

BYLAWS, ARTICLE 1

Name, Purpose and Fundamental Policy

1.1 NAME

The name of the Organization shall be the Wisconsin Wrestling Federation (WWF). The Wisconsin Wrestling Federation shall be organized as a non-profit corporation within the definition of the Internal Revenue Code 501(c)(3), as amended.

1.2 PURPOSE

The purposes of this association are:

(a) To serve as a state chapter member of USA Wrestling. USA Wrestling is the National Governing Body for the Sport of Amateur Wrestling in the United States, and, as such, is its representative to the United States Olympic and Paralympic Committee.

(b) To promote, coordinate, and provide quality opportunities for its members in amateur wrestling programs in Wisconsin to achieve their full human and athletic potential.

BYLAWS, ARTICLE 2 Membership

2.1 GENERAL PRINCIPLES

2.1.1 Membership. Eligibility for and method of membership, obligations and conditions for continuing membership, voting rights, and other membership privileges are defined in this article.

2.1.2 Obligation to Meet Criteria. Each member must be a current USA Wrestling Membership and be a resident of the state of Wisconsin to be considered a member of the WWF Organization.

2.2 ELIGIBILITY FOR MEMBERSHIP

2.2.1 Athlete Membership. Active USA Wrestling Athlete membership, valid for kids, 16U, Junior, UWW Junior, University, Senior and Veterans level at all competition levels, and club practices.

2.2.2 Coach Membership. Active USA Wrestling Leader membership, which requires a mandatory National Governing Body (NGB) Background check and the completion of SafeSport education module.

2.2.3 Officials (Mat & Pairing) Membership. Active USA Wrestling Leader membership, which requires a mandatory NGB Background Check and the completion of SafeSport education module.

2.2.4 Club Charter. A Club Charter provides membership affiliation with USA Wrestling for Wisconsin state clubs. Each club pays one charter

fee, regardless of the number of athletes or ages involved with the club. All members of the club must be individually registered with USA Wrestling. A club charter can be acquired online or through the WWF Membership Director.

2.2.5 Sanction for Event. A sanction for a USA Wrestling event must be approved by the State Chairperson or designated state director. This event must be received and approved by the National Office within the appropriate time frame prior to the event providing organization affiliation and other limited benefits. All participants (athletes, coaches and officials) must hold valid USA Wrestling Competitor membership cards. All sanctioned events in the State of Wisconsin must go through the Wisconsin Wrestling Federation, directly or indirectly, to acquire an event sanction.

2.2.6 Other forms of Membership. A special membership with USA Wrestling is available for donors (Booster Club Membership).

2.3 MEETING OF THE MEMBERS

2.3.1 Annual Meeting of Members. A meeting of the members of the Organization shall be held annually at a time and place designated by the Board of Directors of the Organization. Written notice of which shall be posted on the WWF website, no less than twenty-one (21) days prior to each registered club, official and Board of Directors from the previous and current membership years.

2.3.2 Annual District Meeting. Each district shall conduct an annual meeting of members from within their respective district prior to the Annual Meeting of Members of the Organization. The Organization shall be divided into eight districts with a representative from each district (District Directors, bylaw 3.1.5) responsible for the operation of the annual district meeting.

2.3.3 VOTING BY MEMBERS AT DISTRICT MEETING - Nominations shall be made prior to elections. The results of votes shall be shared with the membership once tallied.

At the District Meeting of Members, each USA Wrestling chartered club in Wisconsin as of the date of the meeting shall be entitled to one vote if the minimum membership requirement is met. The minimum membership requirement for a club is at least 10 members (to include athletes plus Wrestling Leaders. For any club with 10-25 members, the club shall receive one vote. Clubs with 26-50 members shall receive two votes, and clubs with 51 members shall receive three votes. No club

shall have more than three votes. Membership shall be determined by using USA Wrestling's membership system. In the case of club membership and/or voting eligibility, the Membership Director shall make the final determination.

The previous or current membership season records may be used to determine the number of members a club has, provided the club in question was chartered during the previous season.

Voting privilege for a chartered club shall be provided to the club director listed in USA Wrestling's membership system or his/her designee. The designee must be a current Wrestling Leader of USA Wrestling in order to be an eligible designee. If a club has a voting designee, this must be provided to the District Director at least 48 hours before the annual meeting begins. For chartered clubs with members and/or practice locations in more than one district, the mailing address listed in USA Wrestling's membership system will determine the district they will vote in.

