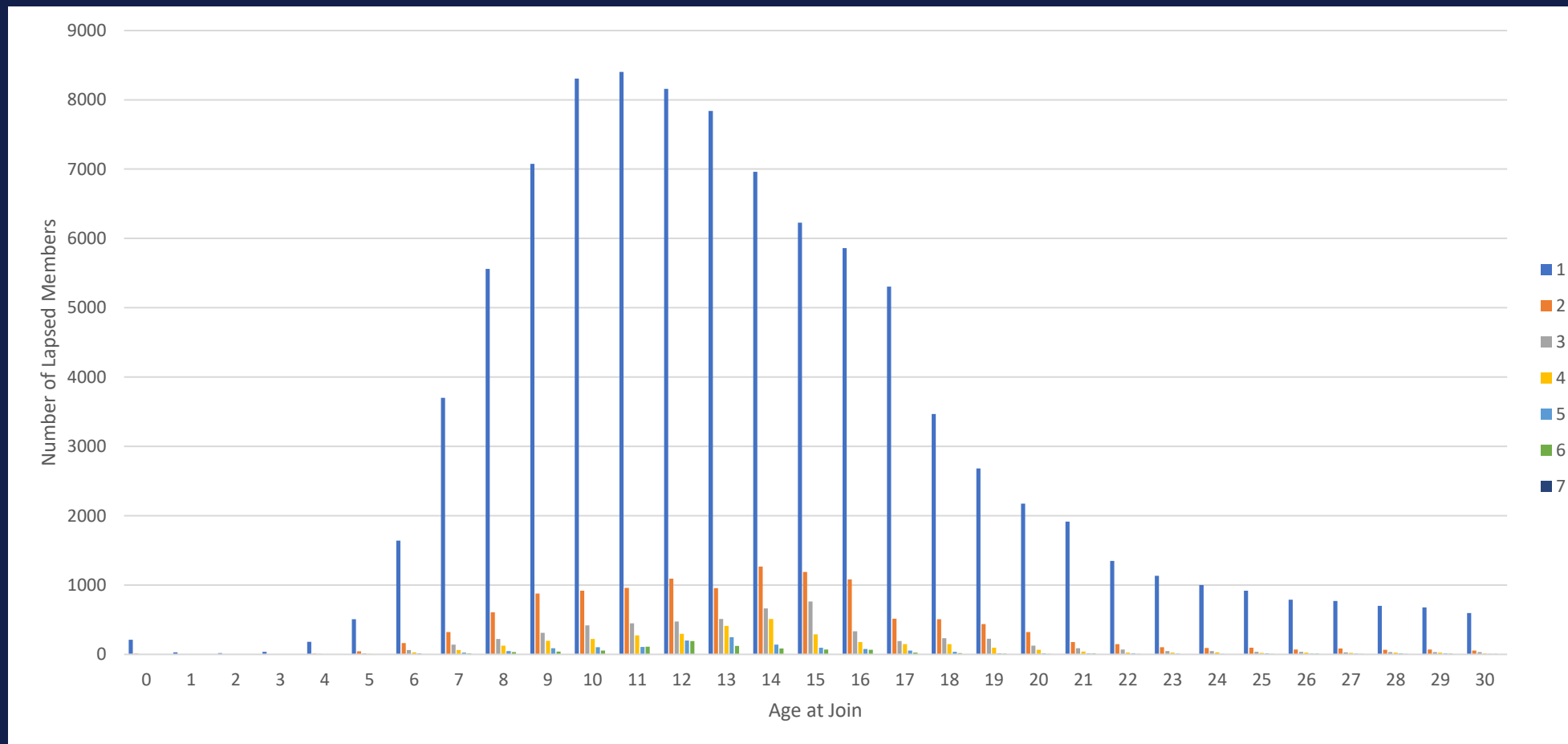


Member Current Age by Gender

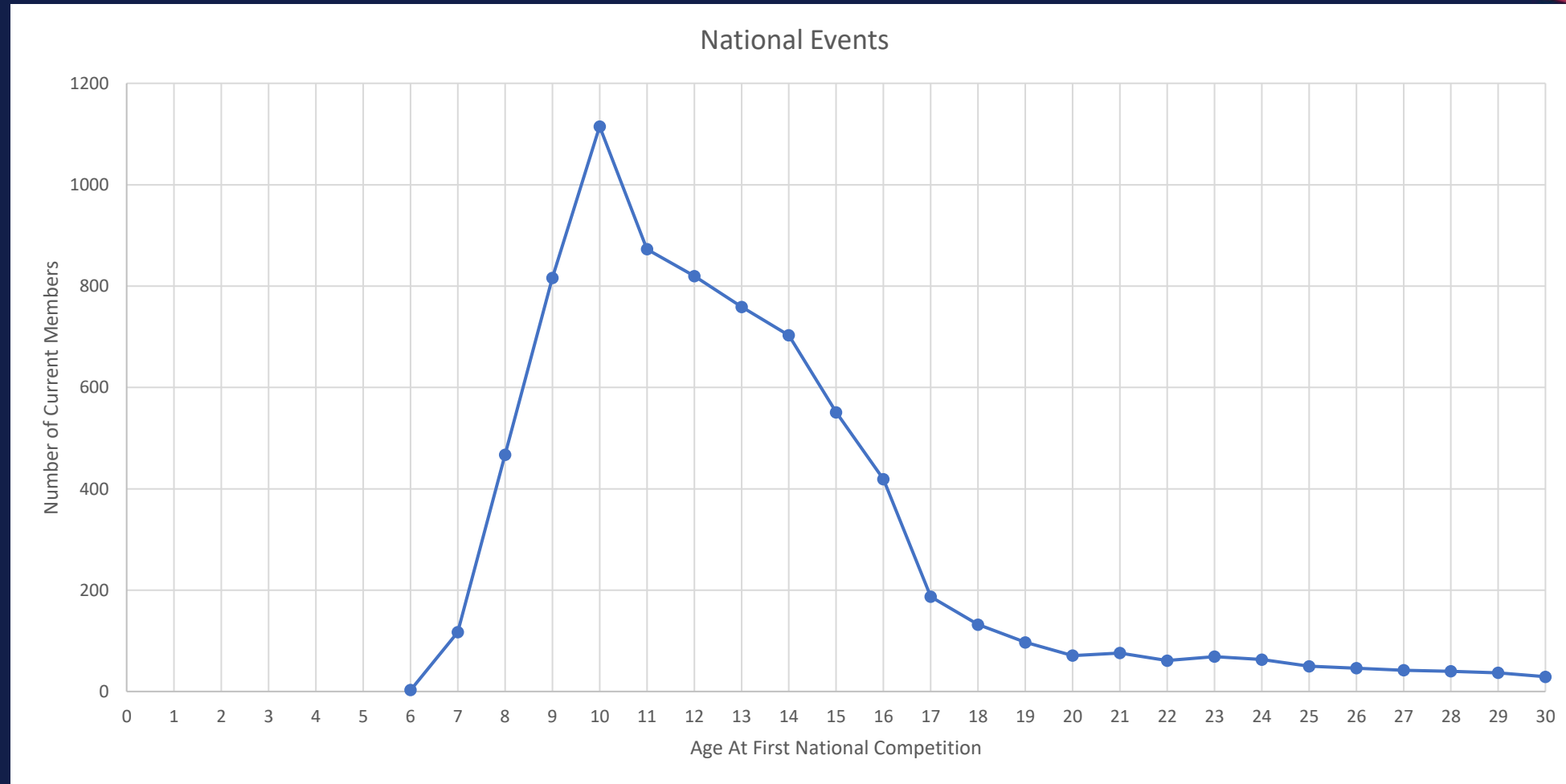
First Join compared to Current Age



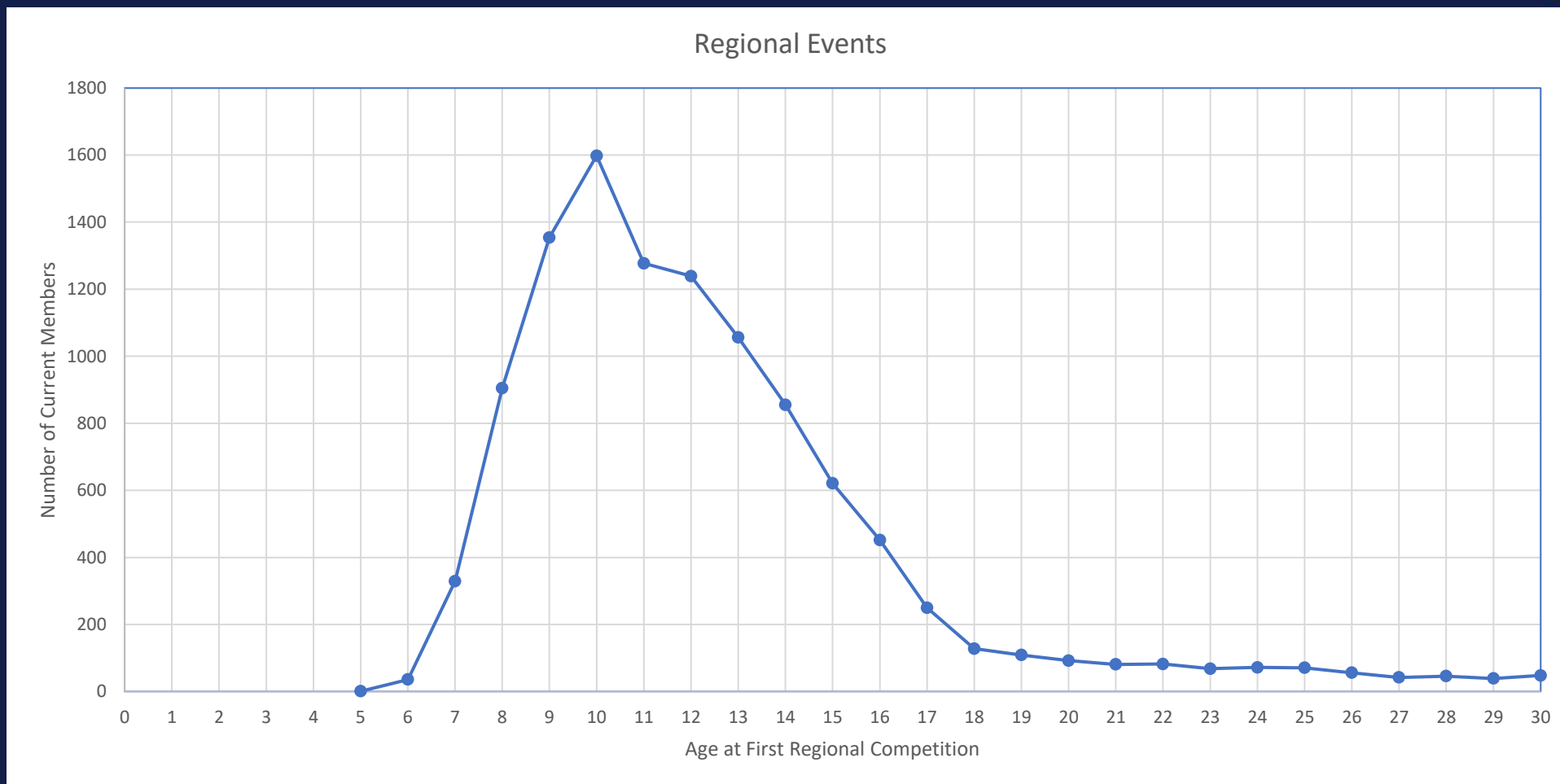
Lapsed Members – Number of memberships based on Age at Join



Age At First National Competition



Age At First Regional Competition



HALL OF FAME COMMITTEE RECOMMENDATION

The following will be the proposed class structure for 2024.

1. Three Athletes based on points (this may include pre-1984 now to be called Legacy Athletes if they have the points)
2. Two Athletes selected from three Athlete categories listed below: (similar voting as above)
 - A. LEGACY ATHLETES
 - B. VETERAN ATHLETES
 - C. PARA ATHLETES
3. One Coach selection based on points (similar voting as above)
4. One Contributor selection will be presented to the membership to be voted straight in. (There is simply no fair or objective criteria that we can use to select an inductee in this category.)

Election Process:

1. After the February 16, 2023 Board meeting an announcement will be sent out to the membership that the committee is accepting nominations to the Hall of Fame in each of the categories shown above. This will be open to nominate from February 17, 2023 thru March 20, 2023. (next year we can extend this period from February 1 – March 15). This will allow the committee enough time to vote on nominations and for USA Fencing to examine credentials and records. All nominations must have a complete list of teams made, results made both individual and team for Cadet, Junior, NCAA/NIWFA, Pan Am Games, Pan Am Fencing Zonal, World Cup, Senior World Championships, and Olympics/ParaOlympics. Overall World Cup Champions should also be included. Veterans also include their Veteran results plus any other results mentioned above. Only US team fencing team results will be recognized for the Hall of Fame. This announcement should be made on the USA Fencing website.
2. Once all the new nominees are voted upon by the committee, then they will be added to the roster of candidates that did not get elected last year and given to the membership to vote on in the election.
3. The committee will use the objective point chart to rank each athlete and coach and have that finished before the election. This tally will be kept within the committee and the Chief Executive Director of USA Fencing until after the membership vote, but it must be done before to ensure that it will not affect the election. In case of a tie, the membership vote will be the tie-breaker.
4. The membership will be able to vote for 3 athletes in the first section, two athletes from the second section which includes Legacy, Veteran, and Para, and three coaches from the Third section.
5. The vote for contributor will be a straight single vote by the membership to elect one contributor.
6. Once the membership vote is completed, the committee will add that point tally and submit all the membership and objective point data to USA fencing along with the 6

overall inductees. This data should be also released to the membership so they see both the vote value, and also the objective point values.

7. Hopefully, since all the objective data will be ready before the election, USA Fencing can announce the inductees at the same time as the regular election results.

Hall of Fame Criteria - Athlete

| | LIFE RESULTS | GOLD | SILVER | BRONZE | 4TH |
|-----------|--|-------------|---------------|---------------|------------|
| 1 | OLYMPIC MEDALS INDIVIDUAL | 150 | 130 | 110 | 90 |
| 2 | OLYMPIC TEAM EVENT MEDALS | 100 | 85 | 70 | 55 |
| 3 | OLYMPIC FINALS PLACES 5-8 | 45 | | | |
| 4 | OLYMPIC TEAM PARTICIPANT* | 90 | | | |
| 5 | SENIOR WORLD CHAMPIONSHIP INDIVIDUAL | 150 | 130 | 110 | 90 |
| 6 | SENIOR WORLD CHAMPIONSHIP TEAM EVENT | 100 | 85 | 70 | 55 |
| 7 | WCHAMP INDIVIDUALS FINALS PLACES 5-8 | 45 | | | |
| 8 | SENIOR WORLD CHAMPIONSHIP PARTICIPANT | 90 | | | |
| 9 | WORLD CUP OVERALL CHAMPION** | 100 | | | |
| 10 | SENIOR WORLD CUP/GRAND PRIX MEDALIST (DESIGNAT | 80 | 70 | 60 | |
| 11 | WORLD CUP TEAM EVENT | 50 | 40 | 30 | |
| 12 | PAN AM GAMES INDIVIDUAL | 70 | 60 | 50 | |
| 13 | PAN AM GAMES TEAM EVENT | 60 | 50 | 40 | |
| 14 | PAN AM GAMES TEAM PARTICIPANT | 40 | | | |
| 15 | PAN AM ZONAL CHAMPIONSHIPS INDIVIDUAL | 60 | 50 | 40 | |
| 16 | DIV I NATIONAL CHAMPIONSHIPS HISTORIC OPEN IND | 60 | 50 | 40 | |
| 17 | DIV I NATIONAL CHAMPIONSHIPS FINALIST | 30 | | | |
| 18 | NATIONAL CHAMPION TEAM HISTORIC | 30 | 20 | 10 | |
| 19 | SENIOR WORLD CHAMPIONSHIP PARTICIPANT | 40 | | | |
| 20 | JUNIOR WORLD CHAMPIONSHIP INDIVIDUAL | 40 | 35 | 30 | 25 |
| 21 | CADET WORLD CHAMPIONSHIP INDIVIDUAL | 35 | 30 | 25 | 20 |
| 22 | NCAA/NIWFA CHAMPIONSHIPS INDIVIDUAL | 40 | 30 | 20 | 10 |
| 23 | HALL OF FAME VOTE 1ST PLACE | 400 | | | |
| 24 | HALL OF FAME VOTE 2ND PLACE | 350 | | | |
| 25 | HALL OF FAME VOTE 3RD PLACE | 300 | | | |
| 26 | HALL OF FAME VOTE 4TH PLACE | 250 | | | |
| 27 | HALL OF FAME VOTE 5TH PLACE | 225 | | | |
| 28 | HALL OF FAME VOTE 6TH PLACE | 200 | | | |
| 29 | HALL OF FAME VOTE 7TH PLACE | 180 | | | |
| 30 | HALL OF FAME VOTE 8TH PLACE | 170 | | | |
| 31 | HALL OF FAME VOTE 9TH PLACE | 160 | | | |
| 32 | HALL OF FAME VOTE 10TH PLACE | 150 | | | |

* = Must be credentialed as an Olympian (e.g. subbed in as alternate in team). Results must be from representation of the USA. Non-American results should not be considered.

** = If the individual finishes #1 overall in the FIE Rankings.

Hall of Fame Criteria - Coach

| | | LIFE RESULTS | GOLD | SILVER | BRONZE | 4TH |
|----|--|---|-------------|---------------|---------------|------------|
| 1 | | OLYMPIC MEDALS INDIVIDUAL | 150 | 130 | 110 | 90 |
| 2 | | OLYMPIC TEAM EVENT MEDALS | 100 | 85 | 70 | 55 |
| 3 | | OLYMPIC FINALS PLACES 5-8 | 45 | | | |
| 4 | | OLYMPIC TEAM PARTICIPANT* | 90 | | | |
| 5 | | SENIOR WORLD CHAMPIONSHIP INDIVIDUAL | 150 | 130 | 110 | 90 |
| 6 | | SENIOR WORLD CHAMPIONSHIP TEAM EVENT | 100 | 85 | 70 | 55 |
| 7 | | WCHAMP INDIVIDUALS FINALS PLACES 5-8 | 45 | | | |
| 8 | | SENIOR WORLD CHAMPIONSHIP PARTICIPANT | 90 | | | |
| 9 | | WORLD CUP OVERALL CHAMPION** | 100 | | | |
| 10 | | SENIOR WORLD CUP/GRAND PRIX MEDALIST (DESIGNATED) | 80 | 70 | 60 | |
| 11 | | WORLD CUP TEAM EVENT | 50 | 40 | 30 | |
| 12 | | PAN AM GAMES INDIVIDUAL | 70 | 60 | 50 | |
| 13 | | PAN AM GAMES TEAM EVENT | 60 | 50 | 40 | |
| 14 | | PAN AM GAMES TEAM PARTICIPANT | 40 | | | |
| 15 | | PAN AM ZONAL CHAMPIONSHIPS INDIVIDUAL | 60 | 50 | 40 | |
| 16 | | DIV I NATIONAL CHAMPIONSHIPS HISTORIC OPEN IND | 60 | 50 | 40 | |
| 17 | | DIV I NATIONAL CHAMPIONSHIPS FINALIST | 30 | | | |
| 18 | | NATIONAL CHAMPION TEAM HISTORIC | 30 | 20 | 10 | |
| 19 | | SENIOR WORLD CHAMPIONSHIP PARTICIPANT | 40 | | | |
| 20 | | JUNIOR WORLD CHAMPIONSHIP INDIVIDUAL | 40 | 35 | 30 | 25 |
| 21 | | CADET WORLD CHAMPIONSHIP INDIVIDUAL | 35 | 30 | 25 | 20 |
| 22 | | NCAA/NIWFA CHAMPIONSHIPS INDIVIDUAL | 40 | 30 | 20 | 10 |
| 23 | | HALL OF FAME VOTE 1ST PLACE | 300 | | | |
| 24 | | HALL OF FAME VOTE 2ND PLACE | 250 | | | |
| 25 | | HALL OF FAME VOTE 3RD PLACE | 200 | | | |
| 26 | | HALL OF FAME VOTE 4TH PLACE | 150 | | | |
| 27 | | HALL OF FAME VOTE 5TH PLACE | 125 | | | |
| 28 | | HALL OF FAME VOTE 6TH PLACE | 100 | | | |
| 29 | | HALL OF FAME VOTE 7TH PLACE | 80 | | | |

* = Results must be from representation of the USA. Non-American results should not be considered.

** = If the individual finishes #1 overall in the FIE Rankings

| | | | | | |
|-----------|--------------------------------|-----|--|--|--|
| 30 | HALL OF FAME VOTE 8TH PLACE | 70 | | | |
| 31 | HALL OF FAME VOTE 9TH PLACE | 60 | | | |
| 32 | HALL OF FAME VOTE 10TH PLACE | 50 | | | |
| 33 | USFCA/NCAA COACH OF THE YEAR | 80 | | | |
| 34 | NCAA COACH OF THE YEAR DIV III | 60 | | | |
| 35 | FIE HALL OF FAME MEMBER | 200 | | | |

2022-23 Membership Surveys

Preliminary Report – February 2nd, 2023



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Overview

These surveys aimed to gain insight into different stakeholder groups that our organization services.

The goal is to develop a current understanding of key stakeholder groups. Using these gained insights to aid in improving the members' experience at all levels of competition.



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Page 3: Individual Membership Survey Summary Results

Page 10: Alumni Membership Survey Summary Responses

Page 13: Club Survey Summary Results

Individual Membership Survey - Summary

Background:

Qualitative and quantitative study with two overarching goals:

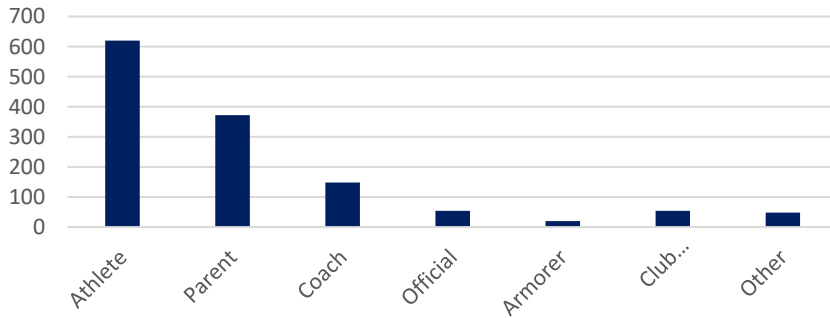
- 1. Develop an understanding of current members** to gain insight into our members to provide valuable membership benefits while improving the member experience.
- 2. Understand the perceived value of the current USA Fencing offering** to aid in designing the USA Fencing member experience customers want and would get the most value from.

Methodology:

- Online Survey conducted from January 17th, 2023 to February 15th, 2023
- The length of the survey originally called for approximately 10 minutes
- Field using all current and pending members as of January 17th, 2023
- N=1316* Members responded to the survey
 - *Survey is still open and will close on February 15th, 2023

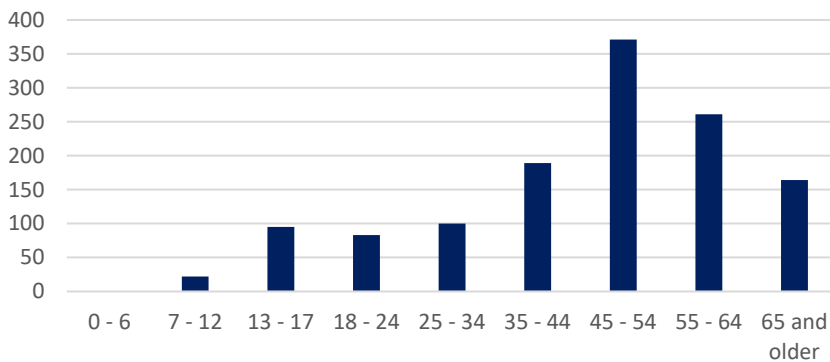
Respondent/Member Profile

Primary Role at USA Fencing



Survey Respondents were dominated by white parents and athletes.

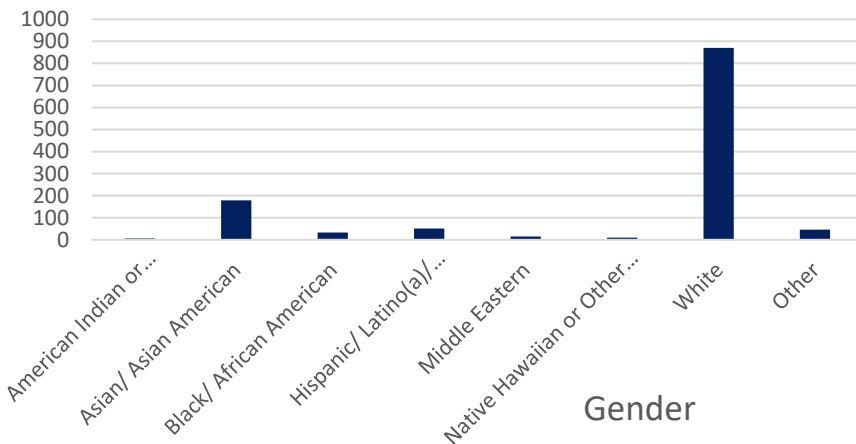
Current Age of Respondents



Respondents who listed other as the primary role contained retired fencers or contained multiple of the options

93% of all respondents are not active-duty military or veterans

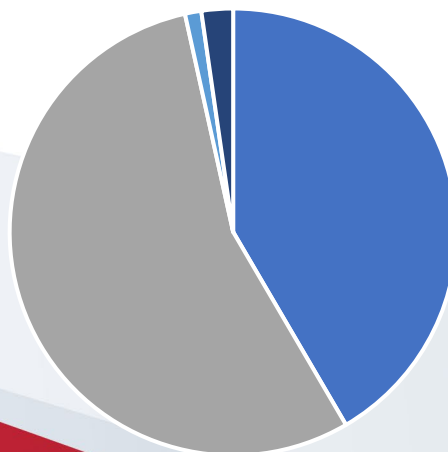
Ethnicity



92% of all respondents do not identify as an individual with a disability

Gender

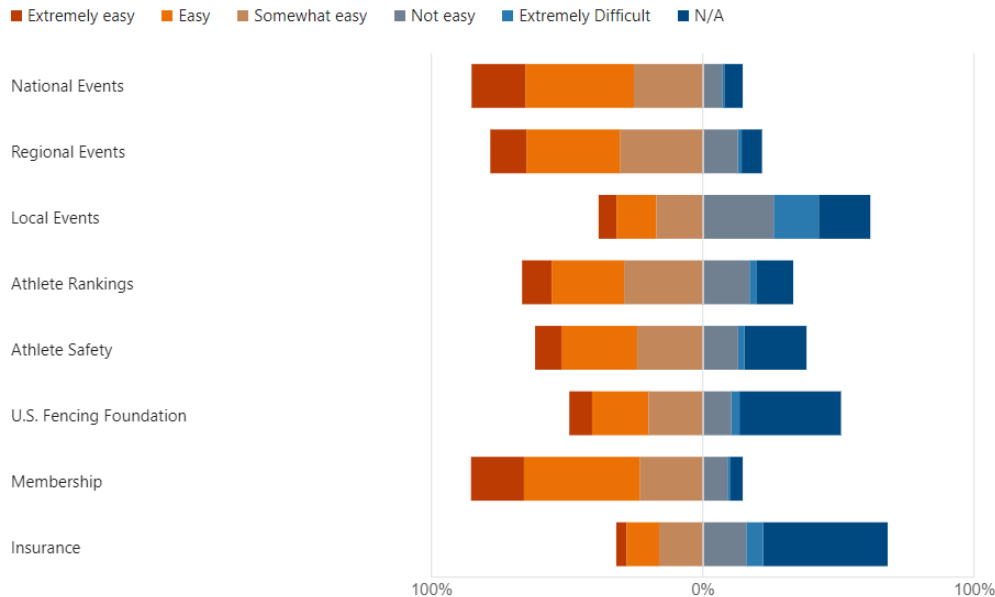
- Woman
- Man
- Non-binary
- Prefer not to say



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Membership Online Experience

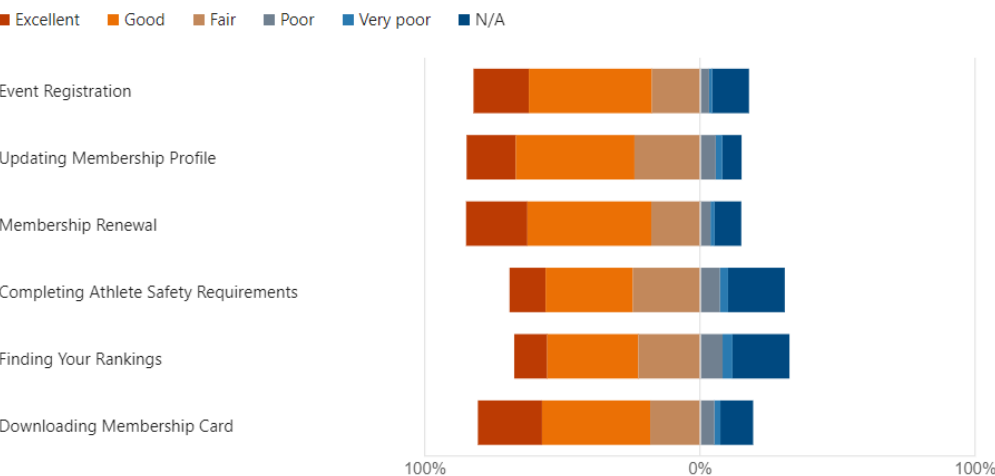
USAFencing.org Ease of Use



81% of respondents identified the primary method for finding information is through navigating through menus and drop downs or using the search bar on USAFencing.org

64% of respondents get their fencing news through USAFencing.org

Membership and Events System Ease of Use



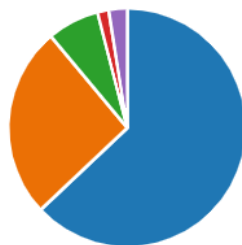
Members have become accustomed to finding information on their own.

Opportunity to design and improve user experience on the USAFencing.org webpage

National Events

How much **per tournament** would you be willing to pay to see additional bouts (from earlier rounds) streamed live and available on demand on a streaming platform?

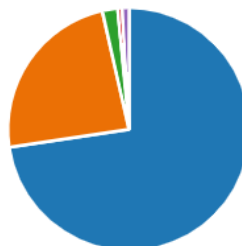
| | |
|--|-----|
| ● \$0 (not interested in this service) | 829 |
| ● \$5 per tournament | 341 |
| ● \$10 per tournament | 93 |
| ● \$15 per tournament | 20 |
| ● \$20 (or higher) per tournament | 33 |



Roughly 25% would pay the minimum to receive additional content.

How much **per tournament** would you pay for access to additional photos from your fencer's bouts at USA Fencing national tournaments?

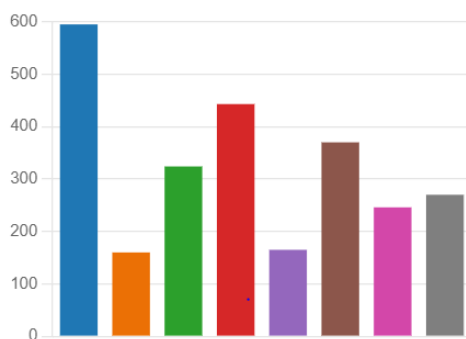
| | |
|--|-----|
| ● \$0 (not interested in this service) | 956 |
| ● \$20 per tournament | 313 |
| ● \$30 per tournament | 27 |
| ● \$40 per tournament | 8 |
| ● \$50 (or higher) per tournament | 12 |



45% of respondents would participate in social or networking gatherings at national events

At your next national tournament, which of the following experiences would you participate in?

| | |
|------------------------------------|-----|
| ● Social/Networking Gathering | 595 |
| ● Additional Non-Fencing Compe... | 160 |
| ● Coach Education Workshops | 324 |
| ● Referee Education Workshops | 443 |
| ● Parafencing Demonstrations | 165 |
| ● Meet & Greet with Olympian/Pa... | 370 |
| ● Athlete Safety Workshops | 246 |
| ● Other | 270 |



Deeper dive needs to be done based on age segments to tailor experiences to specific membership groups.

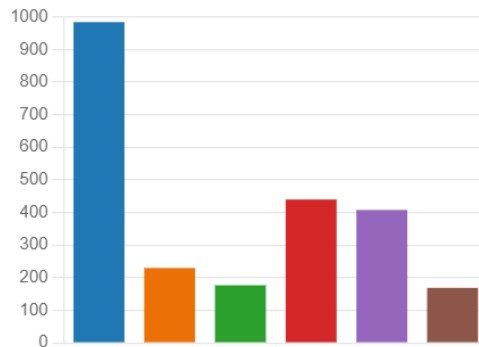


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Membership Product

Why are you a member?

| | |
|--------------------------------------|-----|
| To be able to compete at USA F... | 984 |
| To receive sport accident insura... | 230 |
| To gain access to exclusive fenci... | 177 |
| To be closer to the sport I love | 440 |
| To support fencing's future | 408 |
| Other | 169 |

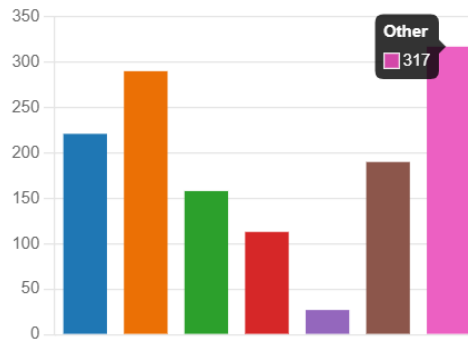


75% of respondents are members in order to compete in events

31% of respondents are members to support fencing's future.

How did you or your athlete first get interested in the sport of fencing?

| | |
|-------------------------------------|-----|
| Friend/Colleague Invited me | 221 |
| School Program | 290 |
| Town or Local Parks & Recreation... | 158 |
| Pop-culture (Movies/TV) | 113 |
| Social Media | 27 |
| Another Family Member Particip... | 190 |
| Other | 317 |



This philanthropic base to be engaged with on the foundation side

Respondents first gained interest in the sport for various reasons—further insight to be gathered here.

Respondents provided a number of opportunities to improve member experience a few notes below:

- Live streaming and video recordings of all tournaments
- Enhancements to referee education
- Coaching Education/Scholarship Opportunities
- Events in the young adult (21-39) age group
- College Recruiting Information and Events

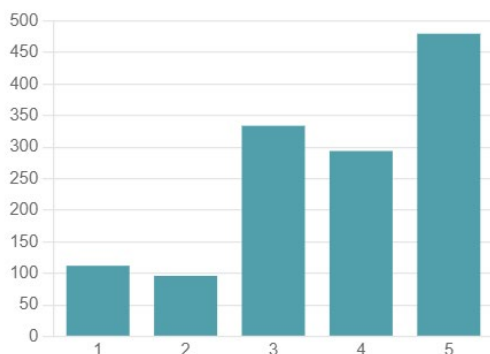
Avg Overall Experience: 7.28 out of 10

Athlete Safety

On a scale of 1-5, how empowered do you feel to submit a report of a SafeSport or FenceSafe policy violation?

3.71

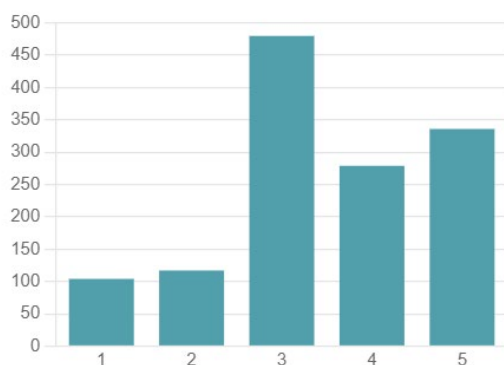
Average Rating



On a scale of 1-5, how easy is it for you to make a report of a SafeSport or FenceSafe policy violation?

3.48

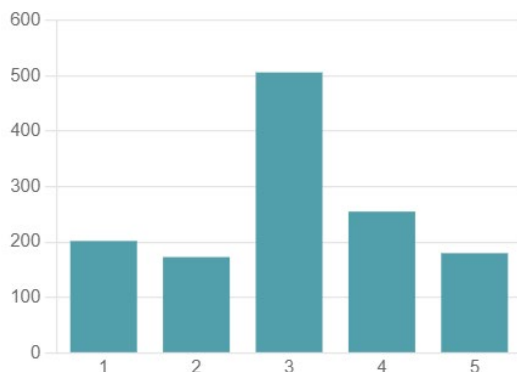
Average Rating



On a scale of 1-5, do you feel that any reports made of SafeSport or FenceSafe policy violations are being handled appropriately?

3.03

Average Rating



While members feel empowered to submit policy violations, confidence that these reports are being handled properly lacks behind.

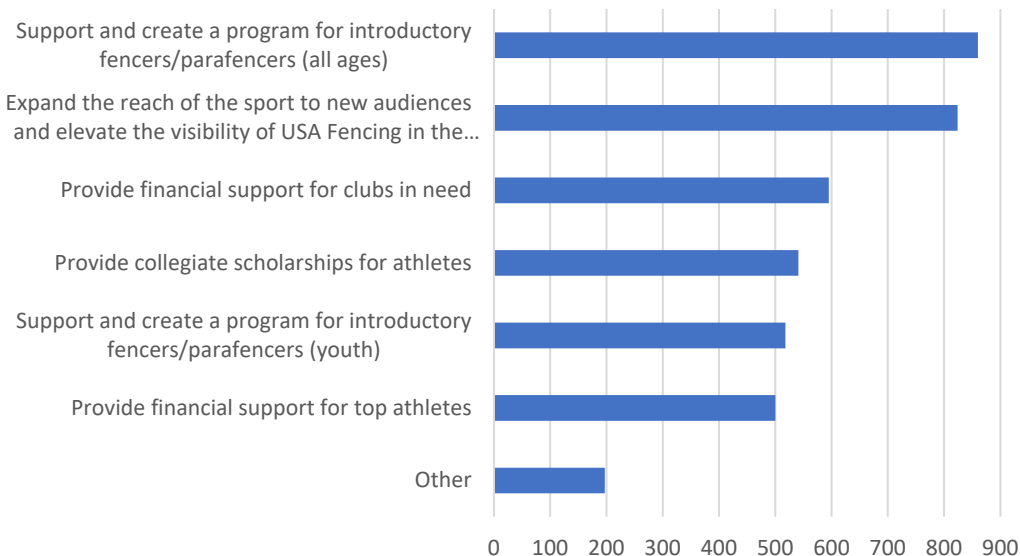
This provides the organization with a baseline to improve trust in processes.



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U.S. Fencing Foundation

In what areas can the U.S. Fencing Foundation provide the greatest support to the growth of our sport?

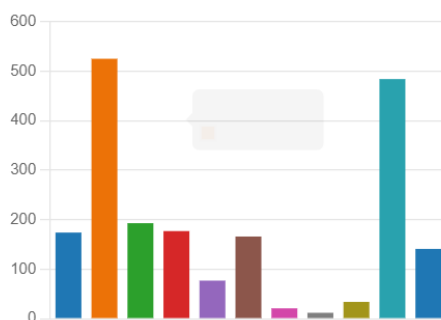


72% were aware of the Foundation prior to the survey - High awareness

62% of respondents would like the foundation to expand the reach of the sport to new audiences and elevate the visibility of USA Fencing in the United States

Would you consider supporting the efforts of the U.S. Fencing Foundation in any of the following ways?

| | |
|------------------------------------|-----|
| Serve on the board of Trustees | 174 |
| Volunteer for events | 525 |
| Serve as an organizing committ... | 193 |
| Serve as an ambassador for fou... | 177 |
| Serve as a fundraising committe... | 77 |
| Become a grassroots donor | 166 |
| Become a major gifts donor | 21 |
| Become a corporate sponsor | 12 |
| Make a legacy gift | 34 |
| No | 484 |
| Other | 141 |



This philanthropic base to be engaged with on the foundation side – opportunity to engage with those who are interested in volunteering at events for the betterment of the sport.

Respondents provided feedback on the Foundation, some common themes:

- Support local and youth fencing
- More communication on what the foundation is doing
- Thank you for all you do!

Alumni Membership Survey - Summary

Background:

Qualitative and quantitative study with two overarching goals:

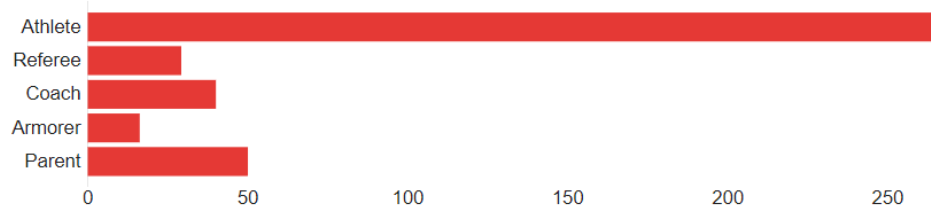
1. **Develop an understanding of lapsed members** to gain insight into why individuals did not renew their membership.
2. **Understand the perceived value of the current USA Fencing offering** to aid in designing the USA Fencing member experience that would entice lapsed members to renew their membership.

Methodology:

- Online Survey conducted fall of 2022
- The length of the survey originally called for approximately 5 minutes
- Field using all lapsed members October 1st, 2022.
- N=304 Lapsed Members responded to the survey

Respondent/Member Profile

Q1 - What was your primary role in USA Fencing (Select all that apply)?



Of the respondents, 94% are interested in the sport of Fencing

Q2 - How many years were you a member of USA Fencing

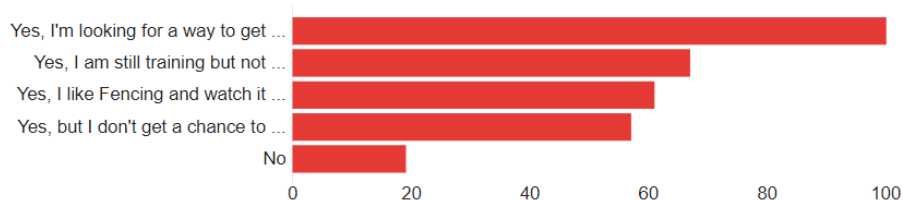


There was no one issue that caused individuals to leave the sport.