Members eligible to vote are limited to representing a single chartered club.

2.4 VOTING BY MEMBERS - Nominations shall be made prior to elections. The results of votes shall be shared with the membership once tallied.

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Voting privilege for a chartered club shall be provided to the club director listed in USA Wrestling's membership system or his/her designee. The designee must be a current Wrestling Leader of USA Wrestling in order

to be an eligible designee. If a club has a voting designee, this must be provided to the Vice-Chairperson at least 48 hours before the annual meeting begins.

Members eligible to vote are limited to representing a single chartered club.

2.5 QUORUM

A majority of the board of directors must be in attendance to validate the proceedings of the Annual Meeting of Members.

BYLAWS, ARTICLE 3 Board of Directors

3.1 GENERAL PRINCIPLES

3.1.1 Authority. The affairs and property of the Organization shall be managed and controlled by its Board of Directors. The Directors may exercise all such powers and do all such things as may be exercised or done by the Organization, subject to the provisions of the Articles of Incorporation, these bylaws and all applicable law. The Board of Directors is responsible for developing and operating within Standing Rules to be defined by these bylaws (bylaw 5.2.2).

3.1.2 Selection. The members of the Board of Directors will be nominated and elected by the membership (see Bylaws, Article 4)

3.1.3 Composition. The Board of Directors will consist of the four age-level directors, one mat officials director, one pairing officials director, four at-large directors, eight district directors, the tournament director, and the WWCA/WWF liaison. Each member of the Board of Directors will have one vote. The serving chairperson votes only in the case of a tie.

3.1.4 Meetings of the Board of Directors. The Board of Directors will meet at least twice during the fiscal year (bylaw 5.3) and at such times as directed by the chairperson. Meetings shall include, but not be limited to, a meeting to determine the budget and the annual meeting of members, determined by the Board of Directors. The state chairperson reserves the right to call a meeting of the Board of Directors whenever necessary.

3.1.4.1 Voting. Voting of the Board of Directors will be by majority.

3.1.4.2 Quorum. A quorum is a majority of the Board of Directors.

3.1.4.3 Attendance. All directors are expected to attend the budget meeting and the annual meeting of the members unless prior excused approval from the chairperson. Meetings of the Board of Directors are

open to the general membership unless specifically noted, with all votes being limited to board members.

3.2.4 Duties and Responsibilities. Individuals who serve on the Board of Directors must be current Wrestling Leaders members of USA Wrestling, subject to the guidelines of USA Wrestling's membership requirements. All members of the Board of Directors must be available to the membership by US Mail, phone, and e-mail and shall attend all scheduled Board meetings, including, but not limited to, their district meeting, the annual budget meeting, and the annual meeting of members.

3.2.5 Officers. The officers of the Board of Directors will be known as the Executive Committee and will consist of the State Chairperson, Vice State Chairperson, Secretary, Treasurer and Membership Director. Officers are nominated and elected by the Board of Directors. Officers must be current members of the Board of Directors. If an officer does not retain his/her elected position, the State Chairperson shall appoint a replacement for the duration of the term. If the State Chairperson does not retain his/her elected position, the Vice Chairperson shall assume the responsibilities of the Chairperson.

3.3 BOARD OF DIRECTORS

3.3.1 Age Level Directors. There are four age level directors. The age level directors are the Womens, Kids, 16U, and Junior, and U23/ Senior. (remove at end of term 9-1-24)

3.3.1.1 The Kids Director. The Kids Director is responsible for the following: making administrative arrangements for Schoolboy/girl Dual Team with the State Coach; arranging entries for the Northern Plains Regional Tournament; attending and representing the WWF at the USAW Northern Plains Regional Tournament and the National Kids Council meeting at the National Convention or appointing a representative to be approved by the executive committee; submitting a budget for the Kids Division at the September Board of Directors meeting (budget meeting); submitting qualifying lists to national tournament site manager and assigning the (age level) state team leader; recommending to the Board of Directors representatives to be nominated for state, regional and national awards and recognition

3.3.1.2 The 16U Director. The 16U Director is responsible for the following: making administrative arrangements for 16U Dual Team with

the State Coach; arranging entries for the Northern Plains Regional Tournament; attending and representing the WWF at the National Cadet Council meeting at the National Convention or appointing a representative to be approved by the executive committee; submitting a budget for the 16U Division at the September Board of Directors meeting (budget meeting); registering the 16U National Team(s) for the 16U National Championships online per USAW guidelines and deadlines, as well as submitting qualifying lists to national tournament site manager and assigning the (age level) state team leader.