Common Themes:

- Graduated College
- Injury
- Moved to a new area
- Family
- Career

Q3 - Are you still interested in the sport of Fencing?



The majority of respondents are still interested in Fencing in some capacity

21% of respondents use USA Fencing Social Media to keep up to date with the latest Fencing News

Alumni Member Open Ended Responses

Respondents were asked about what USA Fencing can do to re-engage them in the sport.

Common Themes:

- Create clubs in their location/provide places to fence – 14% of respondents
- Create Recreational and lower-cost fencing opportunities – 13% of respondents
- Provide pathways for adult fencing – 8% of respondents

Respondents were asked about what USA Fencing can do to re-engage its' alumni.

Common Themes:

- Increase communication about program offerings and engage with alumni – 53% of respondents
- Create Alumni Groups and Alumni Events – 10% of Respondents
- Create local pathways to Fence – 10% of respondents

Respondents were asked about what impact Fencing had on their life.

Common Themes:

- Lifetime friends, family, memories and Life Skills – 89% of respondents

"It was a big part of my life for 20 years. I still parry in my sleep."

"Immeasurable. I was an active member of my local fencing community for 20 years. I made lifelong friends, found jobs, met my husband, and grew as an individual all because of fencing."

"It was a wonderful community full of smart, kind people whom I spent nearly every weekend with throughout high school. It taught me goal setting, grit, and stress management. Hugely formative, and I still consider myself a fencer even though I haven't fenced in years."

"It's a lifelong sport for me. Without it, I would not be where I am today. The friends I've made have been some of the best people I've ever had the pleasure of competing and working with."



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Club Membership Survey - Summary

Background:

Research completed by Performance Research

Quantitative study with two overarching goals:

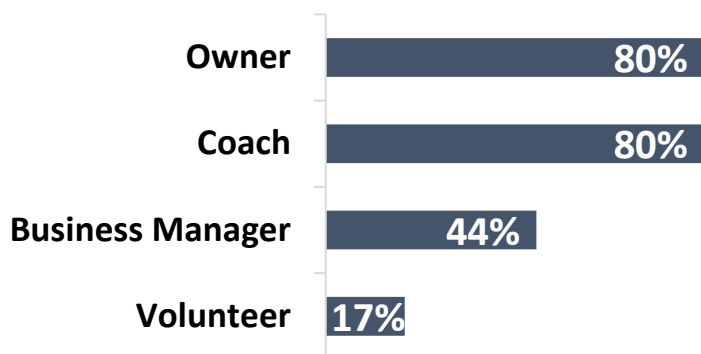
1. **Develop an understanding of current clubs and club stakeholders** by assessing a sample of the club stakeholders in terms of personal demographics, club structure/composition, and engagement with USA Fencing
2. **Understand USA Fencing's role in fencing/fencing clubs** by measuring club stakeholders' perceptions of USA Fencing, the pain points clubs have that USA Fencing may help resolve and perceptions how USA Fencing should be involved in the future of clubs/the sport

Methodology:

- Quantitative, online survey conducted in early late winter 2023
- Length of survey was approximately 15 minutes
- Fielded using a database of USA Fencing members and club stakeholder provided by USA Fencing
- N=198 members responded to the survey

Respondent/Member Profile

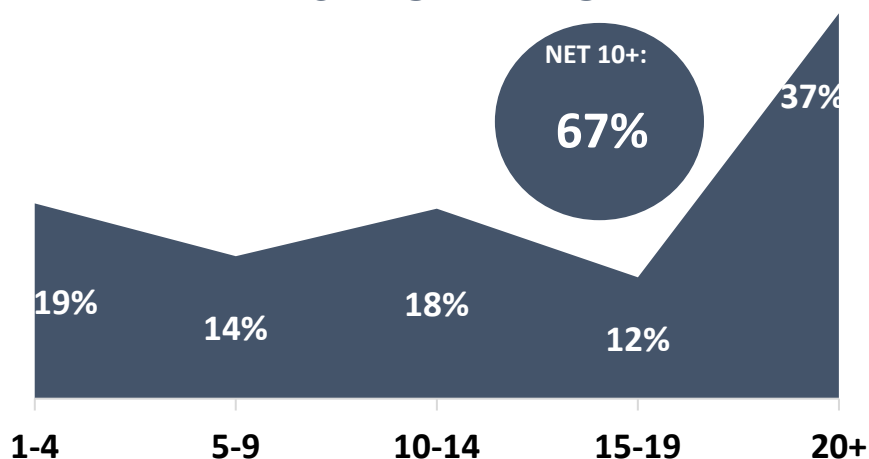
CLUB ROLE



Among coaches, a majority have been coaching for 15 years or more

Two-thirds of clubs have been in operation for 10+ years; 37% have been operating 20+ years

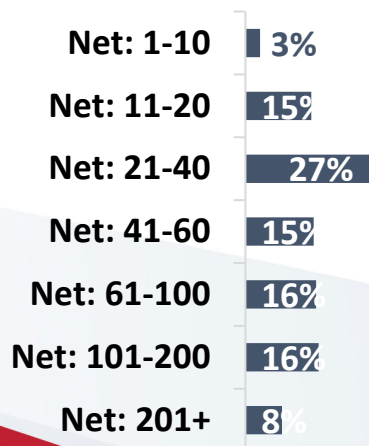
YEARS IN OPERATION



On average, about 90 athletes participate per year

For-Profit Clubs report a higher athlete participation count per year (106) vs. Non-Profits (62)

NUMBER OF ATHLETES IN AVERAGE YEAR

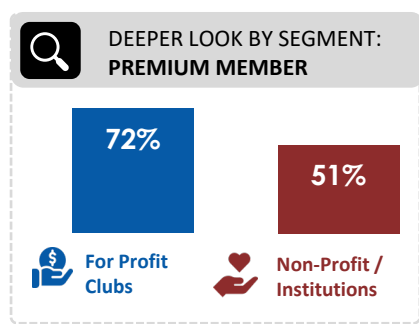
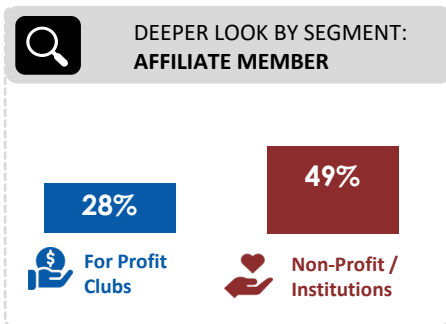


Most clubs report the bulk of their athletes in the 10-18 year old age range

11% of clubs currently offer Parafencing

Club Membership Breakdown

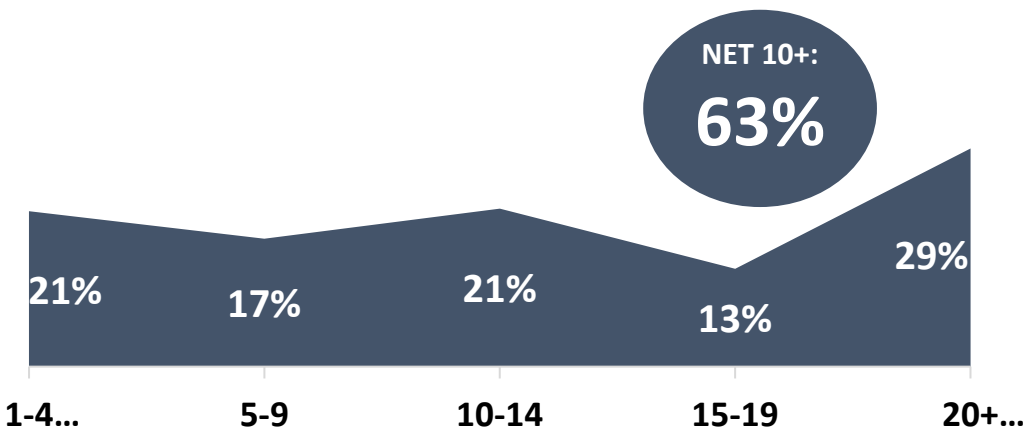
USA Fencing Membership Level



For-Profit Clubs are notably more likely to report premium memberships vs. Non-Profits / Institutions.

Over 6 in 10 clubs participating in this study have been USA Fencing members for 10+ years

Length of Club's USA Fencing Membership



Non-Profits / Institutions are more likely to be long-time members than For-Profit clubs

USA Fencing is most likely to be perceived as **Bureaucratic** and **Competitive**, followed by **A community of individuals that share my interests**

Brand Perceptions

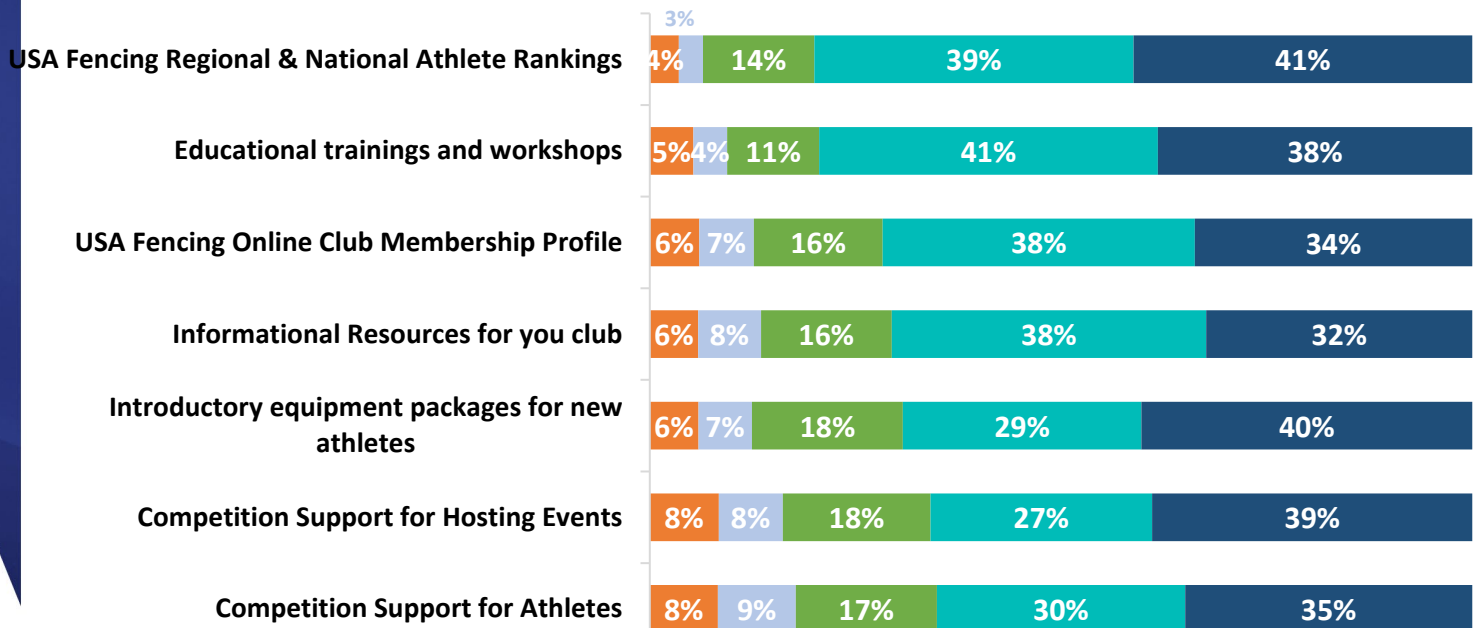


Aside from **Bureaucratic**, the top 5 associations are positive.

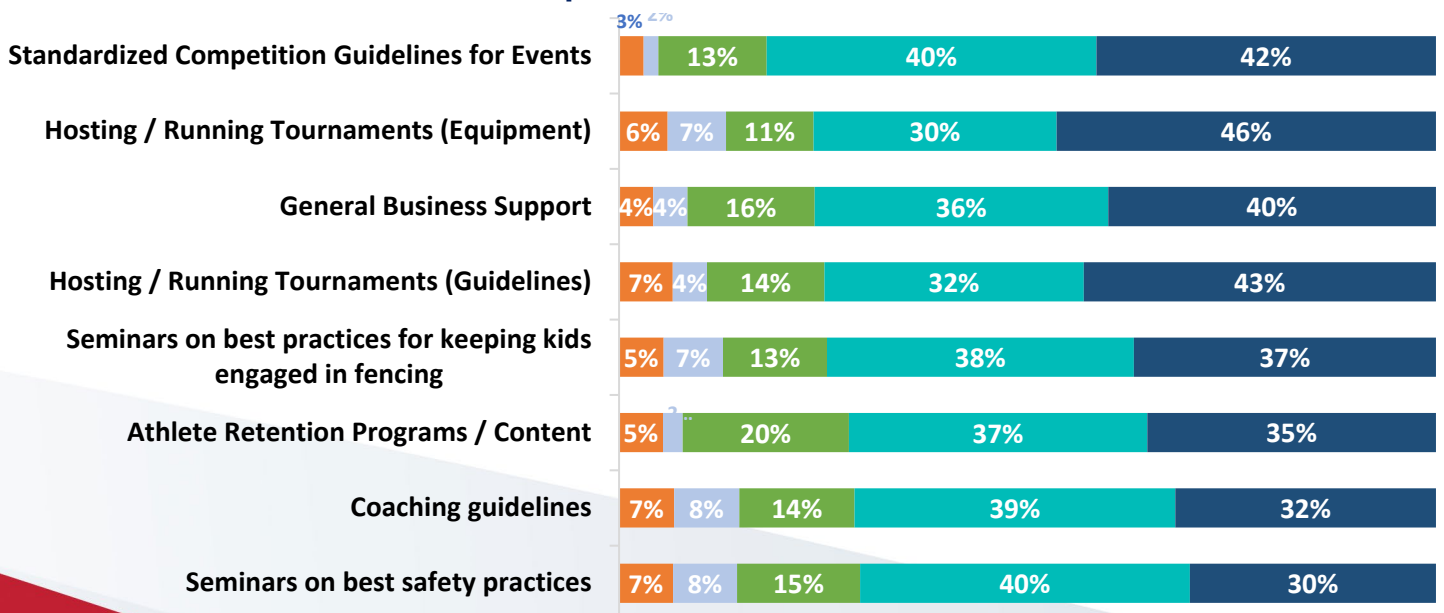
Value of Benefits

- USA Fencing's **Regional & National Athlete Rankings** and **Educational trainings and workshops** are rated the most valuable offerings overall
- Introductory equipment packages** and **Competition support** are ranked #5 and #6 overall, but are rated similarly to the top 2 offerings in terms of having "Extreme" value

● NOT AT ALL VALUABLE
● NOT VERY VALUABLE
● INDIFFERENT
● SOMEWHAT VALUABLE
● EXTREMELY VALUABLE



Value of Potential Resources (Top 8)



Club Survey Insights

Newer-term club (1-4 years more, and 1-9 to some extent) differed from those longer-term members (9-20 to some extent, and 20+ more) in these elements:

- Only significant Brand Attribute that differs is more likely to say “overbearing”.
- More interested in general business support, education support, help in hosting local events, and attracting new athletes & athlete support elements.
- Valuable topics in Coaching Materials
- Highest level of un-satisfaction with Referee elements:
 - Most needed improvements Quality of Refs.
- Most interested in decreasing amount of points needed to qualify for national events
- Regularly use USA Fencing social media more often and higher value
- Higher Value in engaging in USA Fencing emails
- Higher value in engaging in USA Fencing Live Stream video
- Significantly higher Negative comments

Longer term club – 20+ years tended to reveal more frequencies of:

- Reporting USA Fencing as “Respected”
- Value American Fencing Subscription
- Value Attacking Skills and Defensive Skills coaching materials
- Higher satisfaction of Officiating
- Slightly Lower level of support for local event standardization guidelines
- Higher level of satisfaction with events across the board
- Higher satisfaction with Local events. consistency of communication with Athletes, execution of local event venues, Operations, safety protocols
- Higher satisfaction with region event elements
- While satisfied, still Places a higher priority on addressing standardization of compliance
- More likely to use Points of Pride and less likely to use USA Fencing Social Media



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Report to the Board of Directors from the Referees' Commission

February 2023

Tasha Martin, Chair

Since COVID, the RC has held a pre-NAC/Summer Nationals Zoom call for the referee cadre before each event, save for March 2022. These calls provide tournament updates as well as educational topics – rules, Ombuds group, domestic hiring process, international assignments process. The Zoom call is also a forum for referees to ask questions of the RC. We have had at least 80% of the RC in attendance for each call. Even as the pandemic declines and moves towards endemicity, the RC will continue to host the pre-NAC/Summer Nationals indefinitely. We have received positive feedback from the referee cadre as to their usefulness.

At the Annual RC Meeting, held in July 2022, the RC approved a new Workplace Code of Conduct and Referee Contract, in addition to modifying the Referee Code of Ethics. All of which can be found [here](#). In addition, the RC implemented a complete overhaul to the referee ratings structure, which was implemented in two short months, and was in effect for the 2022-2023 season. The Referees' Commission realigned referee ratings to match requirements for local, regional and national events. Moving away from the current ratings of P for having passed exams in a particular weapon, and the 10 – 1 scale — with the lower number representing the higher level of the referee — the new rating scale is:

- P – Passed the appropriate exams for that weapon
- L2 – Beginning referee working at local level events
- L1 – Referee with demonstrated competency to work higher level local events
- R2 – Referee with demonstrated competency to work at regional level events
- R1 – Referee with demonstrated competency to work higher levels at regional events
- N2 – Referee with demonstrated competency to work national Level events
- N1 – Referee with demonstrated competency to work highest level national events

Note: R1 rated referees are eligible for selection to referee at national events, depending on tournament needs.

N2 and N1 ratings will be awarded during the annual Referees' Commission meeting.

Changes to the referee ratings system also impact eligibility criteria for Certified Referee Observers (CROs) and Certified Referee Instructors (CRIs). Under the revised system, a CRO must either be a multi-weapon referee with an N2 (or higher) in two weapons or an N1 in a single weapon and must have a minimum of an R1 in any weapon in which they are conducting referee observations. CROs may award referee ratings to an R1 level; however, must hold a rating at least one level above the rating that they are awarding in each weapon. Under the revised system, a CRI must be a multi-weapon referee with an N1 in at least two weapons and must have a minimum of an R1 in any weapon in which they are conducting referee observations. CRIs may award referee ratings to an R1 level; however, must hold a rating at least one level above the rating that they are awarding in each weapon. Additionally, CRIs may make recommendations to Domestic Assignments for R1-rated referees to begin working at national events. CRIs may also provide feedback to the Referees' Commission nominating referees for

consideration for promotion to N2. Other eligibility criteria and responsibilities for CROs and CRIs remain unchanged.

Regional event bid packages will require an N2 head referee. **At the JOs meeting in February 2023, we will be discussing modifying this requirement to allow for a head referee with an R1 rating.**

There will be an automatic decay of referee ratings. If a referee has not worked to their level over the course of four full seasons, their rating will reduce by one level. (i.e., an N2 becomes an R1 if over the course of four full seasons from the awarding of the N2 rating the referee does not renew that rating) Ratings of R2, L1 and L2 will not decay. A rating of a P is good for one full season at the end of which, if the potential referee has not been observed and awarded at least an L2 rating, the individual will have to start over again with the seminar and exam process.

The RC also updated it's minor hiring policy. Minor referees will no longer be hired for national events. Keeping in line with USOPC and U.S. Center for SafeSport guidelines in conjunction with logistic challenges, no referee will be hired for national events who is not at least 18 years of age and fully SafeSport and background check compliant as of the first date of competition for the respective tournament. This requirement applies to full-time, part-time and walk-on referees.

Referees at regional events must be at least 13 years of age on the date of the event.

This new age requirement policy does not apply to local events, and there is no age requirement to attend referee certification seminars necessary to become a certified referee.

Minimum age to referee by tournament level

| Tournament Level | Minimum Age |
|------------------|-------------|
| National | 18 years |
| Regional | 13 years |
| Local | No minimum |

I have added another meeting on the calendar for the full-RC to meet, as once per year is simply not enough. The RC will meet at JOs in Denver. Most of the RC members will already be in attendance at JOs in 2023, so this is a perfect opportunity to convene a meeting. I will be pursuing adding a second meeting to the budget, as this was standard practice before my tenure.

As Chair of the RC and the RC Ethics Committee, I have handled dozens allegations of breaches of the Code of Ethics by referees from coaches, parents and fellow referees. These complaints were dealt with via email correspondence, and none met the threshold to convene an ethics panel. Addressing allegations of breaches of the Code of Ethics takes up a significant portion of my time and I have spent 10-15 hours per week in most months dealing with these complaints.

I am also the RC liaison to the USA Fencing DEIB Committee.

In October 2021, the RC DEIB Task Force was formed. The committee is co-chaired by myself and Emma-Tei Kyono. Highlights from the 2023-2024 season include:

- Referee mentorship: The referees' DEIB task force is in scoping a formal referee mentorship program to provide new/developing officials with constructive and documented feedback, introductions and connections to existing cadre members, and support based on our DEIB objectives. (Goal: to be piloted at the national level, either SN this season or beginning of 2023-2024 season.)
- Data and Analytics: At the beginning of the 2023-2024 season the DEIB task force launched a survey of professional members in partnership with the National Office. The initial results of the survey were published in January 2023 with a longer report scheduled to be released closer to summer nationals.
- Dress Code: The Taskforce has provided updates to the dress code to the RC. These updates align the dress code with USFA's DEIB values while providing better clarity on professional guidelines. The dress code updates are currently being reviewed by the RC.
- Ad-hoc guidance: The taskforce meets to discuss time-sensitive issues that arise as needed.

Ombuds Report –Vice-Chair: Sue Borgos

During 2022 we continued to assist individuals with either SafeSport or ethical complaints. There were four of note in 2022.

We reviewed the new ratings system and discussed the possible questions that we would receive and who we should direct people to.

We reviewed the new ethical codes and we discussed disciplinary procedures and retaliatory complaints. We did not come up with any solutions different from the RC.

Our current big project is a Referee Bill of Rights and an organized complaint regarding referee working conditions, both at the National level and at the Regional level. Our discussions recently have been about referee abuse, primarily with regard to the lack of supervision over regional events. With regard to the National level, we have looked at the hiring issues and have discussed concerns about the increase in event size and the decrease in number of referees at national events making for longer hours and difficult situations for assigners and referees alike.

We are in the process of creating a survey to be able to point to specific instances of referee abuse at the regional level so that we can craft a document that will address the primary concerns out there. At the moment, we are aware of situations where food was either not provided or was inadequate, concerns about lodging not being provided for referees with long drives, the distances between strips (essentially locations indicating that they can handle a certain number of strips and the strips are packed too closely together). There has been a lack of medical personnel at certain regional events, there has been overuse of minors beyond an 8 hour day, understaffing, insufficient supervision and many other things. We are trying to pinpoint the frequency of these occurrences and to determine if there are repeat offenders and then we are going to try and propose additional items for applications to hold events, closer scrutiny of calendaring of events (so that our referees in a geographic area aren't spread too thin) and a system for review so that there are observers at these events who can report back as to whether the event was in compliance.

International Assignments and Development – Vice-Chair: Kelly Koehler

FIE committee: Iana Dakova, Tasha Martin

IWAS committee: Jon Moss, Sean Shumate

Weapon Advisory Committee – Foil: Doug Findlay, Devin Donnelly, Andrew Foster, Jason Chang, Morgan Partridge (AR), Brian Kaneshige (AR)

Weapon Advisory Committee – Epee: Mary Frye, Donald Alperstein, Andrew Lambdin-Abraham, Tyler Jacobson, Dwight Smith (AR)

Weapon Advisory Committee – Saber: Ariana Klinkov, Laura Decker, Bill Becker, Adam Brewer

Weapon Advisory Committee – IWAS: Jon Moss, Sean Shumate

Assignments

YTD: Referee attendance requirements reviewed in August. Referees not meeting minimum standard given the opportunity to petition. Petitions received, reviewed, and ruled upon in August. Covid opt-outs reviewed in August. Referees contacted and plans for return to international refereeing counselled in August. Weapon advisory committees convened in August. Recommendations for assignments finalized in September. Referee availability requests sent and received in September. Referee assignments for junior world cups and cadet European circuits completed in September and continuously updated for issues as needed. IWAS committee meeting convened in August. Referee availability requests sent and received in August. Fall IWAS assignments completed in August and continuously updated as needed. IWAS domestic world cup availability sent and received in November. IWAS committee convened to prioritize referees and preliminary assignments made in November. Assignments finalized using reserves in December. FIE zonal championships for cadets/juniors and seniors assigned in January after committee meeting.

Remaining: Referee assignments for junior world cups will continue to be managed through JOs weekend. IWAS spring assignments beginning now. IWAS committee to be convened, availability sent to referees, and assignments to be made in late January and February. IWAS summer assignments anticipated to be made in April. Weapon advisory committee revisions in May. New committees and process to be finalized in June. New process to be published in July when tournament designations are released.

Working well: GP referees received assignments before the USA Fencing assignments were finalized. This minimized the number of cancellations by our GP referees due to conflicts, allowing them to meet their attendance requirements without petitioning. Staging IWAS assignments by season helps bring IWAS more closely in line with FIE standards while minimizing cancellations due to IWAS designations.

Improvements needed: Weapon advisory committees need to be restructured to prevent issues experienced in saber (alliances in voting, inadequate opportunity before cutting referees) and epee (too many candidates proposed for few positions). Policy needed to protect referees and set expectations for development through cadet assignments process for next season. IWAS advisory committee needs to be expanded to include more perspectives, including filling open athlete representative position.

Exams

YTD: FIE exams were announced and the FIE committee convened for selection at the end of July and beginning of August. Selected candidates were notified in August. Exam preparation sessions were run in August and September by Zoom and for those who could not attend all sessions, individual phone

meetings. IWAS exams were announced and the IWAS committee convened for selection in December. Selected candidates were notified in late December and early January.

Remaining: FIE exam candidates for the next exam will come from performance this international and domestic season. Evaluations will be given at JOs, the April NAC, and Summer Nationals to set expectations and prepare potential candidates. One IWAS exam candidate will need to travel to a world cup to complete additional observations. Nominated IWAS candidates who were not able to attend the exam will be tracked and supported for the next opportunity.

Working well: FIE exam preparation sessions are well-received. All candidates for both FIE and IWAS received at least one license during the testing process.

Improvements needed: IWAS exam was on short notice so group preparation sessions were not possible. The usual individual testing format does not encourage the same format as the FIE, so a new approach needs to be developed that can be expanded to a group if needed. IWAS had few referees to select from to test. An emphasis on domestic development of candidates has been added to the agenda for JO's Referees' Commission meeting to address deficiencies in the path.

Development

YTD: Informal referee reviews and season planning sessions conducted in August, September, and October. Mentor/Head referee discussions from October to current to obtain feedback on US referee work overseas. Development seminar planning for FIE, IWAS, and weapon-specific sessions has been ongoing in December and January.

Remaining: Informational sessions for FIE and IWAS progression paths will be held at JOs. Weapon-specific seminars for saber and epee will continue to be developed and presented at the April NAC. IA&D overview and weapon-specific seminars will be held at Summer Nationals. Formal reviews for referees in the FIE development pipeline (cadet assignments) will receive a formal written progress report and plan for the next season, if they so choose, at JOs and Summer Nationals.

Working well: Feedback from head referees in Europe has improved.

Improvements needed: Weapon-specific development seminars are time-consuming to prepare and have a very short shelf life. Relying on volunteers for this work is quite limiting.

Rules and Examinations – Vice-Chair: Bradley Baker

With the 2022-2023 season, the Referees' Commission Rules Committee transitioned leadership, as **Bradley Baker** replaced **Devin Donnelly** as Vice Chair. Donnelly remains on the committee, now as a member. Joining Baker and Donnelly are returning members **Laura Decker**, **Tyler Jacobson**, **Iman Blow** (Athlete Rep), **Jason Pryor** (Athlete Rep), and **Ben Iggoe** (Athlete Rep), along with new members **Matt Tucker** and **Anne Crocket**. The committee thanks departing member **Sean Shumate** (now Vice Chair of the Referees' Commission Domestic Assignment Committee) for his service.

The Rules Committee routinely responds to informational requests from USA Fencing stakeholders (National Office, referees, athletes, coaches, and other athlete supporters) and has provided feedback on articles for the USA Fencing website. The primary channel for such requests is email sent to the National Office and forwarded to the committee for response. The committee also offered feedback and recommendations following the adoption of modifications to the FIE Rules at the 2022 FIE Congress. In a change from recent practice, USA Fencing adopted a set of rules in the technical (t) section of the USA Fencing Rules effective January 1, 2023 (the same date the FIE changes went into effect), to maintain consistency between domestic and international rules. This process, under the leadership of the USA Fencing Board of Directors, required active coordination of the Referees' Commission, Athlete Advisory Council, National Coaches, and National Office on a tight time schedule. Rapid adoption of this set of rules changes offers a more consistent sporting experience for our athletes and officials. An updated edition of the USA Fencing Rules and Penalty Chart are available for download on the USA Fencing website. The rules changes were highlighted during an informational call and officials' meeting preceding the January NAC and in articles posted to the USA Fencing website. Additional rules changes (in the organizational and material sections) from the 2022 FIE Congress have not yet been adopted by USA Fencing and will proceed through our typical review process, with the intention that any further changes will be in place for the start of next season on August 1, 2023.

Domestic Assignments – Vice-Chair: Sean Shumate

Committee Members: Sean Shumate, PLY, Anne Crocket, Chad Morris, Mary Frye, Ron Thornton, David Sierra

I am currently in conversation with Taysir Mahmoud and Lindsey Stapleton to begin training in the hiring process for committee inclusion at the start of the 2023-2024 season.

Current list of Assigners:

| Foil | Epee | Saber` |
|----------------|-------------------|-------------------|
| Kelly Koehler | Sean Shumate | David Sach |
| Abdel Aziz | Donald Alperstein | Ivan Lee |
| Mark Stasinos | Jon Moss | Laura Decker |
| Jelena | Susan Borgos | Lindsey Stapleton |
| Jason Chang | Taysir Mahmoud | Bill Becker |
| Devin Donnelly | Mary Frye | Adam Brewer |
| Tasha Martin | Bruce Gilman | Matthew Tucker |
| Doug Findley | Tyler Jacobson | Ariana Klinkov |

| | | |
|-----------------|-------------|--|
| Andrew Foster | Chad Morris | |
| Patrick Webster | Leo Curtis | |
| | | |

Meeting dates: Meetings are conducted through Zoom, Email, and phone conversations. The need for group meetings are few as the hiring process is individualized to the event.

Motion(s) to be brought to the Board of Directors: No motions coming forward at this time

Committee's Action Items: (in progress)

- Review Current policy and procedures
- Develop Training manuals
- Develop Strip D.T. Call report forms
- Prepare new worksheets and checklists of Assigner and Coordinator duties

Discussion Items:

- Event coverage per weapon remains adequate. Events need increased staffing numbers. We still have a decreased pool of referees to hire from post-covid. We are currently in discussion with Referee Development to increase numbers and stimulate growth
- Working with the Tournament Committee to have approved event assigning formats noted in proper handbooks
- We are addressing concerns related to coaching while working. This is against our code of conduct and individual occurrences are being reviewed and appropriate sanctions implemented.
- The need for increased usage and development of R1 rated referees at National events.
- New policy in effect that Assigners are not permitted to assign events that they have students ranked in the top 16 fencing in.
- New policy in effect that Assigners are not permitted to assign events that have family members by blood or by marriage/relationship fencing in.
- In conversation with Referee Development and IA&D about ensuring that referees being evaluated for possible international development are communicated to referee coordinators and assigners pre-NAC.

Next Steps:

Continue to work action points and evaluate completed items in August RC meeting.

Domestic Development – Vice-Chair: Patrick Webster

Please see PowerPoint attachment.



DRDC 2022-2023 SEASON STATUS

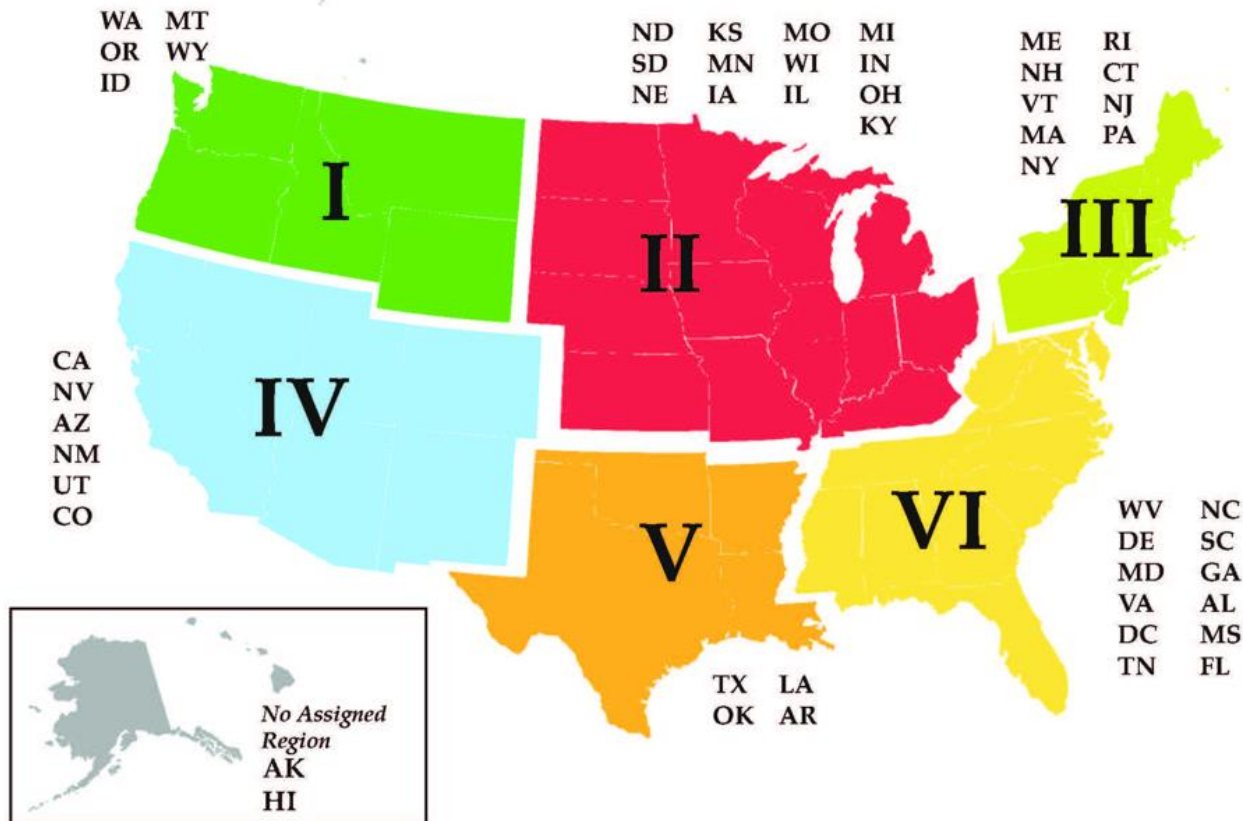
Patrick Webster

RC – Domestic Referee Development
Committee (DRDC)

1/31/2023

DRDC MEMBERS

REGION MAP



DRDC Committee members by Region

VC DRDC – Patrick Webster (Region 2)

Region 1

Kevin Mar (WA)

Region 2

Sean Shumate (KY)

Region 3

David Sach (MA)

Region 4

Bill Oliver (CO)

Region 5

Mark Stasinos (UT)

Region 6

Charles Greene (MD)

Athlete Reps

Holly Beuchel

Ivan Lee

Special Projects:

Sean Shumate – Wheelchair

Mark Segal – Video Library

Lisa Sapery – Documentation

DOMESTIC REFEREE DEVELOPMENT – MISSION/STRATEGY

The DRDC has developed an approach to referee development that includes a 4 stage approach of Recruitment, Development, Deployment and Closed Loop Feedback.

► **Recruitment**

Develop new strategies for recruiting referees to the local and regional levels. Servicing regions with Seminars and providing opportunities for Certification and Observations throughout the country.

► **Development**

Create new strategies for developing local, regional and national referees by connecting them with mentors, providing feedback on performance and opportunities for learning and growth. These initiatives also include developing Certified Referee Instructors and Observers to more completely serve the 6 regions.

► **Deployment**

Build new strategies for facilitating opportunities for referees to gain experience around the country. Communication initiatives for making materials available. Helping regional hiring bodies to know when new and developing referees are identified that meet the needs of events.

► **Feedback**

Implement new strategies for communicating back to Referees, Certified Referee Instructors, Certified Referee Observers, the Referee's Commission and USA Fencing Staff the perspectives of the Coaches and Athletes regarding opportunities for continued improvement.

REFEREE DEVELOPMENT – ACCOMPLISHMENTS

▶ Recruitment

- ▶ 6 New Certified Referee Observers & 3 New Certified Referee Instructors
- ▶ Over 250 first time participants in more than 25 seminars in the first half of the 2022-2023 season.
- ▶ Seminars at National events this season will include; Junior Olympics, March NAC, Summer Nationals
- ▶ There is an initiative to have senior referees also take the Wheelchair Exam

▶ Development

- ▶ Local and regional Referee evaluations using the online tool has continues to be a success with 339 observations logged during the first half of the 2022-2023 Season. (This is on pace to beat the 599 for the entire 2021-2022 season)
- ▶ Updated the Wheelchair Study Guide
- ▶ With the 2028 LA Games on the horizon, there is a need for additional Wheelchair Referees. Sean Shumate is heading a development plan for training new referees for wheelchair.
- ▶ The new “walk and roll” tournament format is assisting in building not only inclusiveness and equity within the community of fencing, but also yielded additional opportunities to develop wheelchair referees.
- ▶ Video library started with basic fencing actions for use in training currently 50 videos in review.

REFEREE DEVELOPMENT – ACCOMPLISHMENTS

► Deployment

- Regional “opt-in” referee availability form for regional/local/NCAA/collegiate events. This Google form format has been shared with other regions for development of local hire opportunities.
- The DRDC continues to use SharePoint technologies to make available; CRI/CRO Materials, Study Guides, Proposals and Videos for assessment of actions to better distribute and create equal access to development materials across the country.
- Proposal for development slots at national events for those regional referees who are identified as ready for first national event.

► Feedback

- New evaluation tool include email address as a required field for feedback
- Annual RC audit of Certified Referee Instructors based on requirements designed to keep instructors current on rules and confirm activity
- Annual RC audit of Certified Referee Observers based on requirements designed to keep observers current on rules and confirm activity
- Working on a seminar survey link that would be automated whenever a new seminar date is updated in the referee database
- Annual CRI/CRO Meetings specific to create an open forum for Observers and Instructors to bring concerns and standardize

REFEREE DEVELOPMENT – ACCOMPLISHMENTS

Developed and launched the new Referee Rating System

▶ New Referee Rating System

- ▶ Reduced the rating system from 10-1 with lower number representing a high competency to a 6-tiered rating system L2/L1, R2/R1, N2/N1
- ▶ Alignment of the new rating system is with the Local/Divisional (L) events, Regional (R) events and National (N) events.
- ▶ Aligned the CRI/CRO requirements to the new rating system which open up new mentor opportunities to support under-served areas.
- ▶ Simplifies the hiring process for National and Regional events.
- ▶ Updated definition of what each rating represents.

REFEREE DEVELOPMENT – CRI/CRO

What is a Certified Referee Instructor

- ▶ A Certified Referee Instructor is a senior level referee who can hold a certification seminar
- ▶ A CRI can also perform observations on new and junior referees and make official ratings recommendations based on performance
- ▶ To be a CRI the senior referee must hold a N1 rating in at least two weapons, be active on the national circuit and hold at least one seminar within two seasons
- ▶ There are currently 41 CRIs across the country

What is a Certified Referee Observer

- ▶ A Certified Referee Observer is a senior level referee who can perform observations on referees and make recommendations on ratings based on performance
- ▶ To be a CRO the senior referee must hold a minimum of an N2 rating in at least two weapons or an N1 in one weapon, must be active in submitting ratings recommendations at least once every season.
- ▶ There are currently 51 CROs across the country

(There are exceptions to the above requirements for both CRI and CROs which are voted on by the RC based on identified need)

2022-2023 PROJECT STATUS

- ▶ Launching the automated degradation of ratings every 4 years if not renewed. Notification to all referees will go out Q2 2023
- ▶ Current Video Library of 50 touches for training purposes
- ▶ Work with domestic assignments on developmental slots for national events
- ▶ Slots at referee seminars for national office staff
 - ▶ There are CRIs who offer free slots for USA Fencing staff for online seminars
- ▶ Online seminar formats and tracking
 - ▶ This is currently done through closed loop communication between the CRIs with shared students
- ▶ Inputting domestic ratings for international FIE referees whose FIE ratings are expiring
- ▶ Video certified referee seminar materials
 - ▶ The team has identified first content compatible with video recording
 - ▶ First run videos targeted for end of Q2 2023 for review and approval
- ▶ There is a process by which the Michigan Division reimburses successful completion of seminar and exam costs once a new referee works an event. Domestic Development would like to work with the National office to formalize this process for all divisions and offer financial support for divisions with demonstrated need

**USA FENCING ASSOCIATION
GRIEVANCE AND DISCIPLINARY COMMITTEE
COMPLAINT and HEARING PROCEDURES**

SECTION 1. INTRODUCTION

The following Complaint and Hearing Procedures (“Procedures”) apply to complaints that are filed with the United States Fencing Association (“USFA”) and are within the jurisdiction of the Grievance and Disciplinary Committee (“Committee”). Any person who becomes a member of USFA or participates in USFA-sanctioned events agrees to be subject to these Complaint and Hearing procedures.

SECTION 2. JURISDICTION

The USFA Grievance and Disciplinary Committee is created and governed by the USFA Bylaws, and the policies, rules, and practices adopted by USFA. The purpose of these Complaint and Hearing Procedures is to provide a mechanism for adjudicating cases that fall within any of those policies or that allege conduct detrimental to USFA, and to adjudicate the grievances of USFA members. Nothing in these Procedures shall be construed as expanding or limiting the jurisdiction of the Committee.