3.3.1.3 The Junior Director. The Junior Director is responsible for the following: making administrative arrangements for Junior Dual Team with the State Coach; attending and representing the WWF at the National Junior Council meeting at the National Convention or appointing a representative to be approved by the executive committee; submitting a budget for the Junior Division at the September Board of Directors meeting (budget meeting); registering the Junior National Team(s) for the ASICS Junior National Championships online per USAW guidelines and deadlines, as well as submitting qualifying lists to national tournament site manager and assigning the (age level) state team leader.

3.3.1.4 The Women's Director. The Women's Director is responsible for the following: submitting a budget for the Women's Division at the September Board of Directors meeting (budget meeting); attending and assisting the Tournament Director with the girl's division at the Kid's Folkstyle State Tournament; planning and coordinating women's division developmental, regional, national, or exchange activities for the state; attending and representing the WWF at the USA Regional and National Junior tournaments and meetings or appointing a representative to be approved by the executive committee; making administrative arrangements for Women's Folkstyle National Championships, Women's Junior National Team Camp and Women's Junior Nationals/Duals tournaments; ordering and distributing uniforms for national teams; submitting qualifying lists to national tournament site manager and assigning the state team leader; selecting the coaches for WWF-sponsored teams with the guidance of the State Coach.

3.3.1.5 The U23/Senior Director. (remove at end of term 9-1-24)

3.3.2 Tournament Director. The Tournament Director shall plan, organize and conduct the qualifier informational meeting, serve as the chairperson of the tournament committee, budget for, order, and disseminate tournament supplies. Will serve as the contact person for questions concerning all WWF qualifiers and state tournaments, as well as additional WWF-hosted tournaments.

3.3.3 Mat Officials Director. Responsible for submitting Mat Official's budget at the Board of Directors meeting (budget meeting), attending all Board of Directors meetings and assigned committee meetings. Act as a liaison to USWOA and promote membership for officials in the form of the Wrestling Leader membership.

3.3.4 Pairing Officials Director. Responsible for submitting the Pairing Official's budget at the Board of Directors meeting (budget meeting), attending all Board of Directors meetings and assigned committee meetings. Act as a liaison to USWOA and promote membership for officials in the form of the Wrestling Leader membership.

3.3.5 District Directors. The eight (8) District Directors shall act as a coordinator for clubs within their own district, must conduct district meetings, and must conduct at least one informational meeting prior to the annual meeting of members to hold elections and select qualifier tournament sites. The District Director is responsible to do the following: attend and help direct the youth Folkstyle qualifier tournament in their district; act as a resource person for their district by handling questions and qualifier; submit minutes of each regional meeting to the state chairperson within ten days of the meeting; submit a list of tournament dates in district at the annual meeting of members; present the position of the Organization on issues; provide current and up-to-date contact information for use on the Organization's website.

3.3.6 At-Large Directors. The 4 At-Large Members are to assume those duties which the Board of Directors and/or membership may designate.

3.3.7 WWCA/WWF Liaison. The WWCA/WWF Liaison is a member of the Wisconsin Wrestling Coaches Association (WWCA) appointed by the State Chairperson to help the two organizations work together and share common goals.

3.3.8 WIAA Liaison. Liaison is a member of the Wisconsin Interscholastic Athletic Association appointed by the WIAA to help the two organizations work together and share common goals.

3.4 DESCRIPTION OF DUTIES OF OFFICERS

3.4.1 State Chairperson. The state chairperson is the chair of the Board of Directors and is responsible for the overall operation of the Organization as established by these bylaws. The duties of the State Chairperson are as follows:

- (a) Attend the National Chairperson's meeting.
- (b) Send a list of state delegates to the National Convention.
- (c) Submit a budget each year at the annual meeting of members and send a copy to USA Wrestling's National Office. The budget is developed by the Board of Directors and Treasurer.
- (d) Give a yearly report at the annual meeting.
- (e) Prepare an agenda for the annual meeting of members with guidance from the Board of Directors.
- (f) Responsible for conducting meetings of the Board of Directors or general meetings and any other meetings deemed necessary.
- (g) Approve out-of-state events and exchanges with age-level directors.
- (h) Run all meetings of the Organization unless he/she designates someone else to run the meeting.
- (i) Nominate and promote members of the Organization for state, regional, and national awards and recognition.
- (j) Appoint individuals to fill vacant positions on the Board of Directors and Executive Committee for an interim period.
- (k) Form and appoint members to ad hoc committees that are not defined in these bylaws.
- (l) Direct and oversee the responsibilities of all paid employees of the WWF.

3.4.2 State Vice Chairperson. The State Vice Chairperson is responsible for assisting the State Chairperson in all activities as directed. He/she shall assume the responsibilities of the State Chairperson if the chairperson cannot perform them for any reason. The State Vice Chairperson shall conduct elections for the Mat Officials Director and the Pairing Officials Director in accordance with these bylaws.

3.4.3 Secretary. The Secretary is responsible for taking the minutes of the Board of Directors and annual meeting of members to document all activities of those attending, keeping an annual file of all documents of the Board of Directors, and assisting in mailings of the Board as deemed

necessary. He/she shall assist in the revision and ratification process of the bylaws of the Organization according to these bylaws.

3.4.3.1 Distribution of Minutes. The Secretary shall post on the WWF website minutes of the Board of Directors meetings within two weeks of the completed date of meetings and email them to the Board of Directors.

3.4.4 Treasurer. The Treasurer is responsible for all financial records of the Organization. In the Treasurer's absence, the Board of Directors may designate another person(s) to disburse funds. This person must be approved by the financial institution's signature card. The duties of the Treasurer are as follows:

- (a) Keep all monies of the Organization in a federal or state-insured financial institution.
- (b) Submit all financial records of the Organization to an auditing committee or accountant by October 1st of each year.
- (c) Submit a summary of all expenses to all members of the Board of Directors by October 1st of each year in order to assist in the preparation of the next year's budget.
- (d) Review requests for payment to ensure the amount is budgeted and falls within the limits of good credit.
- (e) Submit a treasurer's report on a monthly basis to the State Chairperson.
- (f) Distribute a year-end financial report at the annual meeting of members and send a copy to USA Wrestling's National Office with the assistance of the State Chairperson.
- (g) Write checks unless designates another with the approval of the State Chairperson.
- (h) Contact individuals with uncollected debt and handle all delinquent accounts with assistance from the State Chairperson.

3.4.5 Membership Chairperson. The Membership Chairperson is responsible for supervising the duties of the Membership Secretary (Bylaw 6.2), coordinating the availability of membership cards at all state and regional tournaments, and attending national and state meetings which pertain to membership or to designate a representative approved by the Executive Committee.

BYLAWS, ARTICLE 4 Elections

4.1 Election of Executive Committee. The election of the Executive Committee shall be conducted by an employee of the WWF following the conclusion of the annual meeting of members every other year on even-numbered years. The election process shall include only the current standing Board of Directors. An individual may not hold more than one office at the same time. Office terms are two years and there is no term limit. The Board of Directors will elect a State Chairperson, Vice State Chairperson, Secretary, Treasurer and Membership Director from the members of the Board of Directors. These officers will comprise the executive committee.

4.2 Election of Directors. Nominations shall be made prior to elections. The results of votes shall be shared with board members once tallied.

4.2.1 Election of Age-Level Directors. The election of the Age Level Directors shall be conducted in even-numbered years at the annual meeting of members in accordance with these by-laws and policies. The Age Level Directors shall serve for a two-year period. Any resident of Wisconsin who is a Wrestling Leader member of USA Wrestling at the time of elections is eligible for nomination. Nominations for these directorships shall also be accepted from the floor at the annual meeting of members.

4.2.2 Election of District Directors. District Directors shall be elected by their district at their Annual District meeting. Odd-numbered districts shall be conducted in odd-numbered years; even-numbered districts shall be conducted in even-numbered years. Any resident of Wisconsin who is a Wrestling Leader member of USA Wrestling at the time of elections is eligible for nomination. The election of District Directors will be by a majority vote of clubs in their district. Each voting club gets one vote and must be present at the Annual District meeting. Clubs must vote within their own district. District Directors will serve a two-year term with no term limits (the term begins at the Annual District meeting).

4.2.3 Election of At-Large Directors. The election of the At-Large Directors shall be conducted in odd-numbered years at the annual meeting of members in accordance with these by-laws and policies. Any resident of Wisconsin who is a Wrestling Leader member of USA Wrestling at the time of elections is eligible for nomination. The At-Large Directors shall serve for a two-year period.