The Committee shall not have jurisdiction over the following complaints: (a) complaints involving disputes over matters covered by USFA’s Black Card policy; (b) complaints concerning the resolution of disputes arising in the context of traveling teams where such resolution is directed to other personnel under separately stated USFA policies, (c) complaints over which the Referees Commission is given exclusive jurisdiction, and (d) complaints within the description of Section 6 and 7, below. With respect to any matter over which the Referees Commission has non-exclusive jurisdiction, the Manager shall determine which tribunal will adjudicate the Complaint.

SECTION 3. COMPLAINTS

§3.1 Contents. A Complaint alleging a violation of the Ted Stevens Olympic and Amateur Sports Act, USOPC Bylaws, USFA Articles of Incorporation, USFA Bylaws, any USFA rule, regulation, or policy (except as set out below), or any grievance of a USFA member against another member or the USFA itself shall:

§3.1.1 Identify the individual or body filing the Complaint (“Complainant”), with membership number where applicable, and the individual(s) or body(ies) against whom the Complaint is filed (“Respondent”) including, where available, the membership number and any contact information the Complainant has for the Respondent. The USFA or any of the Committees of the Board may act as the Complainant.

§3.1.1.1 A Complaint may be filed anonymously, and information concerning misconduct may be submitted to USFA through other informal channels. In either event, the Manager in consultation with the Chair of the USFA Board of Directors (“Chair of the Board”) may decide that USFA will become a Complainant.

§3.1.1.2 The USFA Senior Manager of Compliance & Athlete Safety (hereinafter, “Manager”) may request that the Chair of the Board appoint a representative to undertake responsibility for pursuing any Complaint in which USFA serves as a Complainant.

§3.1.2 Set forth a statement in clear and concise language of the conduct or omission that is alleged to constitute a violation or upon which the grievance is based;

§3.1.3 Identify where possible any specific policy or rule that the Complainant alleges has been violated;

§3.1.4 Be signed by the person making the Complaint or, where the Complainant is a minor, by the minor’s parent or legal guardian, who shall attest to its validity, under express affirmation that all factual statements contained in the Complaint are true to the best of the Complainant’s knowledge, information and belief;

§3.1.5 Provide a telephone number and sufficient contact information for the Complainant or the Complainant’s counsel or representative (or, for a minor, the minor’s parent or legal guardian) to permit the exchange of information in written or electronic form (physical address or email);

§3.1.6 State the relief sought, except that the relief specifically requested shall not serve as a limitation on the relief that the Hearing Panel may grant.

§3.1.7 Attach documentation or materials to support initial review of the Complaint. Attachment of information or materials shall not serve as a bar to the Complainant’s subsequent provision of information in accordance with the Hearing Panel’s procedural orders or at the hearing, unless doing so would unfairly disadvantage the Respondent.

§3.1.8 If the Complaint alleges denial of an opportunity to compete in a Protected Competition, the Complaint shall also identify the Protected Competition and any other person(s) whose opportunity to participate may be affected by the Committee’s adjudication.

§3.1.9. With respect to any Complaint alleging the denial of an opportunity to compete in a Protected Competition, USFA shall be named as a Respondent and shall have the right, in its discretion, to defend against that Complaint.

§3.2 Filing and Distribution. A Complaint shall be filed online through the USFA Grievance and Disciplinary Committee Portal. The Committee will supply a copy to the Chair of the Board and the Manager. In the event the Chair of the Board has an actual or perceived conflict of interest the Committee need not supply a copy to the Chair of the Board but shall supply it to an At-Large Director, who does not have an actual or perceived conflict of interest. If the Respondent is the USFA Senior Manager of Compliance & Safety, the Committee will supply a

copy to the Chief Executive Officer or other senior executive who is not a Respondent and who does not have an actual or perceived conflict of interest.

§3.2.1 Upon receipt of the Complaint, the USFA Manager shall assign a case number to the matter. The Manager, in consultation with the Chair of the Board (or other At-Large Director selected under Section 3.2) shall determine whether USFA will serve as a Complainant. That determination shall not be subject to review. No Complainant shall have the right to have USFA serve as the Complainant or as an additional Complainant in any case.

§3.2.1.1. In the exercise of their discretion, the Chair of the Board (or other At-Large Director selected under Section 3.2) and the Manager shall be guided by consideration (among other factors) of whether the Complaint was filed by an individual acting in an official USFA capacity or whether there is a key organizational interest at stake in the matter.

§3.2.1.2. The Manager may request that the Chair of the Board appoint a representative to undertake responsibility for pursuing any Complaint in which USFA serves as a Complainant.

§3.2.2 The Committee may waive any defect or insufficiency in any Complaint filed hereunder or accept an insufficient Complaint provisionally, conditioned on the Complainant furnishing necessary additional information within the time limits established by the Hearing Panel.

§3.2.3 The Manager shall have the authority to file a Complaint on behalf of USFA even in the absence of a third-person Complainant.

§3.3 Compromise or Mediation. With respect to any Complaint on which USFA is a Complainant, the Manager shall have the authority to compromise or settle the Complaint upon terms approved by the Chief Executive Officer and Chair of the Board. With respect to any other Complaint, the Manager may endeavor to mediate the Complaint or may assign a third person to mediate the Complaint.

SECTION 4. COMPLAINT DISTRIBUTION AND APPOINTMENT OF HEARING PANEL

Upon receipt of a Complaint, the Complaint shall be distributed and served as follows:

§4.1 The Manager shall forthwith forward a copy of the Complaint to the Committee Chair.

§4.2 The Committee Chair, or their designee, shall perform an initial review of materials provided with the Complaint to ensure that the Complaint is complete under the provisions of Section 3 and that it is not frivolous, beyond the Committee's jurisdiction, imprudent in light of existing or available collateral proceedings (such as other civil, criminal, or administrative

proceedings) or otherwise inappropriate for the Committee's consideration. Any decision by the Committee Chair regarding its exercise of jurisdiction over the Complaint may be undertaken by the Committee itself as well and may be made at any stage of the proceedings. A decision to dismiss under this section may be appealed pursuant to Section 13.

§4.3 The Committee may dismiss a Complaint that fails to comply with the provisions of Section 3 fourteen days after giving the Complainant notice of deficiencies and an opportunity to cure them. In the event that the Complainant does not cure the deficiencies within that period, the Complainant shall be barred from filing another Complaint arising from the same transaction or event unless the Committee finds special circumstances warranting an additional extension.

§4.4 In the event that the Committee Chair or the Committee dismisses the Complaint under Sections 4.2 or 4.3, they shall state the reasons for dismissal in writing, which writing shall be communicated to the Complainant.

§4.5 If the Complaint is not dismissed upon initial review by the Committee, the Committee shall instruct the Manager to serve the Complaint on the Respondent(s), including notice of the alleged violation or charges and all supporting documents, not more than 14 days after receipt of a sufficient Complaint together with a copy of these Complaint and Hearing Procedures through the Respondent's e-mail address on file with the USFA or, in the absence of same, at the address or email address provided by the Complainant.

§4.6 The Respondent(s) shall have fourteen days from service of the Complaint to file a written response to the Complaint, if they wish, or such shorter time as the Committee Chair shall require where the nature of the Complaint requires expedited procedures. When the nature of the Complaint requires expedited procedures, the Committee Chair may impose such deadlines as are reasonable under the circumstances, taking into account the necessity of expedited procedures and the provision of a fair opportunity for the parties to respond to the Complaint and to prepare for any hearing to the extent reasonably possible. The failure to file a written response shall be deemed to constitute a denial of the allegations of the Complaint. The Manager shall serve a copy of the response, if any, on the Complainant at the e-mail address set out in the Complaint.

§4.7 After the initial review has been completed and the Complaint accepted, the Committee Chair shall assign the Complaint to a Hearing Panel of three (3) members, at least one of whom shall be an athlete satisfying the requirements of the USOPC Bylaws and who shall be appointed by the Chair of the USFA Athlete Council. Hearing Panel members may be but need not be members of the Committee and may be but need not be "independent" as that term is defined in the USFA Bylaws. All Hearing Panel members shall be impartial and free of any actual or apparent conflicts of interest in the matter. The Committee Chair shall designate one of the Hearing Panel members to serve as Panel Chair. In selection of the Panel Chair, preference shall be given to individuals with education or experience in the practice of law or arbitration.

§4.8 All Hearing Panel members shall be impartial, disinterested and shall be free of any actual or apparent conflict of interest. Within seven days of appointment to a Hearing Panel, each Hearing Panel member shall expressly confirm that they have no known conflicts or shall

disclose any conflicts or potential appearances of impropriety. Upon appointment of the Hearing Panel, and after passage of the time specified in this Section, the Committee Chair shall instruct the Manager to notify the parties of the identity of the Hearing Panel members.

§4.9 In the event any party objects to the composition of the Hearing Panel, the Committee, without the participation of any member designated to serve on the Hearing Panel, shall determine the validity of such challenge. A challenge shall be upheld if the challenged member's service involves an actual conflict or reasonably creates an appearance of a conflict or other impropriety, and any member so removed shall be replaced by the Committee Chair, ensuring that the composition of the Hearing Panel satisfies the requirements set out above.

§4.10 The Committee shall endeavor to maintain a pool of qualified Hearing Panel members approved by the Board of Directors.

§4.11 The deadlines may be accelerated by the Hearing Panel or agreement of parties as necessary.

SECTION 5. SANCTIONS

A Hearing Panel, after conducting such investigation or hearings as they may determine to be necessary, may impose any of the following sanctions or resolutions:

§5.1 Dismiss the Complaint with or without permission to re-file;

§5.2 Censure a party, publicly or privately;

§5.3 Establish a period of probation, with or without conditions;

§5.4 Deny, grant, suspend or restore the eligibility or right to compete or participate of any member of USFA;

§5.5 Issue such interim orders, prohibitory or mandatory in nature, as may be necessary pending a final decision; and

§5.6 Deny, grant, suspend or restore membership in USFA for a definite or indefinite period of time, with or without terms of probation, or expel any member of USFA, including, without limitation, any administrator, athlete, coach, trainer, manager, official, officer, Board Member, spectator, chair or member of any committee or sub-committee;

§5.7 Assess actual costs to the prevailing party; and

§5.8 Assess sanctions in any combination of the foregoing or assess any other remedies, including reasonable fines, deemed appropriate under the circumstances.

SECTION 6. DOPING AND SAFE-SPORT DECISIONS

The Committee shall not have any jurisdiction to adjudicate complaints that fall within the exclusive jurisdiction of the United States Anti-Doping Agency, or the doping rules of FIE, or complaints over which the US Center for Safe Sport has exclusive jurisdiction or has given USFA notice that it is exercising discretionary jurisdiction.

SECTION 7. FIELD OF PLAY DECISIONS

The final decision of a referee or other competition official during a competition and within the purview of The Rules of Competition shall not be reviewable through, or the subject of, these Complaint and Hearing Procedures unless the decision is alleged to be the product of fraud, corruption, partiality or other misconduct of the official. For purposes of this Section, the term “official” shall include all individuals designated as officials under The Rules of Competition.

SECTION 8. PRELIMINARY HEARING and TEMPORARY ORDERS

In appropriate cases, the Committee Chair before appointment of the Hearing Panel, and the Panel Chair after such appointment, following an initial investigation and after providing the Respondent an opportunity to be heard, may impose such temporary orders as may be necessary for the good of the sport of Fencing and the protection of USFA or its members. The temporary order may encompass any remedy or order permissible in a final decision (except expulsion). Nothing in this Section shall preclude imposition of temporary orders or interim measures under FenceSafe policies.

SECTION 9. HEARINGS

§9.1 The Panel Chair shall preside over all proceedings before the Hearing Panel. After the Hearing Panel is confirmed under Sections 4.8 and 4.9, the Panel Chair shall conduct a preliminary conference with the parties during which the Hearing Panel shall impose dates for (a) the hearing and for any pre-hearing conferences the Hearing Panel deems necessary, (b) the parties’ exchange of all exhibits to be used as evidence, (c) the parties’ exchange of identification of witnesses, their contact information, and a brief statement as to the subject matter of their testimony, (d) submission of hearing briefs by the parties if desired by the Hearing Panel or the parties, and any other preliminary matters.. In the event that both parties waive their right to a hearing, the Hearing Panel may adjudicate the matter on written submissions. Any deadlines established in the preliminary conference shall allow sufficient time for each party to examine evidence so as reasonably to prepare for the hearing.

§9.2 The Hearing Panel may impose such remedial measures as it may deem advisable for the failure of any party to comply with the procedural orders of the Hearing Panel.

§9.3 A hearing before the Hearing Panel may be held in person, telephonically, or through a videoconference service. The hearing shall be held in real-time and shall provide all parties the opportunity to attend and participate in the entire proceedings (except deliberations by the Hearing Panel) unless the right to a hearing is waived by the parties. Where appropriate and with the consent of the parties, the hearing may be conducted in part through written means and in part by testimony and oral argument, except that the Hearing Panel shall not consider any written or oral evidence that the opposing party has not been given an opportunity to rebut.

§9.4 The Complainant(s), the Respondent(s) and any other person participating in a hearing conducted by a Hearing Panel shall be entitled to be represented by a person of their choice at their own expense. Such representative may, but need not be, an attorney.

§9.5 Judicial rules regarding admissibility of evidence shall not apply to the Hearing Panel, except that the Hearing Panel shall respect all lawful claims of privilege based on Colorado law.

§9.6 Any hearing, or a part thereof, shall be open to members of the Hearing Panel, any attorney advising the Panel Chair, the Complainant(s), the Respondent(s), any other real party in interest, their representatives and any witnesses, except that the Hearing Panel shall exclude from the hearing any witnesses who have not testified if so requested by any party. The Panel Chair may, in the interests of justice and the sport of Fencing, direct the participants to keep all or parts of the proceedings and the decision confidential. All of the record of the hearing shall be kept confidential by the Hearing Panel and USFA, except for such public sanctions as may be imposed.

§9.7 In all hearings, the Claimant shall bear the burden of proving any alleged violation by a preponderance of the evidence.

SECTION 10. PRE-HEARING PROCEDURES

The procedures to be followed in connection with all hearings of the Hearing Panel shall be as follows:

§10.1 The Panel Chair shall issue a Preliminary Hearing Order setting out the deadlines established under Section 9.1.

§10.1.1 The Panel Chair shall endeavor to schedule the hearing within 90 days after the last filing.

§10.2 The Hearing Panel, may, sua sponte or upon request of a party and for good cause, amend any of the dates set out in the Preliminary Hearing Order.

§10.3 No party or party representative shall engage in any ex parte communication with the Panel Chair or the members of the Hearing Panel. All requests for relief shall be made in writing and submitted to the Hearing Panel, with a copy to the opposing party(ies). When a party has

designated a representative, all communications to that party shall be through the representative only.

§10.4 In addition to the items set out in Section 9 above, the Hearing Panel may impose such other procedural orders as it deems necessary to the fair and efficient conduct of proceedings.

§10.5 A Respondent may seek dismissal of a Complaint on any grounds set out for denial of jurisdiction above by filing a motion with the Hearing Panel, except that the filing of a motion shall not stay the running of any other deadlines established hereunder unless ordered by the Hearing Panel. A Claimant shall have seven days to respond to such motion or such additional time as the Hearing Panel may order. The Hearing Panel may deny the motion to dismiss without awaiting a response from the Claimant.

§10.6 Once the Hearing Panel has taken jurisdiction of a matter, the Complainant may withdraw the Complaint only with the Hearing Panel's permission and under such conditions as the Hearing Panel may impose, which may include the payment of any costs.

§10.7 In light of the special nature and timing considerations related to Complaints alleging the denial of an opportunity to compete in a Protected Competition, the Hearing Panel may impose additional or different requirements from those set out herein, including but not limited to shortening any time period hereunder.

SECTION 11. CONDUCT of HEARING

§11.1 Hearings shall be conducted fairly and in an orderly fashion, but without regard for the formalities of traditional courtroom procedures. Any hearing shall be set in a manner that allows each party to participate in person, by teleconference, or by videoconferencing.

§11.2 If any party fails to be available without good cause shown in advance, the hearing may go forward at the duly noticed time and proceed to judgment despite that person's absence. If the Panel Chair determines that in the interests of justice and the sport of Fencing the hearing cannot proceed without the absent party, the Panel Chair may adjourn the hearing and reschedule it for such time as is necessary for the absent party to be present. Any subsequent absence may be taken into account by the Hearing Panel in reaching its decision, and the Hearing Panel may impose reasonable conditions on the missing party for continuation of the hearing.

§11.3 The hearing shall be conducted in the following manner, and the Hearing Panel may set reasonable time limits for each portion of the hearing consistent with the nature of the hearing and relief sought.

§11.3.1 The Panel Chair shall open the hearing and conduct such preliminary matters as may be necessary. The Hearing Panel may continue any hearing, or recess a hearing that has been commenced, for good cause shown.

§11.3.2 Each party shall have the opportunity to make a brief opening statement.

§11.3.3 The Complainant shall call each of its witnesses for examination, which witnesses shall be sworn upon their oath, substantially as follows: “I do hereby swear or affirm under penalties of perjury that the testimony I give shall be true and complete.” In lieu of formal examination, the witnesses may make a statement after being sworn. Upon completion of each witness’s examination or statement, the opposing party(ies) or their counsel may cross- examine the witness. The Panel Chair shall have the power to limit the examination of witnesses as may be necessary to avoid the introduction of irrelevant evidence, to protect against harassment or intimidation of any witness, or to avoid repetitive testimony, except that the Panel Chair may not bar the cross-examination of any witness as to relevant matters introduced as part of that witness’s direct examination or their statement in lieu of testimony. The Complainant shall then have the opportunity to conduct re-direct examination and the witness shall have the opportunity to make a concluding statement limited to the issues that were raised in cross-examination. No further examination or statements shall be permitted except as the Panel Chair may permit in their discretion. Exhibits may be presented through witnesses, by stipulation or in any other way permitted by the Hearing Panel.

§11.3.4 Following conclusion of the presentation of witnesses or witness statements by the Complainant, the Respondent(s) shall have the opportunity to present witnesses and exhibits in the same manner as stated in Section 11.3.3.

§11.3.5 Following the conclusion of the presentation of evidence by the Respondent(s), the Complainant shall have the opportunity to present rebuttal witnesses and exhibits in the same manner as above to respond to new evidence that was presented by Respondent’s witnesses.

§11.3.6 Following conclusion of the Complainant’s rebuttal evidence, each side shall be permitted to give closing argument. The Panel Chair shall decide on the time limits for such closing arguments and whether they are to be delivered orally or in writing. The Complainant may divide closing argument time so as to permit rebuttal of the Respondent’s(s’) closing argument.

§11.3.7 The Hearing Panel members may question any witness presented by the parties. The Panel Chair shall direct the order of such questioning and any follow-up questions by the parties.

§11.3.8 The Hearing Panel shall issue a written decision and findings of fact and deliver it to the Manager, who shall serve it on the parties within ten business days. The Panel Chair shall complete any hearing information form utilized by USFA.

§11.3.9 No failure to satisfy the timing requirements of any of these Complaint and Hearing Procedures by USFA or by any Hearing Panel shall serve to invalidate any decision or to deprive the Hearing Panel of jurisdiction over the Complaint.

§11.3.10. In the event that the Hearing Panel determines that any Complaint is frivolous, groundless, or vexatious, or if a Complainant fails to appear before at a duly scheduled hearing, the Hearing Panel may impose a charge of up to \$250 against the Complainant for each infraction.

SECTION 12. ANTI-RETALIATION AND INTERFERENCE

§12.1 No person shall engage in any retaliation against any Protected Individual who files a Complaint under these procedures or participates in the defense or prosecution of such a Complaint. For purposes of this policy, "retaliation" means any adverse or discriminatory action, or the threat of an adverse or discriminatory action, including, but not limited to, removal from a training facility, reduced coaching or training, reduced meals or housing, removal from competition, harassment, or abuse carried out against a Protected Individual as a result of any communication, including the filing of a formal Complaint by the Protected Individual or a parent or legal guardian of the Protected Individual relating to an allegation of physical abuse, sexual harassment, or emotional abuse, or otherwise given in connection with any proceeding conducted under these procedures. The phrase "Protected Individual" shall be read to include (but not be limited to) any amateur athlete, coach, trainer, manager, administrator, or official associated with the United States Olympic and Paralympic Committee, any National Governing Body and person who serves as a witness, who provides information in support of any investigation, or in any manner is associated with the investigation or pursuit of prosecution or defense of a Complaint filed hereunder, regardless of whether that person testifies. The violation of this Section shall constitute a violation of a USFA rule and shall be subject to sanctions hereunder.

§12.2 No person shall interfere with proceedings under these procedures by intimidating or otherwise imposing on or attempting to influence parties, witnesses, potential witnesses, Hearing Panel or Committee members, or any person associated with the investigation, pursuit, prosecution or adjudication of a Complaint filed hereunder with the intent of preventing, changing or limiting their participation in such proceedings, nor shall any person without good and just cause attempt to delay, disrupt or prevent such proceedings. The violation of this Section shall constitute a violation of a USFA rule and shall be subject to sanctions hereunder.

SECTION 13. APPEALS

The decision of the Hearing Panel or the dismissal of a Complaint under Section 4.2 or 4.3 may be appealed to the Board of Directors or, when required by USFA Bylaws or the Ted Stevens Olympic and Amateur Sports Act, to a provider of arbitration and mediation services based in the US and designated by USOPC with the concurrence of the USOPC AAC and the National Governing Bodies' Council. The standard on appeal to the Board of Directors shall be the same as the legal standard imposed for the review of decisions of administrative agencies by courts of law under Colorado law. No appellant shall have the right to a hearing de novo before the Board of Directors. For purposes of Section 9 of the USOPC Bylaws, a party shall not be deemed to

have exhausted their administrative remedies with respect to an alleged denial (or threat of denial) of an opportunity to compete unless the party has sought relief from the Committee (or been made a party to a Complaint seeking relief from the Committee), and the request for relief has been adjudicated by the Committee.

SECTION 14. CONTACT INFORMATION

These Procedures are administered by USFA's Senior Manager of Compliance & Athlete Safety, whose name and contact information can be found at [insert webpage link].

Certain persons who are involved in any disciplinary procedure may be able to obtain additional information or assistance through the office of the USOPC Ombuds, whose contact information and resources can be accessed at <https://www.teamusa.org/athlete-ombuds>, or at 1-719-866-5000. The Athlete Ombuds office can also be reached through e-mail at Ombudsman@usathlete.org

CEO Policy of USA Fencing
2/16/2023

1. Introduction & Purpose

The CEO Policy, sometimes known as an executive limitation policy, establishes clear delineation of the authority, and limits of such authority of the CEO of the organization. This policy, when combined with a succession plan serves to assist in providing clear expectations not only for the Executive of the day, but in transition.

2. Limitations

The following are general limitations on the actions and activities of the CEO:

2.1 – The CEO shall not cause or allow any practice, activity, decision or organizational circumstance that is unlawful, imprudent, unethical, or in violation of commonly accepted business standards, business ethics, the US Center for SafeSport Code, the World Anti-Doping Code, sport ethics or operated outside the defined federal and state laws.

2.2 – The CEO shall not significantly alter the mission or organizational over-arching direction without the express consent of the Board.

3. Financial Conditions & Activities

With respect to Financial Conditions & Activities, the CEO shall not cause, or allow the development of fiscal jeopardy or material deviation of actual expenditures from the strategic and operational plans approved by the Board. Accordingly, the CEO shall not;

3.1 – The CEO shall not cause USA Fencing to expend more funds than have been received (including accounts receivable), unless otherwise authorized by the Board and Budget Committee.

3.2 – Shall not indebted the organization by an amount greater than can be repaid by certain, unencumbered revenue by the end of the fiscal year (e.g. Credit Cards), unless such debt is part of a strategic or operational plan or budget approved by the Board.

3.3 – Use any long term reserves except as approved by the Board.

3.4 – Allow tax payments or any other government payments or filings to become overdue or be inaccurately filed.

3.5 – Allow any funding reports (e.g. USOPC funding reports or grant reports) to become overdue or be inaccurately filed.

3.6 – Allow credit card payments to become overdue so that credit cards attract significant interest charges

3.7 – Allow payments to be made without the appropriate and required approvals per the USFA Financial Policy and Procedures.

3.8 – Endanger the 501c3 status of USA Fencing or the US Fencing Foundation.

The CEO shall:

3.9 – Ensure that financial statements are provided on at least a quarterly basis, but preferably on a monthly basis, to the Board of Directors in as timely manner as is reasonably possible. The CEO shall ensure the board are apprised of any risks to budget and apprised of any issues with the financial statements for that month.

3.10 – The CEO shall ensure that the audit letter of the independent auditors is provided to the Board

for their review annually, and shall ensure that the Treasurer, and any other board member that so desires has access to speak to the same.

4. Business and Financial Planning

With respect to business and financially planning, the CEO shall not cause or allow budgeting for all of the part of a fiscal year that is not consistent with GAAP. The CEO further shall not:

4.1 – Allow USFA to operate without an annual budget approved by the Board of Directors and endorsed by the Treasurer, at any time. Clearly, this means a budget must be approved by the start of the fiscal year.

4.2 – Allow USFA to operate without an operational plan that demonstrates progress towards the USFA strategic plan, and the expected outcomes and objectives of the strategic plan.

4.3 – Shall not fail to present an operating plan alongside the budget no less than 14 days before the meeting at which the budget shall be approved for the forthcoming year.

4.4 – Shall not operate without informing the Board in writing, as soon as is reasonably possible of any material effect to the budget, or any material change that will affect the ability to deliver the operational plan for the year.

4.5 – Shall not fail to conduct an annual risk assessment in place.

4.6 – Shall not allow USFA to operate without appropriate insurance in place similar in nature to other NGBs, including but not limited to SAM insurance, General Liability, Sport Accident, Property, Media and D&O insurance.

4.7 – Shall not operate without adequate protection of USFA intellectual property, proprietary material or content or files.

4.8 – Shall not encumber or dispose of real estate (land or building)

5. Treatment of Staff, Volunteers and Contractors.

With respect to treatment of staff, contractors and volunteers, the CEO shall not cause or allow conditions, decisions or procedures which create a toxic culture or are unsafe, unfair, undignified or disrespectful. Therefore, the CEO shall not

5.1 – Operate in the absence of written HR hand book, policies and procedures.

5.2 – Prevent staff from raising issues to the Board when internal procedures have been exhausted.

5.3 – Discriminate or allow discrimination against a staff member, volunteer or any member at any time.

5.4 – Allow a staff member to operate outside of the agreed behavioral standards of the team, and shall remove the staff member in such a case.

The CEO shall:

5.5 – Ensure each staff member has a written review at least every 12 months.

5.6 – Ensure a culture of support is created within the staff team.

5.7 – Ensure that postings for full-time positions within USFA are posted publicly and made available to the membership of USA Fencing.

5.8 – Shall ensure that job descriptions are reviewed at least every 3 years to ensure they are accurate to the current position, and indeed are appropriately compensated at a similar or greater level than other similar NGBs.

5.9 – Shall ensure each individual has a professional development plan to benefit both USA Fencing and the individual's own career development pathway.

6. Treatment of Members and Stakeholders

The core of USA Fencing is its' athletes, members and clubs as ultimately a membership organization. Therefore, the CEO will be the lead role model of service and communication with all. Additionally, the CEO shall not cause any conditions for membership that is unsafe, unfair, disrespectful or undignified. The CEO shall not, thus:

- 6.1 – Operate on any serious matter without a membership consultation process.
 - 6.2 – Restrict information from membership unless such information is mission-critically confidential.
 - 6.3 – Shall not fail to give a reasoned answer to a member, or stakeholder, even where there is disagreement.
 - 6.4 – Shall not fail to ensure that members are informed of their responsibilities and USA Fencing's expectations of their behavior, and further shall not fail to ensure that members who violate these expectations are held accountable to the fullest extent permitted by USA Fencing policies.
- The CEO shall:
- 6.5 – Ensure that a culture is created with membership service at it's heart.
 - 6.6 – Ensure that customer service is monitored on a full time and ongoing basis, and is a key measure of success of the organization.

7. Support and Board Communication

A mutually respectful and productive relationship between the Board and its' sole employee, the CEO, is essential. Therefore the CEO must ensure the Board is working with the most up to date and appropriate documentation available. Accordingly, the CEO Shall:

- 7.1 – Ensure a monthly operational update, including update on the Operational Plan, is provided to the Board in writing no later than the 10th of each month.
- 7.2 – Ensure that critical, controversial or impactful announcements are made available to the board prior to their dissemination to the membership.
- 7.3 – Not fail to provide the necessary administrative support for board or committee activities or for Board involvement in USA Fencing events.
- 7.4 – Shall ensure that the Board is made aware of an effective deputy when the CEO will be available for 2 days or more (for example for PTO or for illness).
- 7.5 – Shall ensure the Board is appraised of an accurate and full picture of membership and stakeholder views, as well as the consequences of choosing each option in any given debate or decision-making process – both for and against the motion.
- 7.6 – Shall inform the board, if in the CEO's opinion, the Board is not in compliance with its' own policies and procedures
- 7.7 – Shall ensure that senior staff are informed of the issues and processes of operation of USA Fencing.
- 7.8 – Shall ensure a proper and appropriate succession and transition plan is in place for both emergency and long-term unavailability of the CEO.

8. Public Image of USA Fencing

With respect to Public Image, the CEO shall not cause or allow uncontested operational conditions, procedures, opinions or decisions by Staff or volunteers that jeopardize the public image of USA Fencing or the sport of Fencing in the United States. Accordingly, the CEO Shall not.

- 8.1 – Permit the use of USA Fencing resources to participate in or express an opinion about political, social or economic issues unrelated to the sport of Fencing.

- 8.2 – Operate without appropriate communication and public relations operational procedures
- 8.3 – Present a position of USA Fencing contrary to policies.
- 8.4 – Authorize anyone other than the designated spokesperson on a given issue to give public comment.
- 8.5 – Allow any unauthorized use of the USA Fencing log.
- 8.6 – Substantially alter the brand identity of USA Fencing.
- 8.7 – Shall ensure that any corporate partnerships or sponsorships are not contrary to the principles, practices or ethics of the organization.

USA FENCING GIFT & ENTERTAINMENT POLICY

SECTION 1. PURPOSE

To provide guidelines for US Fencing Association (“USFA”) Board of Directors, Officers, Committee Members, Employees, Ad Hoc Committee Members, Hearing Panel Members, Volunteers, Athletes and Employees, and, by extension, their spouses and immediate family members, as applicable, (collectively, “Team Member(s)”) for handling situations involving gifts, entertainment, or other courtesies while serving as a representative of the USFA. Where reasonable, contractors shall be required to comply with this Policy if specified in their written contracts or as determined applicable by the Ethics Committee.

SECTION II. POLICY STATEMENT

In the course of a Team Member’s tenure or employment with USFA, Team Members may be offered a gift or invitation to a sporting event or other form of entertainment from an individual or company that does business with, or is interested in doing business with, USFA. Additionally, there may be situations where it is in USFA’s interest for a Team Member to offer gifts or event invitations to other Team Members or third parties. Team Members are not entitled to or guaranteed gifts or invitations as a result of affiliation with USFA.

To ensure this policy covers actual and potential situations where an individual or entity may be conducting business with USFA, this policy includes, but is not limited to, interactions with existing and potential, vendors, suppliers, new hires, independent contractors, volunteers, or agents of USFA, as well as individuals or organizations with whom a USFA Team Members may come into contact based on their association with USFA.

This policy should not be considered as an encouragement to make, solicit or receive any type of entertainment or gift for personal gain. Indeed, Team Members may not, under any circumstances, actively solicit any type of gift or form of entertainment for personal gain. Further, USFA will not under any circumstances permit or authorize the receipt of any business gifts or participation in entertainment that might be considered lavish, inappropriate, or illegal. Team Members with questions or concerns about giving or receiving a gift or entertainment should discuss that concern or question with the General Counsel. The General Counsel will refer to the Ethics Committee as appropriate.

SECTION III. NON-GIFTS

The following items/scenarios ***do not*** constitute a reportable gift or entertainment under this policy:

- a) Any item or event which is available to the general public and the Team Member pays fair market value for;
- b) Promotional items that are provided to all attendees at an event, or items of nominal value at less than \$25.00 retail value;
- c) A gift or invitation extended by a relative or provided by an individual on the basis of personal friendship. *Individuals subject to this policy must be mindful of gifts and invitations based on friendship as opposed to gifts and invitations provided based on one's role with USFA*;
- d) An item which may be publicly displayed or shared among USFA employees, such as flowers or cookies; or
- e) Food and/or beverage provided as meal or refreshment at a business meeting or reception attended by a Team Member as part of their official responsibilities, provided such food and/or beverage is reasonable for the event.

SECTION IV. RECEIVING BUSINESS COURTESIES

A. Current Business Partners

Team Members are not required to report and may accept gifts from individuals and companies that are International Federations, National Organizing Committees, National Governing Bodies, partners, sponsors, hard good suppliers, currently do business with, or make donations to, USFA ("Current Business Partners") as follows:

- 1. Current Business Partner branded products (e.g., logoed jackets, shoes, team apparel, etc.) with a value of up to \$1,000 wholesale per Team Member, per year, per Current Business Partner;
- 2. Other non branded products or gifts with a value of not more than \$500 wholesale per Team Member, per year, per Current Business Partner;
- 3. Invitations for a Team Member to attend sporting events with a Current Business Partner or its representatives, so long as it relates to a USFA Business purpose, including but not limited to incentivizing National Team Member attendance. Travel to and from such events may require advance approval by the USFA Ethics Committee);
- 4. On an infrequent basis, invitations for a spouse or family member to join a Team Member at a sporting event with a Current Business Partner or its representatives so long as it relates to a USFA Business purpose, including but not limited to incentivizing National Team Member attendance.(Travel to and from such events for the spouse or family member, may require advance approval by the USFA Ethics Committee);
- 5. Invitations to attend fundraising events with a Current Business Partner or its representatives at no cost to the Team Member;
- 6. Invitations to attend other social, educational or entertainment events intended to enhance the business relationship with the Current Business Partner, provided that the cost of the event does not exceed \$500 per Team Member, per event, and

- \$1,000 total per Current Business Partner, per year; and
7. Perishable or consumable gifts provided that the gift is reasonable and not unduly lavish.

B. Prospective Business Partners

Team Members are not required to report and may accept gifts from individuals and companies that are not current business partners of USFA, but that may or may not be seeking to engage in a business relationship with USFA (“Prospective Business Partners”), as follows:

1. Gifts with a value of not more than \$500 wholesale per Team Member, per year, per Prospective Business Partner;
2. Invitations for a Team Member to attend sporting events with a Prospective Business Partner or its representatives (and travel to and from such events, but only to the extent approved in advance by the Ethics Committee);
3. Invitations to attend fundraising events with a Prospective Business Partner or its representatives at no cost to the Team Member; and
4. Invitations to attend other social, educational or entertainment events intended to promote the possible business relationship, provided that the cost of the event does not exceed \$500 per Team Member, per event, and \$1,000 total per Team Member, per Prospective Business Partner, per year.

Team Members may accept gift certificates from Current or Prospective Business Partners within the limits set forth in this policy, but may never accept cash or other financial instruments (e.g., checks, stocks) in any amount from a Current or Prospective Business Partner.

SECTION V. DISCLOSURE AND APPROVAL

Any gifts or invitations extended to Team Members that exceed the limits and/or parameters noted above must be promptly disclosed to the Ethics Committee.

A gift is any item of value provided by individuals and/or organizations with present or prospective business relationships with USFA. If you are unsure whether a gift should be disclosed, consult the Ethics Committee at ethicscommittee@USFAencing.org.

Prior to accepting invitations that include travel and overnight accommodations, written approval must be received from the Ethics Committee.

The Ethics Committee shall have the right, in consultation with the affected Team Member, to require that any gift(s), including those which would be otherwise acceptable under the terms of this Policy, be surrendered and donated to USFA as a fixed asset or another agreed upon charity if the Ethics Committee believes that such gift(s) is not proper and/or creates an appearance of impropriety.

Where the gift or invitation is made to a member of the Ethics Committee, that member of the Ethics Committee must recuse themselves from review of the gift or invitation.

USFA expects its Team Members and affiliates to conduct themselves to the highest ethical standards in keeping with USFA’s values.

SECTION VI. EXTENDING BUSINESS COURTESIES

A. Current or Prospective Business Partners

There may be times when a USFA employee or Board member wishes to extend a gift (sponsored apparel, USFA merchandise, hard goods, etc.) or an invitation to attend a social event (e.g., National Team Event, National Championship, Olympic Event, etc.) to a Team Member or Current or Prospective Business Partner to further or develop a business relationship.

In such instances, gifts may not exceed \$500 value in kind, per person, per year, without the prior written approval of the Ethics Committee.

Topics of a business nature must be discussed at the event, and the Team Member that provided the gift must be present. Moreover, such business entertainment with respect to any particular individual must be infrequent, which, as a general rule, means not more than four times per calendar year. Any business entertainment in excess of this standard must be pre-approved in writing by the Ethics Committee. To the extent the USFA employee or Board member has knowledge of applicable restrictions by a recipient's organization on gifts and entertainment, the USFA employee or Board member must undertake best efforts for all business entertainment and gifts to comport with the restrictions imposed by the recipient's organization.

USFA employees or Board members may give gift certificates within the limits set forth in this policy but may never give cash or financial instruments (e.g., checks, stocks) in any amount.

B. Non-Partners, Friends, Family, and Others

There may be a time where USFA wishes to extend a gift to a non-partner, friend, family, or other individuals not covered above or within the limits of this policy. The following items may be gifted and do not need to be reported:

1. Any item or event which is available to the general public and the Team Member pays fair market value for;
2. Promotional items that are provided to all attendees at an event, or items of nominal value at less than \$25.00 retail value;
3. Food and/or beverage provided as meal or refreshment at a business meeting or reception attended by a Team Member as part of their official responsibilities, provided such food and/or beverage is reasonable for the event.

With prior written approval from the CEO and General Counsel, sponsor apparel, hardgoods, value-in-kind, and other items in excess of this policy may not exceed \$500 value in kind, per person, per year. These gifts must be reported to the Ethics Committee.

SECTION VII. MARKETING OR FUNDRAISING

USFA recognizes that the foregoing limits may limit the ability of individuals this policy applies to and their ability to perform their job functions. Specifically, it may limit their ability to market or fundraise. As a result, the limits outlined in this policy do not apply to these individuals if the invitation/event/etc. is part of normal and reasonable job duties and the event is not lavish or unreasonable. Costs of gifts and events must not exceed \$1,000 (value in kind if referring to

gifts) per person, per year. To the extent any gift or invitation would exceed that limitation, these individuals should ensure that such gifts or invitations are disclosed with sufficient advance notice to permit the receipt of prior written approval from the Ethics Committee. This policy does not apply to any marketing give-aways, prizes, or promotional items used for social media marketing or event participation.

A. Government Employees

The giving of gifts to federal, state and local government employees is governed by a complex set of rules that are typically agency specific. Generally, the giving of gifts to government employees is very limited or prohibited. Before offering a gift to a government employee, you must receive the approval of the Ethics Committee in advance and in writing.

B. Disclosure and Approval

Any potential gifts or invitations extended that exceed the limits and/or parameters noted above must be disclosed to, and approved in advance by the Ethics Committee before they may be offered.

SECTION VIII. POLICY VIOLATIONS

Any Team Member found to have intentionally violated this policy will be subject to appropriate disciplinary action, up to and including termination of employment.

If a Team Member is unsure of any of the requirements set forth in this policy or has questions regarding a specific situation related to gifts and entertainment, they should consult with the General Counsel or the Ethics Committee.

SECTION IX. POLICY OWNER CONTACT INFORMATION

For questions or concerns regarding the Gift & Entertainment Policy, contact USFA General Counsel or the Ethics Committee at ethicscommittee@USFAencing.org.



CONFLICT OF INTEREST POLICY

OF

USA Fencing

DO NOT COMPLETE THIS DISCLOSURE STATEMENT. STARTING IN AUGUST 2021 ALL DISCLOSURES WILL BE COMPLETED ELECTRONICALLY.

SECTION 1. PURPOSE

USA Fencing is committed to sustaining an ethical workplace free of conflicts of interest and perceived conflicts of interest. Each Decision Maker, as defined in Section 2 below, has the responsibility to administer the affairs of **USA Fencing** honestly and prudently, and to exercise their best care, skill, and judgment for the sole benefit of **USA Fencing**. Decision Makers shall exercise the utmost good faith in all transactions involved in their duties, and they shall not use their positions with **USA Fencing** or knowledge gained therefrom for their personal benefit. The interests of the organization must be the first priority in all **USA Fencing** decisions and actions. **USA Fencing** requires that any of its Decision Makers recognize, disclose, and attempt to avoid activities or investments that involve, might appear to involve, or could result in an actual or potential conflict of interest. While all actual or potential conflicts must be disclosed, that alone does not disqualify an individual from serving **USA Fencing**. Whether an actual or potential conflict is disqualifying depends on the particular circumstances.

A “**Conflict of Interest**” or “**Conflict**” exists when a Decision Maker acts individually, or as part of a committee, on behalf of **USA Fencing** or in connection with a transaction to which **USA Fencing** is a party, where the Decision Maker’s actions or relationships present the potential for improper personal gain or advantage, or for an adverse effect on the interests of **USA Fencing**, or where the Decision Maker’s actions or relationships create the appearance that the Decision Maker may not be able to put **USA Fencing’s** interests first. A “**conflict of interest**” also exists in the context of athlete or team selection when a Decision Maker participates in a selection decision that involves or impacts an athlete with whom the Decision Maker has a direct or indirect relationship, or when a Decision Maker participates in a benefits or services allocation decision that directly impacts the Decision Maker. This policy does not attempt to provide an exhaustive list of every possible circumstance that might give rise to a conflict of interest, but provides examples of situations that create conflicts of interest as a guide to the types of transactions (a “**transaction**” is any contract, transaction, agreement or relationship involving the sale or purchase of goods, services, or rights of any kind, the providing or receipt of a grant or loan, or the establishment of any other financial relationship with **USA Fencing**) and/or relationships that can create conflicts of interest.