4.2.4 Election of Mat Official Director. The election of the Mat Officials Director shall be conducted in odd-numbered years. Current Wrestling

Leader members of USA Wrestling with a mat official designation and current members of the Board of Directors of the Organization shall have one vote each. Any resident of Wisconsin who is a Wrestling Leader member of USA Wrestling at the time of elections is eligible for nomination. Voting shall be done by US Postal Service, email, or other electronic means.

Nominations for the Mat Officials Director will be sent by email by the State Vice Chairperson by August 1st and nominations must be received by August 8th. Nominations may be returned by email. Voting ballots will be sent by email or membership system to voters by August 15th and must be received by August 20th. The term begins September 1st.

4.2.5 Election of Pairing Officials Director. The election of the Pairing Officials Director shall be conducted in even-numbered years. Current Wrestling Leader members of USA Wrestling with a pairing official designation and current members of the Board of Directors of the Organization shall have one vote each. Any resident of Wisconsin who is a Wrestling Leader member of USA Wrestling at the time of elections is eligible for nomination. Voting shall be done by US Postal Service, email, or other electronic means. Nominations for the Pairing Official Director will be sent by email by the State Vice Chairperson by August 1st and nominations must be received by August 8th. Nominations may be returned by email. Voting ballots will be sent by email or membership system to voters by August 15th and must be received by August 20th. The term begins September 1st.

4.2.6 Election of Tournament Director. The Tournament Director will be selected by the Board of Directors in odd-numbered years. Any resident of Wisconsin who is a Wrestling Leader member of USA Wrestling at the time of elections is eligible for nomination.

Board of Directors Election Years

<u>EVEN-NUMBERED YEAR</u>	<u>ODD-NUMBERED YEAR</u>
Pairing Officials Director	At-Large Directors
Districts Directors from 2, 4, 6, 8	Mat Officials Director
Kids Director	District Directors from 1, 3, 5, 7

16U Director	Tournament Director*
Junior Director	WWF/WCWA Liaison**
Women's Director	WIAA Liaison***

**selected by the Board of Directors;*

***appointed by the state chairperson*

**** appointed by the WIAA*

BYLAWS, ARTICLE 5 Administrative Policies

5.1 CONFLICT OF INTEREST

Any member of the Board of Directors who has a financial, personal, or official interest in, or conflict (or appearance of a conflict) with any matter pending before the Board, or such nature that it prevents or may prevent that member from acting on the matter in an impartial manner, will offer the Board to voluntarily excuse him/herself and will vacate his/her seat and refrain from discussion and voting on said item.

5.1.1 Office of State Chairperson. The individual holding the office of State Chairperson cannot hold another position on the Executive Committee or have a relationship with the individual holding the office of Treasurer and/or Membership Officer which could be construed as a conflict of interest.

5.2 ELEMENTS OF LEGISLATION

5.2.1 Operating Bylaws. The operating bylaws of the Organization shall include the procedures for administering and enforcing the provisions of the bylaws and the delegation of authority in connection with such subjects to individuals, officers, and committees. The standing rules shall be clearly published on the organization's website and available to all members upon request.

5.2.2 Standing Rules. The standing rules of the Organization shall be determined by the Board of Directors to provide additional policies and guidelines not inconsistent with the provisions of the bylaws which shall include, but not be limited to, the general operation of events of the Organization. The standing rules may be changed by a majority vote of the Board of Directors when necessary. The standing rules shall be clearly published on the organization's website and available to all members upon request.

5.3 FISCAL POLICY. The fiscal year of the Organization shall be September 1st until August 31st of the following year.

5.4 AUDIT OF FUNDS. An audit committee consisting of three members from the Board of Directors including a chair of the committee will be selected only when an accredited accountant has not been hired to oversee the funds of the Organization. The records to be turned over for audit will be bank deposits, canceled checks, balance sheets, bank statements, and treasurer reports. The Treasurer will be present at the audit, but will not be a member of the audit committee. The audit committee or accountant will document the outcome of the audit with a written report to be filed at the September Board of Directors meeting (budget meeting).

5.5 DONATIONS. All monetary donations to the Organization must be deposited directly into the Organization's bank account and distributed at the discretion of the Board of Directors. Donation or gift requests must be first approved by the Chairperson or the Board of Directors before the donations are received.

BYLAWS, ARTICLE 6

Non-Voting Board Members, Employees

6.1 EMPLOYEES

The corporation may employ personnel as it shall determine to be in the interest of the Wisconsin Wrestling Federation. No employee of the Wisconsin Wrestling Federation shall serve as a member of the Board of Directors, nor shall any employee serve any committee of the Board of Directors other than as a non-voting staff liaison. Employees shall execute the mission and vision of the Wisconsin Wrestling Federation. The performance of any employee shall be reviewed by the chairperson, his/her designee, or Executive Committee.

OPERATING BYLAWS, ARTICLE 7 Committees

7.1 DEFINITIONS AND APPLICATIONS

7.1.1 Committees. A committee is an individual or a group, appointed by an agency, authority, or larger assembly (Board of Directors), to whom a matter is referred, or is committed for attention, investigation, analysis, or resolution. The only power a committee has is the power(s) assigned to it by its appointer.

7.2 EXECUTIVE COMMITTEE

7.2.1 Composition. The Executive Committee consists of the State Chairperson, Vice-chairperson, Secretary, Treasurer, and Membership Director.

7.2.2 Method of Selection. The Executive Committee is elected by the Board of Directors. See bylaw 4.1 for additional information on the selection process.

7.3 BYLAW COMMITTEE

7.3.1 Composition. The Bylaw Committee shall include 3-5 individuals from the Board of Directors including the Secretary of the Executive Committee.

7.3.2 Method of Selection. The Bylaw Committee is appointed by the executive committee from the current Board of Directors. Non-board members may be appointed to the committee as non-voting advisory members.

7.3.3 Duties. The Bylaw Committee shall complete an annual review of the bylaws. Updates to the bylaws shall be made by the Bylaw Committee and approved as amendments according to the amendment procedures of these bylaws (Bylaw 10.1.1).

7.4 TOURNAMENT COMMITTEE

7.4.1 Composition. The State chairperson and tournament director shall appoint a tournament committee to meet annually.

7.4.2 Duties. The Tournament Committee is responsible for determining the location of the WWF-sponsored state events by reviewing any requests to host or bids to host said tournaments. The committee shall determine a schedule of events prior to the annual meeting of members.

7.5 COACHES COMMITTEE

7.5.1 Composition. The Coaches Committee includes the state chairperson, Kids director, 16U director, Junior director, Women's director, state coach, and any other Board-appointed advisors.

OPERATING BYLAWS, ARTICLE 8 Operational Procedures

8.1 DEFINITIONS

8.1.1 Agenda. An agenda is an ordered sequence of items to be discussed in a formal meeting to familiarize participants with the topics to be discussed and issues to be raised, to indicate what prior knowledge would be expected from the participants and what outcomes they may expect from the meeting.

8.2 PARLIAMENTARY AUTHORITY

The rules contained in the current edition of Robert's Rules of Order, Newly Revised, shall be the parliamentary authority for the conduct of all meetings of the Association. Additionally, they shall be the deciding reference used in case of parliamentary challenge in all instances to which they apply and in which they are not superseded by these bylaws or any special rule of order adopted by the Organization.

8.3 VOTING METHODS

The methods of voting at a WWF meeting shall be by voice, paddle, roll call, secret ballot and/or other electronic means.

8.4 AGENDAS

Agendas shall be provided by email at least three days prior to the annual meeting and any special meeting conducted by the Chairperson or Board of Directors.

OPERATING BYLAWS, ARTICLE 9 Resolution of Disputes

9.1 DEFINITIONS AND APPLICATION

9.1.1 Grievance. A grievance is a wrong or hardship suffered, which is grounds for a formal complaint to the Organization.

9.1.2 Impeachment. Impeachment is a process that is used to charge, try and remove elected members from their position on the Board of Directors and/or Executive Committee.

9.2 GRIEVANCES

9.2.1 Grievance Procedures. All grievances or disputes involving member(s) of the WWF that cannot be settled can be submitted in writing by the disputing person(s) to the State Chairperson for resolution. If the State Chairperson cannot resolve the dispute, it can be appealed to the Board of Directors. The Board of Directors shall appoint three or more of their members to review the grievance, meet with the disputing person(s), and make the decision(s) necessary to move forward. The ruling of this committee will be final. The final disposition will be sent out to all Board Members and affected parties promptly. This due process administrative procedure shall be a full and complete substitute for any court proceedings.