SECTION 2. DECISION MAKERS

This Conflict of Interest Policy is applicable to all **USA Fencing** Decision Makers. The term “Decision Makers” includes, but is not limited to, members of the **USA Fencing** Board of Directors (the Board of **USA Fencing**), officers (including division officers), committee members, task force members, working group members, resource team members, hearing panel members, members of all committees and hearing panels that are empowered to resolve grievances, employees, and volunteers of **USA Fencing**.

SECTION 3. AREAS IN WHICH CONFLICTS MAY ARISE

Conflicts of interest may arise in the relations of Decision Makers with any of the following third parties: (1) Persons or entities supplying goods and services to **USA**

Fencing; (2) Persons or entities from whom **USA Fencing** leases property and/or equipment; (3) Persons or entities with whom **USA Fencing** is dealing or planning to deal in connection with the gift, purchase or sale of real estate, securities or other property; (4) Competing or affinity organizations; (5) Donors and others supporting **USA Fencing**; (6) Agencies, organizations, and associations which affect the operations of **USA Fencing**; (7) Family members, friends, close associate, and other employees. A “**Family Member**” is defined as a spouse, domestic partner, parent/grandparent, parent/grandparent of spouse/domestic partner, child or child of a spouse/domestic partner, sibling or the sibling of a spouse/domestic partner, other blood relative or the blood relative of a spouse/domestic partner of a Decision Maker; (8) club members or teammates. If a Decision Maker or other disclosing individual has any question as to whether a relationship or activity may create a conflict of interest, a disclosure should be made and the advice sought from the Ethics Committee.

A potential conflict of interest might exist in at least the situations described below. This list is for example only and is not intended to be exhaustive nor determinative of whether a conflict exists. But it is a listing of circumstances in which disclosure may be appropriate in order to avoid even a perception of a conflict:

- 1) A Decision Maker or their Family Member owning stock or holding debt or other proprietary interests in any third party dealing or potentially dealing with **USA Fencing**.

EXAMPLE: When a **USA Fencing** resource team member owns an interest in a company seeking to enter into a contract to provide consulting services to **USA Fencing**.

- 2) A Decision Maker or their Family Member owning a business, being employed by, or providing goods or services under a provider, contractor, or consulting agreement, to or for a business which provides goods or services to **USA Fencing**, the USOPC, or any other NGB.

EXAMPLE: When **USA Fencing** is contemplating entering into an agreement for consulting services from a committee member of **USA Fencing**.

- 3) A Decision Maker or their Family Member holding office, serving on the board, participating in management, or being otherwise employed (or formerly employed) with any third party dealing with **USA Fencing**.

EXAMPLE: When a **USA Fencing** board member’s wife is the CEO of a company negotiating a contract to provide services to **USA Fencing**.

- 4) A Decision Maker or their Family Member receiving remuneration for services with respect to individual transactions involving **USA Fencing**.

EXAMPLE: When a **USA Fencing** resource group gets paid a commission if **USA Fencing** enters into a particular contract with a third party.

- 5) A Decision Maker or their Family Member using **USA Fencing**'s time, personnel, equipment, supplies, or goodwill for anything other than **USA Fencing**-approved activities, programs, and purposes.

EXAMPLE: When a **USA Fencing** employee uses a **USA Fencing** vehicle for a personal road trip.

- 6) A Decision Maker or their Family Member soliciting or receiving personal gifts, loans, gratuities, or discounts from third parties in violation of **USA Fencing**'s Gift & Entertainment Policy. No personal gift of money should ever be accepted.

EXAMPLE: When a company trying to obtain a contract to provide services to **USA Fencing** offers a \$100 gift certificate to a **USA Fencing** board member who would be voting on whether **USA Fencing** should execute the contract in question.

EXAMPLE: Asking for box seats to a sporting event because of your position on **USA Fencing**'s Nominating Committee.

EXAMPLE: Accepting tickets to an NFL game worth \$250 from a business seeking to obtain a contract to provide landscaping services for **USA Fencing** headquarters.

- 7) A Decision Maker or their Family Member acting as an agent, representative, or consultant to a business whose interests may conflict with the interests of **USA Fencing**.

EXAMPLE: When a **USA Fencing** Division Officer agrees to promote another NGB in negotiations with potential sponsors or licensees.

EXAMPLE: When the spouse of a **USA Fencing** board member works for or is a decision maker in an organization that competes with **USA Fencing** or that provides services to an organization that competes with **USA Fencing**.

- 8) A Decision Maker or their Family Member having a business relationship with a sponsor, supplier, licensee, or vendor of **USA Fencing** (for a current list of **USA Fencing** sponsors, suppliers, and licensees, go to <https://www.usafencing.org/sponsors>).

EXAMPLE: When a family member provides legal services to one of **USA Fencing**'s sponsors.

- 9) A Decision Maker or their Family Member awarding **USA Fencing** business to, or provide favorable treatment to, a business owned or controlled by a volunteer, family member, or personal friend.

EXAMPLE: Awarding a contract to provide landscaping services for **USA Fencing** headquarters to a family member's landscaping business.

- 10) A Decision Maker or their Family Member participating and/or voting within a discretionary selection committee for **USA Fencing** when the individual has a relationship with an athlete who is potentially impacted by the selection procedures (e.g., as coach, trainer, parent, etc.)

EXAMPLE: Participating in a decision to select an athlete on **USA Fencing's** team for World Championships or major international competition when Decision Maker is athlete's current coach or family member.

- 11) A Decision Maker or their Family Member drafting selection procedures for protected competition when the individual, family member, teammate or clubmate, could benefit directly or indirectly from the selection method.

EXAMPLE: The athlete representative assisting with drafting, voting on, and/or signing the procedures is also competing for a spot on the team for which the procedures are written.

- 12) A Decision Maker or their Family Member having activities or interests, whether direct or indirect, that interfere with or influence, or have the potential to interfere with or influence, a Decision Maker's responsibilities on behalf of **USA Fencing** or to undermine the interests of **USA Fencing**.

EXAMPLE: A **USA Fencing** Tournament Committee member has a significant client who owns or operates a facility being considered as the host of a **USA Fencing** event.

EXAMPLE: A Decision Maker serves on a hearing panel or appeal panel involving discipline against a member of the Decision Maker's club / team / family.

EXAMPLE: An athlete is the potential recipient of benefits or services that are being allocated by **USA Fencing** and participates in the allocation decision.

It shall be the continuing responsibility of each Decision Maker to scrutinize their transactions and outside business interests and relationships for potential conflicts and to immediately make such disclosures.

SECTION 4. DISCLOSURE POLICY AND PROCEDURE

At each Board and Committee meeting, members shall disclose all potential conflicts of interests with subjects on the meeting agenda. All disclosed potential conflicts of interests shall be included in the meeting minutes as well as members who recuse themselves due to an actual or apparent conflict of interest.

In addition to the mandatory disclosures required from each Decision Maker under Section 9 and Section 10 of this policy, if any Decision Maker becomes aware of their own undisclosed or partially disclosed conflict of interest, such person should report the information to the Board, committee, task force, working group, or resource team that may be involved.

After disclosure of the conflict or potential conflict of interest and all material facts, and after any discussion with the interested person, the Board, committee, task force, working group, or resource team involved shall make an initial determination whether the conflict or potential conflict disqualifies the interested person from discussion and approval of such transaction. If any interested party disagrees with the initial determination then they may refer the matter to the General Counsel and to the Ethics Committee for resolution. The initial determination by the Board, committee, task force, working group, or resource team shall be communicated to the affected parties by email, and documentation of the determination shall be included in the minutes or records of the Board, committee, task force, working group, or resource team.

If any Board, committee, task force, working group, resource team or individual has a good faith belief that a Decision Maker has a conflict of interest that has not been disclosed, that party or individual should notify **USA Fencing's** General Counsel and the Ethics Committee for resolution. No individuals shall retaliate against or harass or intimidate another party, or cause another person to do so, for making or raising actual or possible conflicts of interest.

If the matter is referred to the General Counsel and to the Ethics Committee and involves a transaction between **USA Fencing** and a Decision Maker (or a family member or business in some way related to a Decision Maker) the Ethics Committee shall decide if a conflict of interest exists pursuant to Section 5 below, and if there are mitigating measures that could be implemented to permit **USA Fencing** to move forward with the transaction or activity. The Ethics Committee's decision will be shared with the Decision Maker. The Decision Maker must acknowledge in writing and comply as a condition of membership with the decision and direction provided by the Ethics Committee for managing the conflict.

Transactions with parties with whom a conflicting interest exists may be undertaken if the Ethics Committee has determined there are mitigating measures that may be implemented to alleviate concerns regarding the potential conflict of interest pursuant to Section 5 below or without notifying the General Counsel and Ethics Committee, if all of the following, at a minimum, are observed:

- 1) The conflicting interest is fully disclosed;
- 2) The person with the conflict of interest is excluded from the discussion and approval of such transaction; and
- 3) A competitive bid or comparable valuation exists.

With respect to the review of any disclosure by the Ethics Committee, the Ethics Committee shall communicate in writing or email delivered to the respective Board, committee, task force, working group, or resource team, and to any individual involved in the potential conflict, any action it has taken with respect to the disclosure including, but not limited to, a determination that no action is required, direction for managing the disclosed conflict, or prohibition of a conflicted transaction. Not later than seven days following delivery of the determination by the Ethics Committee to an affected individual, the individual must acknowledge in writing (a) any action in mitigation or management of the conflict required by the Ethics Committee and (b) any prohibition of any conflicted transaction, and further acknowledge that compliance with the required mitigation or prohibition is an express condition of the individual's continued membership in USA Fencing.

SECTION 5. PROCEDURES FOR ADDRESSING POSSIBLE CONFLICTS OF INTEREST WITH RESPECT TO TRANSACTIONS OR BUSINESS OF USA FENCING

If a possible conflict of interest exists and is referred to the General Counsel and Ethics Committee with respect to a proposed transaction, promptly and before any decision is made regarding the proposed transaction, the proposed transaction shall be addressed as follows:

- 1) The interested person may make a presentation to the Ethics Committee, which may be convened telephonically, regarding the transaction or arrangement involving the possible conflict of interest.
- 2) The Ethics Committee shall review alternatives to the proposed transaction or arrangement if presented to the Ethics Committee by the Board of **USA Fencing**, staff, or relevant committee.
- 3) After reviewing the presented information, the Ethics Committee shall inform the Board of **USA Fencing** or committee whether there is a conflict of interest precluding **USA Fencing** from entering into the transaction or arrangement, or if there are mitigating measures that may be implemented to alleviate concerns regarding the potential conflict of interest.

SECTION 6. PROCEDURES FOR ADDRESSING POSSIBLE CONFLICTS OF INTEREST IN DRAFTING SELECTION PROCEDURES AND ATHLETE / TEAM DISCRETIONARY SELECTION

The following more particularized disclosure requirements and procedures apply in the context of drafting selection procedures and athlete/team discretionary selection decisions in an attempt to ensure that no individual participating in the process has a conflict of interest that will impact their ability to make a fair and unbiased decision in the athlete or team selection process.

Any individual involved in the drafting of procedures, including the athlete representative, or on a discretionary selection committee (or similar group) must disclose to all of such committee or group members: all club and coaching affiliations of the Decision Maker and each member of the Decision Maker's family, and any known parties that employ or are employed by Decision Maker and members of the Decision Maker's family.

The Committee or group involved will first determine if a conflict exists. If there is any question or conflict concerning the Decision Maker's involvement in or voting on a matter, a report should be made to USA Fencing's General Counsel and to the Ethics Committee for clarification or resolution of any issue.

A resolution could be that the Decision Maker may participate fully, be barred from participating or voting, or a middle ground such as participating in the drafting of the procedures or be included in the discussions for discretionary selection of a team, but not take part in any sign-off, vote, or decision. For example, a national team coach or high performance director may provide information to the selection committee so long as such information is provided in a fair and unbiased manner and the committee member who disclosed the conflict of interest does not vote toward the final decision.

SECTION 7. VIOLATIONS OF THE CONFLICTS OF INTEREST POLICY

- 1) If the disinterested members of the Ethics Committee have reasonable cause to believe a Decision Maker has failed to disclose actual or possible conflicts of interest, it shall promptly inform the Decision Maker of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.
- 2) If, after hearing the member's response and after making further investigation as warranted by the circumstances, the disinterested members of the Ethics Committee determine the Decision Maker has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and/or corrective action. The Decision Maker will be notified of the disciplinary and/or corrective action in writing. Decision Makers may appeal any such disciplinary and/or corrective action. Any such appeal must be commenced by notice emailed to the Board or to any committee or commission designated by the Board and General Counsel no later than 10 business days of being notified of the disciplinary and/or corrective action in writing. Any such appeal shall be conducted on the record of the Ethics Committee, and not by a hearing de novo. The Decision Maker shall have the right to present argument to the Board/committee/commission, but not

new evidence, in connection with the appeal. The Board/committee/commission may, in its discretion, hear from the Ethics Committee. The Board/committee/commission may affirm, reject or modify the disciplinary and/or corrective action by a majority or 2/3 vote, depending on the nature of the disciplinary and/or corrective action and as provided in the USA Fencing Bylaws. The Board's/committee's/commission's decision shall become final and effective when transmitted via email to the Decision Maker. Applicable disciplinary sanctions may be further appealed through arbitration pursuant to Chapter 13 of the Athlete Handbook.

- 3) While any such failure to disclose an actual or possible conflict of interest is under investigation, the Decision Maker shall be precluded from engaging in further decisions of **USA Fencing** that bear any relation whatsoever to the matter that is the subject of the actual or possible conflict of interest.

SECTION 8. RECORDS OF PROCEEDINGS

For any meeting or portion of a meeting of the Ethics Committee involving an allegation of a violation of the Conflict of Interest Policy, the minutes of the meetings shall contain:

- 1) The names of the persons who were found to have a connection with an actual or possible conflict of interest, the nature of the conflict of interest, any action taken to determine whether a conflict of interest was present, and the Ethics Committee's decision as to whether a conflict of interest in fact existed.
- 2) The names of the persons who were present for discussions and votes relating to the transaction or arrangement, or selection process, the content of the discussion (including, but not limited to, an analysis of the fairness and reasonableness of the transaction or arrangement in question, or the fairness of having the individual participate in the selection process), including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

SECTION 9. ANNUAL CONFLICT OF INTEREST DISCLOSURE STATEMENTS

Each Decision Maker shall annually sign and submit to the Ethics Committee and **USA Fencing's** General Counsel a statement, substantially in the form attached hereto, which such person affirms:

- 1) Has received a copy of the conflicts of interest policy;

- 2) Has read and understands the policy;
- 3) Has agreed to comply with the policy, and
- 4) Understands that **USA Fencing** is a charitable organization and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes. The disclosure statements shall be reviewed by the Ethics Committee. If the Ethics Committee determines that a possible conflict of interest exists and still needs to be addressed, the procedures in Section 4 and 5 shall apply.

Any actual, perceived, or potential conflict of interest should be disclosed in the annual statement.

Any new **USA Fencing** employee shall submit a conflict of interest disclosure statement within 14 days of their hiring by **USA Fencing**. Any other new Decision Maker shall submit a conflict of interest disclosure statement by the earlier of 14 days after their appointment or their first **USA Fencing** Board, committee, task force or hearing panel meeting. In no event shall a Decision Maker participate in any decisions to commit **USA Fencing** to a proposed transaction, hearing, or athlete or team selection procedures prior to submission of their conflict of interest disclosure statement.

The **USA Fencing** national office shall maintain copies of all Annual Statements submitted under Section 9 and 10 for not less than three (3) years.

SECTION 10. PERIODIC STATEMENTS / UPDATES

Each director, officer, committee member, task force member, hearing panel member, and employee shall update their annual disclosure as necessary and submit to the Ethics Committee a signed statement describing any new potential conflicts of interest as soon as practicable after becoming aware of such potential conflict of interest.

SECTION 11. ADDITIONAL INFORMATION

USA Fencing's Ethics Committee can be contacted with any questions about this policy by sending an email to ethicscommittee@usafencing.org.

USOPC General Resources

For Athletes With Questions Regarding This Conflict of Interest Policy:

The Athlete Ombudsman provides cost-free, independent and confidential advice regarding athlete rights; resolving disputes or grievances; and any sport rule, policy, or process, including NGB-athlete agreements, codes of conduct or team selection procedures. The Athlete Ombudsman can also help athletes connect with legal counsel or mental health resources if needed. Athletes may contact the Athlete Ombudsman at:

PHONE: (719) 866-5000

EMAIL: ombudsman@usathlete.org

WEBSITE: www.usathlete.org

For Individuals With Questions Regarding Conflicts of Interest:

For additional resources, individuals may contact the USOPC Ethics and Compliance Office at ethics@usopc.org.

USA FENCING CONFLICT OF INTEREST DISCLOSURE STATEMENT

I, _____, am a member of **USA Fencing** and serve in the following role(s):

☐ Board of Directors

☐ Committee Member

Please specify which committee(s) _____

☐ Task Force Member

Please specify which task force(s) _____

☐ Working Group Member

Please specify which task force(s) _____

☐ Resource Team Member

Please specify which task force(s) _____

☐ Hearing Panel Member

Please specify which hearing panel(s) _____

☐ Employee

☐ Volunteer

☐ Selection Committee

☐ Other

I affirm:

☐ I have received the **USA Fencing** Conflict of Interest Policy (the “Policy”).

☐ I have read and understand the Policy.

☐ I agree to comply with the Policy.

☐ I understand that **USA Fencing** is a charitable organization and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

Note: This disclosure statement also requires you to provide information with respect to certain other parties that are related to you and may have an interest in the transaction. These persons are called “affiliated persons” and include, but are not limited to:

a) Your family members as defined in the USA Fencing Conflict of Interest policy;

b) Any corporation or organization of which you are a board member, an officer, a partner, participate in management or are employed by, or are, directly or indirectly, a debt holder or beneficial owner of any class of equity securities (other than ownership of less than two percent of the equity interests in any publicly traded securities); and

c) Any trust or other estate in which you have a substantial beneficial interest or as to which you serve as a trustee or in a similar capacity.

Sport and Community Involvement

*Please note all sport and **USA Fencing** community involvement. Please state the obvious – even if your involvement is widely known, be sure to note it here to be certain that any conflicts are up front and easier to deal with.*

- ☐ I or my affiliated person(s) own, operate or work at a business that is involved in our sport
- ☐ I or my affiliated person(s) am actively participating in our sport as a competitor, official, coach or other type of participant

1. Please state the following:

a. name of each fencing club of which you, or any affiliated persons, are a member:

b. name of your fencing coach, and the coach of any affiliated persons

2. Do you or an Affiliated Person own stock or hold debt or other proprietary interests in any third party dealing or who may potentially deal with **USA Fencing**?

YES

NO

NOT SURE

If yes, or if you are not sure, please provide the following information:

Who Holds, or May Hold the Proprietary Interest?

ME

AFFILIATED PERSON

BOTH

If someone else, who is that person/organization?

If someone else, how is this person or organization related to you?

What is the Proprietary Interest(s) held or that may be held?

3. Do you or an Affiliated Person own a business, maintain a primary or secondary job, or provide goods or services under an agreement by which the outside business provides goods or services to **USA Fencing**, the USOPC, or another NGB in the past year?

YES

NO

NOT SURE

If yes, or if you are not sure, please provide the following information:

Who was associated with the third party that provided goods or services to **USA Fencing**, the USOPC or another NGB in the past year?

ME

AFFILIATED PERSON

BOTH

If someone else, who is that person/organization?

What goods or services have been or are to be provided to **USA Fencing**, the USOPC, or another NGB in the past year?

4. Have you or any of your affiliated persons provided services (other than board/committee/task force/hearing panel/employee/volunteer services) or property to **USA Fencing** in the past year?

YES

NO

NOT SURE

If yes, or if you are not sure, please provide the following information:

Who was associated with the third party that provided goods or services to **USA Fencing** in the past year?

ME

AFFILIATED PERSON

BOTH

If an affiliated person or both, who is that person or organization?

What goods or services were provided to **USA Fencing** in the past year?

5. Have you or any of your affiliated persons purchased services or property (other than items publicly available) from **USA Fencing** in the past year?

YES

NO

NOT SURE

If yes, or if you are not sure, please provide the following information:

Who was associated with the third party that purchased goods or services from the NGB in the past year?

ME

AFFILIATED PERSON

BOTH

If an affiliated person or both, who is that person or organization?

What goods or services have been or are to be purchased from the NGB in the past year?

6. Do you or an Affiliated Person hold office, serve on the board, participate in management, or are otherwise employed (or formerly employed) with a third party dealing with **USA Fencing**?

YES

NO

NOT SURE

If yes, or if you are not sure, please provide the following information:

Who held office, served on the Board, participated in management or was otherwise employed (or formerly employed) with a third party (including other NGBs) dealing with **USA Fencing**?

ME

AFFILIATED PERSON

BOTH

If an affiliated person or both, who is that person or organization?

What role(s) and/or organization(s) were you or your affiliated persons involved with?

What dealing(s) did the organization(s) noted above have with **USA Fencing**?

7. Please indicate whether you or any of your affiliated persons had any direct or indirect interest in any business transaction(s) in the past year to which **USA Fencing** was or is a party.

YES

NO

NOT SURE

If yes, or if you are not sure, please provide the following information:

Who had a direct or indirect interest in dealing with **USA Fencing**?

ME AFFILIATED PERSON BOTH

If an affiliated person or both, who is that person/organization?

What direct or indirect interest in a transaction did you or the affiliated person have?

8. Do you or a Family Member act as an agent, representative, or consultant to a business whose interests may conflict with the interests of **USA Fencing**?

YES NO NOT SURE

If yes, or if you are not sure, please provide the following information:

Who has an interest that may conflict with the interests of **USA Fencing**?

ME AFFILIATED PERSON BOTH

If an affiliated person or both, who is that person/organization?

What potentially conflicting interest do you or the affiliated person have?

9. Were you or any of your affiliated persons indebted to pay money to **USA Fencing** at any time in the past year (other than travel advances or the like)?

YES NO NOT SURE

If yes, or if you are not sure, please provide the following information:

Who was indebted to **USA Fencing** in the past year?

ME AFFILIATED PERSON BOTH

If an affiliated person or both, who is that person/organization?

What debt did you or your affiliated person owe to **USA Fencing** in the past year?

10. In the past year, did you or any of your affiliated persons receive, or become entitled to receive, directly or indirectly, any personal benefits from **USA Fencing** or as a result of your relationship with **USA Fencing**, that in the aggregate could be valued in excess of \$1,000, excluding compensation or reimbursement of expenses directly related to your duties to **USA Fencing** as a board/committee/task force/hearing panel/employee/volunteer?

YES

NO

NOT SURE

If yes, or if you are not sure, please provide the following information:

Who was paid \$1000 or more by **USA Fencing** in the past year?

ME

AFFILIATED PERSON

BOTH

If an affiliated person or both, who is that person/organization?

Please describe the benefit and/or income paid to you or the affiliated person:

11. Are you or any of your affiliated person a party to or have an interest in any pending legal proceedings involving **USA Fencing**?

YES

NO

NOT SURE

If yes, or if you are not sure, please provide the following information:

Who is involved in a legal proceeding involving **USA Fencing**?

ME

AFFILIATED PERSON

BOTH

If an affiliated person or both, who is that person/organization?

What is the nature of the legal proceeding involving **USA Fencing**, you and/or an affiliated person?

12. Are you affiliated with an person who is an athlete competing for a spot on a **USA Fencing** national team, are you an athlete competing for a spot on the team, do you coach an athlete who is competing for a spot on the team, or do you have an immediate family member, employee, or colleague who is otherwise participating in the competition for which the selection committee has been convened?

YES

NO

NOT SURE

If yes, or if you are not sure, please provide the following information:

Who is the athlete competing for a sport on a national team, or the coach of an athlete competing for a spot on a national team?

ME

AFFILIATED PERSON

BOTH

If an affiliated person or both, who is that person/organization?

What role do you or the affiliated person play?

COMPETING ATHLETE

COACH OF A COMPETING ATHLETE

13. Do you or a family member have a business relationship with a sponsor, supplier, licensee or vendor of **USA Fencing**?

YES

NO

NOT SURE

If yes, or if you are not sure, please provide the following information:

Who is the person or organization with a business relationship with a sponsor, supplier, licensee or vendor?

ME

AFFILIATED PERSON

BOTH

If an affiliated person or both, who is that person/organization?

What is the nature of the relationship you or the affiliated person has with the sponsor, supplier, licensee or vendor?

-
-
14. Are you aware of any other undisclosed events, transactions, arrangements or other situations that have occurred in the past or present involving another individual that you believe should be examined by **USA Fencing's** Ethics Committee in accordance with the terms and intent of **USA Fencing's** Conflict of Interest Policy?

YES

NO

NOT SURE

If yes, or if you are not sure, please provide the following information:

Who is the person or organization that you believe there may give rise to a conflict of interests?

What is the nature of the potential conflict the person or organization may have?

-
-
15. Do you have any events, transactions, arrangements or other situations that have occurred or may occur in the future involving you or an affiliated person that you would prefer be examined by **USA Fencing's** Ethics Committee in accordance with the terms and intent of **USA Fencing's** Conflict of Interest Policy?

YES

NO

NOT SURE

If yes, or if you are not sure, please provide the following information:

Who is the person or organization that you believe there may give rise to a conflict of interests?

ME

AFFILIATED PERSON

BOTH

If an affiliated person or both, who is that person/organization?

What is the nature of the potential conflict you or the affiliated person may have?

Would you like to be contacted by a member of the USA Fencing Ethics Committee to discuss questions or comments about this declaration or to discuss the Conflict of Interest policy further?

YES

NO

16. Do you have anything not covered in the questions above that you wish to disclose?

17. Would you like to be contacted by a member of USA Fencing Ethics Committee to discuss questions or comments about this declaration or to discuss the Conflict of Interest Policy?

YES

NO

I HERBY CONFIRM that my responses to the above questions are complete and correct to the best of my information and belief. I agree that if I become aware of any information that might indicate that this disclosure is inaccurate or that I have not complied with this policy, I will notify the board or committee Chairperson or General Counsel (as applicable) immediately.

Signature

Date

☐ Reviewed by the Ethics Committee

Date: _____

☐ Determined no potential conflicts of interest need to be addressed

☐ Potential conflicts were addressed in the following manner:

Equality & Anti-Discrimination Statement

As at 2/16/2022

Policy Owner: Sr Mgr – Diversity, Equity, Inclusion & Belonging, CEO

Policy Approval: USA Fencing Board of Directors.

USA Fencing is committed to safety, fairness and respect for all athletes, coaches, referees, staff and community members. We are continuously addressing issues of access, diversity, equity, inclusion and belonging in our sport. Thus, we will engage in practices that promote and maintain a civil community that facilitates opportunities for shared understanding and expression of individual and collective truths. This commitment is fully aligned with the values of our diversity statement, which prohibits discrimination on the basis of age, color, gender identity/expression, nationality, national origin, ability, political affiliation, race, religion, sexual orientation and other protected dimensions of diversity in the application of organizational events, programs, policies and procedures.

Valuing this common goal to achieve inclusive excellence enhances the social and competitive experience for all and is important to the success and development of our community. We have an obligation to provide equal opportunity for our athletes, coaches, and staff. All members of the USA Fencing community shall be aware of these obligations and treat them as core values. Discrimination toward any person (actual or perceived) negatively impacts all who participate in the sport of fencing. Discrimination in any form will not be tolerated by USA Fencing and any grievances should be reported to the Department of Diversity, Equity, Inclusion and Belonging.

WHISTLEBLOWER AND ANTI-RETALIATION POLICY

Covered Individuals: This Policy applies to all US Fencing Association (“USFA”) Members, employees, officers, members of the Board of Directors, Committee and Task Force Members, members of Hearing Panels, volunteers, and contractors who have been required to adhere to this Policy through their written contracts with USFA (“Covered Individual”). In addition, this Policy applies and protects any good faith reporter of alleged misconduct and any person who participates or is involved in the investigation or adjudication of claims of misconduct (“Covered Third-Persons”)

General Statement: The USFA’s Codes of Conduct requires all participants in USFA activities to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As members of USFA, we all must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations. Specifically, compliance with the Ted Stevens Olympic and Amateur Sports Act, the USOPC Bylaws, all USFA policies and procedures, and state and federal laws.

Reporting Rights and Protections: It is the right of all Covered Individuals and Covered Third-Persons to comply with the Codes of Conduct and to report violations or suspected violations in accordance with this Whistleblower Policy. For purposes of this Policy, “violations” includes violations of:

- A. USFA’s Bylaws and policies
- B. The Ted Stevens Olympic and Amateur Sports Act
- C. USOPC Bylaws and policies
- D. Applicable state and federal laws

No individual who in good faith reports a violation of the Codes of Conduct shall suffer harassment, retaliation or adverse membership consequences. “Retaliation” as used in this policy includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in USFA’s activities or processes when the action is reasonably related to the report or engagement with USFA. Retaliation may be present even where there is a finding that no violation occurred, but “retaliation” does not include good-faith actions lawfully pursued in response to a report of a violation. In addition, no Covered Individual nor USFA itself shall take or threaten to take any action against an athlete as a reprisal for disclosing information to or seeking assistance from the Office of the Athlete Ombuds as outlined in the Ted Stevens Act, Section 220509(b)(5).

An individual who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of membership. This Whistleblower

Policy is intended to encourage and enable members and others to raise serious concerns within USFA prior to seeking resolution outside the organization.

Enforcement: The Grievance and Discipline Committee is responsible for investigating and resolving all reported complaints and allegations concerning violations of this Policy. Complaints or information concerning violations or suspected violations may be submitted on a confidential basis by the complainant or may be submitted anonymously. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

All reports will be reviewed under USFA's Complaint and Hearing Procedures. The investigation and corrective action (if any) will be undertaken and imposed by disinterested persons.

Violations of this Whistleblower and Anti-Retaliation Policy should be reported to the Chair of the USFA Grievance and Discipline Committee at Grievancecommittee@USFAencing.org and will be managed as violations of USFA's Codes of Conduct. Questions and concerns can also be sent to, Christina Pachuta, Athlete Safety and Compliance Manager at c.pachuta@USFAencing.org.

Enforcement with Respect to Employees: If the NGB finds an employee has retaliated against a Protected Individual, that person will be immediately terminated or suspended without pay pursuant to the requirements of the Ted Stevens Act.

**USA Fencing Board of Directors
Board Readiness Plan
As at 2/16/2023**

Introduction & Purpose

The USA Fencing Board of Directors is the oversight and strategic body of USA Fencing, this document serves as a guide to encourage experience and thoughtful encouragement of individuals who might be ready to achieve a Board of Directors position within USA Fencing.

Bylaws

For clarity, this document does not serve or intend to in any fashion over run the rights of membership nor in any manner override any provision of the USA Fencing Bylaws or associated legal foundational documents of the organization. It simply provides a roadmap for board readiness.

Board Performance

The board should engage in a Board Performance tool at least once every two years to review their own performance as a Board of Directors and identify an action plan to address any gaps in performance and any skill sets that are required. This review should take place ahead of the annual meeting every two years, and therefore commence immediately following the last meeting of the season.

Board Gap

The board should annually complete a Board Gap analysis to be completed in each September (immediately after new board members are seated). This analysis should be used to inform guidance provided to the Nomination Committee as well as to inform future recommendations to the board and nominations for at-large directors.

Diversity Analysis

Each February the Board should review diversity statistics of the Board and Committees with a view to taking and implementing appropriate action to address any imbalances to ensure appropriate representation including but not limited to gender equity, racial equity, LGBTQIA+ representation, military veteran representation and representation of differently abled persons (both those who are Para classified, and those who do not fit into such classifications). Such statistics to be provided by the USA Fencing DEIB department.

It should be noted that research suggests that those from diverse backgrounds often may require personal encouragement or outreach in order to put their names forward.

Board & Committee Recruitment Timeline

The USA Fencing bylaws afford a predictable timetable for replacement given the terms of each board member and associated term limits of each board member.

Recruitment of Board Members to replace anticipated vacancies should begin approximately one year before the individual will be elected or appointed to the Board of Directors.

Appointment of a Lead

The Chair should appoint a member, which may include non-voting members, to lead the process of recruitment and development of board members. This individual should work proactively with the Board Chair, CEO, Nominating Committee Chair to lead recruitment and development. Reports should be given on a 6-month basis to the Board, if necessary in executive session on the progress of such work.

Recruitment & Committee Recruitment

While a lead gives the board a focus person, the role of the board as a whole should be to act on recruitment to the Board and to Committees, with a goal of utilization of as much as of USA Fencing's membership talent as possible.

Board members should spend time proactively recruiting, thinking of candidates from within and outside of their network that may be able to add value to a Committee or to the board. In general, at-large board members should have served on a committee, while Independents fundamentally should not have.

Outreach should be focused on those with skillsets who can add to the board, but should be both inside and outside of a board member's own immediate network.

Board members should work with the board lead, Chair and CEO to make them aware of outstanding candidates who can be stewarded towards involvement – again with a view to diversity and to gaps on each of those Committees.

In the case of Independent Directors – the Board Lead, Chair and CEO should meet one year ahead of the expected transition and begin the recruitment process. The CEO shall assist the Board Lead in stewardship and outreach to potential independent directors, and shall bring a shortlist of likely candidates no less than 3 months before an appointment is required. From there, this group should arrive at individuals to put forward to the nominating committee.

In the case of Athlete Directors – the Board Lead, AC Chair and CEO should meet to discuss transition and potential individuals who may be interested in standing, similar to At-Large potential candidates they should have already been in the pipeline via the above process.

Role of Leadership Academy

The leadership academy provides a critical and important tool in the recruitment and development of future board members and committee members.

USA Fencing Staff, led by the CEO should ensure a robust advertising campaign and specific outreach, coordinated with the board lead to encourage potential candidates to complete Leadership Academy, including those highlighted above by Board members. Aggressive outreach on Leadership Academy ought to include specific information what Leadership Academy is targeted at and should begin at least 3 months before selections are to take place.

Stewardship of Leadership Academy Participants

The CEO should ensure stewardship of current Leadership Academy participants, bringing specific attention to likely committee or board vacancies that might be appropriate to their skill set. A tracking document should be provided to the Board lead every 6 months on Leadership Academy graduates and stewardship conversations, such that they ought to be included in discussions around Board and Committee vacancies.

Off-Boarding

In the event of a board vacancy, the CEO and Board Chair (or his/her designee) should work with the outgoing board member to download knowledge that they gained during their tenure on the board, in particular such that knowledge may be passed onto the individual stepping into their position. Even in the event of a lost election, it is anticipated Board members will give their fullest cooperation to this matter.

In putting together this document, the off-boarding individual should be thinking about their particular role on the board, as well as what they know now that they wish they had known when they joined the board.

Mentorship

Upon election or appointment, the Board Chair should appoint a mentor for the incoming board member who can assist and guide the incoming board member for a period of 3 months to ensure proper embedding to the Board of Directors.

On Boarding & Paperwork

To ensure that a board member can be effective in the shortest possible time, a robust onboarding should take place, to include but not limited to – preferably before seating but no later than 1 month after:

- Time spent with the Board Chair, CEO and Board Secretary
- Meeting with senior staff members.
- Paperwork requirements (Membership, Background Checks, Conflict of Interest)
- Appropriate Policies of the Board.
- Meeting schedule for the coming year.
- Bio and Announcement preparation.
- Board Roster and contact list.
- Board Governance General Training
- Board behavioral and expectations.
- USOPC Governance Training (online and in-person).
- Current Budget
- Latest audited financials
- Mission Statement
- Strategic Plan
- Latest Operating Plan and Update
- Latest Board Update
- Minutes of last year worth of board meetings
- Minutes of recent Committee meetings
- Introductions to key committee chairs and purposes of each Committee.

- Staff organizational Chart
- History of Board Decisions
- Current Board Issues
- Events Calendar
- Introduction to Fundraising & USFF
- Current Team USA updates.
- Offboarding Information from the outgoing Board Member.

**USA Fencing CEO & Senior Staff Succession and Transition Planning
As at 2/16/2023**

Introduction & Purpose

History shows us that Executive and Senior Staff transition can lead to knowledge gaps and other issues for the organization. It also shows that there is significant risks when multiple senior individuals in key roles leave the organization.

Providing a roadmap for such a transition is designed to de-stress the solution for Board, Staff and Membership alike as well as provide transparency around how the organization is to prepare for just such an event.

Short Term CEO Unavailability

In the case of Short Term unavailability of the CEO (for 2 or more days), the Chair of USA Fencing and the CEO shall pre-designate the individual on the team's senior staff who shall be empowered to act in the stead of the CEO.

Short Term Senior Staff Unavailability

In the case of Short Term unavailability of senior staff (for 2 or more days), the CEO and the senior staff member shall pre-designate the individual on the team's senior staff who shall be empowered to act in the stead of the individual.

Spokesperson in the case of CEO Unavailability

In the case that the CEO is unavailable at any time, short or long term, any designated spokesperson duties shall reside with the Director of Communication and in the event of his or her unavailability, the Chair of the Board.

Internal Professional Development of Senior Staff

As a part of the planning for succession of the CEO and Senior staff team, the CEO shall ensure a cross-training development plan is implemented so that senior staff have a baseline knowledge of each others roles and therefore have an ability to fill in as an Interim leadership position or full time leadership position in time.

The CEO shall also ensure and construct a personal development plan for senior leaders who have an interest in becoming the leadership figure of the organization, such individuals shall be highlighted to the Chair of the Board (and his or her successor Chairs) and appraised by the CEO of the progress of their professional development in the areas of leadership, people management, financial management and communications management. The Board, for their part, shall support the staff with appropriate resources to do so.

The CEO shall include specific written review of this element of Professional Development in each staff member.

The CEO shall also ensure staff have appropriate exposure to external stakeholders to further support

the transition in the case of such a need.

The expectation shall be that internal individuals will be trained to place where they are ready to be in a leadership position, however, that the expectation is also that in the event of CEO transition the Board shall engage in a thorough process.

CEO or Senior Staff Transition – Transition Notice

It is anticipated that the CEO or Senior Staff will responsibly let the Chair or CEO as appropriate know in sufficient time to prepare to activate a transition plan.

As a matter policy, this should be kept confidential and a safe space for the employee should be created in order that they may feel safe to progress their career, look at opportunities but the organization can plan in the case a departure does occur.

Timeline for Exit Plans

The CEO and the Senior Staff member, together with any departure stakeholder (such as a new employer), and/or the Board and CEO, together with any departure stakeholder should agree an appropriate transition period. This should be approximately 3 months for the CEO, approximately 2 months for Senior Staff.

Legacy Items

The CEO shall keep current every 3 months a statement of current major projects that he or she is working on that is shared with the Chair (and/or their designee) and the CEO's designed short term deputy, such that in the event of their unavailability, there is an ability to carry on work of the organization. Senior staff shall do the same with the CEO.

Appointing an Interim

In the event of a Senior Staff member leaving, the CEO shall designate a staff member to step into their place on an interim basis.

In the event of the CEO leaving, the Chair shall convene a panel consisting of at least one Paralympic athlete, at least one Olympic athlete, at least one At-Large board member and at least one independent, with the Treasurer present as an ex-officio individual to appoint an interim CEO.

Based upon the information on professional development, the group shall agree on the appointment internally. If more than one individual has expressed an interest in being a future CEO candidate, the first choice should be guided by an individual who is not interested in being the future CEO in fairness to those candidates. Unless the CEO departure is caused by an adverse action, the CEO shall be consulted on the choice of Interim CEO.

If there is no obvious choice of internal CEO, an external Interim CEO could be considered as a last resort option. The same group shall decide on the individual concerned, with experience in a similar Olympic or Paralympic NGB being a critical factor.

Communication Plan

As soon as the Interim is appointed, within 72 hours the Chair and CEO, together with the new Interim CEO shall meet with the full staff to ensure comfort around the transition plan.

Following this, the CEO (or Chair, if the CEO is unavailable) shall introduce the Interim CEO to all key stakeholders within the ecosystem – including but not limited to sponsors, major donors, suppliers, international stakeholders, key committee chairs, banks, USOPC departments, US Center for SafeSport staff, to be completed no more than 96 hours.

In the case of the CEO's departure, or a long serving (above 5 years) senior staff member, a press release will also be made. It is critical that transparent and regular communication to affected key stakeholders and membership are continued.

Transition Team

The board shall appoint a transition team of no more than 6, recommended by the Chair and to include at least one independent director and one athlete member, to oversee transition.

In the case of a Senior Staff member, the CEO shall oversee the transition.

Once the remainder of tenure plan has been agreed, the transition team shall meet weekly with the outgoing individual to ensure a transfer of knowledge. Where appropriate, departmental heads or reporting individuals shall join the calls to make such a knowledge transfer.

Using a shareable spreadsheet, knowledge shall be collected across the team including key dates, knowledge of key contracts, current legacy items (see above) that can be provided to the incoming CEO or senior staff member.

This spreadsheet begins with the above legacy statement maintained by the CEO, and/or the projects communication of the departing senior staff member.

The transition team shall also meet with key staff members during this period at least biweekly to ensure transparency.

Search Committee

The above committee who appointed the Interim will also serve as the Search Committee, the Committee shall meet with the exiting CEO, key stakeholders and the remainder of the board to discuss what the key characteristics are of the incoming CEO required to meet the challenges of USA Fencing of the day and those projected over the coming few years.

The committee shall, in consultation with the exiting CEO, devise and produce an RFP for a search firm to assist with the search, and the appointment made by the consent of the majority vote of the full board.

In the case of Senior Staff departures, the CEO will determine the search committee for the particular position and if it is necessary to include external resources.

Onboarding

The key individual responsible for onboarding a new CEO shall be the Chair of the Board, and this should be viewed as a critical skill set for the Board Chair.

The onboarding plan shall be devised by the Board Chair in consultation with the Interim CEO, Incoming CEO and senior staff and should be approved by the Transition Team.

The onboarding plan should consider familiarity with key USA Fencing stakeholders, board members, staff, policies and procedures, financial information, cultural norms and ensure regular check ins with the incoming CEO, once per week in the first month, then bi-weekly henceforth.

The onboarding plan should also consider a walk through of the transition documents prepared above.

Embedding

Once the new CEO or Senior Staff member is onboarded, the individual should immediately seek to revisit this process to ready for the eventuality of further transition.