9.3 IMPEACHMENT

9.3.1 Impeachment Procedures. Impeachment will consist of the motion to impeach being brought to the floor at a Board of Directors Meeting. A vote will be taken with majority approval to call a special director's meeting within two weeks to time for all persons involved to prepare their case. If the impeachment meeting is directed to the State Chairperson, the Vice Chairperson will chair the meeting. Due process will take place during this meeting with everyone concerned having the opportunity to speak. A two-thirds vote of a quorum of the Board will be required for impeachment. Also, a minimum of fifteen WWF chartered clubs with voting privileges as previously defined can file a grievance with the Board of Directors, to have a meeting of the membership for the purpose of impeachment of an officer. The meeting will be held within two weeks to give time for all persons involved to prepare their case. If the impeachment meeting is directed to the State Chairperson, the Vice Chairperson will chair the meeting. Due process will take place during this meeting with everyone concerned having an opportunity to speak. Two-thirds ($\frac{2}{3}$) of eligible votes of the voting members present will be required for impeachment.

OPERATING BYLAWS, ARTICLE 10 Amendments

10.1 DEFINITIONS

10.1.1 Amendment. An amendment is a formal change to the bylaws of the Organization by adding, altering, or omitting a certain part or term that retains the legal validity of the original bylaws.

10.2 AMENDMENTS

The current Bylaws can be amended only at the annual meeting of members of the Organization by a quorum as described in Bylaw 2.5, provided that the amendment has been submitted in writing 30 days in advance to the State Chairperson. Voting shall take place as set forth in Bylaw 2.3.

10.2.1 Bylaw Committee. A committee may be appointed to submit a revised set of By-laws as a substitute for existing By-laws by a majority vote at the annual meeting of members, or by a two-thirds vote of the Board of Directors.

In order for the Board of Directors to vote on proposed bylaws presented by the Bylaw Committee, the vote shall be taken at a special board meeting that is noticed to all members at least 30 days in advance of the special board meeting.

OPERATING BYLAWS, ARTICLE 11 Safe Sport

11.1 USA WRESTLING SAFE SPORT POLICY

USA Wrestling has adopted a Safe Sport Policy for application to its members, athletes, participants, coaches, officials, volunteers, and staff. The USA Wrestling Safe Sport Policy recognizes that as a member of the USOPC, USA Wrestling, the Wisconsin Wrestling Federation, and all persons who are subject to the USA Wrestling Safe Sport Policy are required to comply with the SafeSport Code for the U.S. Olympic and Paralympic Movement of the U.S. Center for SafeSport (the “SafeSport Code”) and all related practices, procedures, and rules of the U.S. Center for SafeSport. The USA Wrestling Safe Sport Policy incorporates by reference the SafeSport Code and all related practices, procedures, and rules, including definitions of prohibited conduct.

11.2 U.S. CENTER FOR SAFESPORT

If the Wisconsin Wrestling Federation receives a complaint or a report of prohibited conduct that is required to be referred to the U.S. Center for SafeSport, the Wisconsin Wrestling Federation shall report and refer such matter to the U.S. Center for SafeSport, and the U.S. Center for SafeSport shall have the exclusive jurisdiction and authority to investigate and adjudicate that matter, and will determine resolutions and sanctioning for any violation. A decision concerning a safe sport violation adjudicated by the U.S. Center for SafeSport shall not be reviewable through the Wisconsin Wrestling Federation or the USA Wrestling Safe Sport Policy or the internal grievance procedures of USA Wrestling. The report and referral of a matter to the U.S. Center for SafeSport shall not supersede any local, state, or federal reporting requirements or jurisdiction.

11.3 OTHER SAFE SPORT VIOLATIONS

If the Wisconsin Wrestling Federation receives a complaint or a report of prohibited conduct that is not within the exclusive jurisdiction of the U.S. Center for SafeSport, the Wisconsin Wrestling Federation may refer

such matter to USA Wrestling or the U.S. Center for SafeSport for investigation and adjudication pursuant to the discretionary jurisdiction of USA Wrestling or the U.S. Center for SafeSport, respectively. If the U.S. Center for SafeSport does not accept jurisdiction, or if the Wisconsin Wrestling Federation does not make such a referral, the matter shall be administered under the provisions of USA Wrestling's Safe Sport Policy and Procedures. The applicable provisions and procedures of these bylaws pertaining to matters of eligibility or internal grievances shall not apply to such Safe Sport matters.