



Great Lakes Region Bylaws

July 2021

Outline for Great Lakes Volleyball Region Bylaws

(7/17/21)

I. Name, Offices, and Fiscal Year.

- A. Organization: These Bylaws are intended to control operation of the Great Lakes Region Volleyball Association (“Great Lakes Region” or the “Region”). The Region was incorporated June 30, 1977, in the State of Illinois and was granted status as a tax-exempt organization under Internal Revenue Code Section 501(c)(3) by Internal Revenue Service determination letter issued in May, 1994.
- B. Business Offices: The principal office of the Great Lakes Region is located at 745 McClintock Drive, Suite 314, Burr Ridge, Illinois 60527. The Region Board of Directors (“Board”) may change the principal office or establish multiple offices in its discretion. In the absence of an identified office address, the Region principal office shall be the home address of the Region Commissioner.
- C. Registered Agent: The Region may designate a Registered Agent to accept on its behalf service of legal documents such as subpoenas, summonses, and other documents resulting from a lawsuit. The Registered Agent may change from time to time and be identified on its web site or in its Handbook.
- D. Fiscal Year: The fiscal year of the Region runs from July 1 to June 30 of the following year.

II. Mission, Purposes, and Goals.

- A. Mission: The Great Lakes Region shall foster volleyball in Northern Illinois.
- B. Region Purposes and Goals:
 - 1. To promote, develop, and support the sport of volleyball in all its forms.
 - 2. To represent USA Volleyball.
 - 3. To create volleyball opportunities for all persons regardless of race, income, gender, skill, or sexual preference.
 - 4. To provide resources, policies, tools, procedures, and activities to ensure safe, fair, and high-quality volleyball activities for Members.
 - 5. To provide and/or support instruction for all levels of volleyball players, coaches, and officials.
 - 6. To develop grassroots volleyball.
 - 7. To recognize, develop, and support extraordinary players, coaches, and officials for National and International competition.
 - 8. To organize, conduct, support, and sanction volleyball events and competition.
 - 9. To create and enforce policies to ensure fair competition and opportunities in the sport.
 - 10. To provide insurance and other benefits to Members of the Region.
 - 11. To represent and advocate for its Members at National USA Volleyball meetings.
- C. Affiliation with USA Volleyball:
 - 1. The Great Lakes Region is a Member Organization of USA Volleyball (USAV), designated by the United States Olympic Committee (USOC) as the National Governing Body for volleyball in the United States.

2. As a Member Organization, the Region must comply, and ensure compliance by its Members, with Codes of Conduct, SafeSport policies, and similar codes and safety policies established by USA Volleyball.

III. Definitions and Acronyms.

- A. AAU: Amateur Athletic Association. An organization that conducts athletic activities, including volleyball, unassociated with USA Volleyball.
- B. Adult: Generally, a Member of the Great Lakes Region eighteen (18) years of age or older who is a player, official, parent, or coach who is not a Junior Member of the Great Lakes Region.
- C. Age Group: For Junior Members, an athlete eligible to compete on a Junior Team in accordance with age guidelines established annually by USA Volleyball (subject to certain waivers that may be granted by the Great Lakes Region upon petition for competition within its borders). For Adult Members, an individual eligible to compete at the USA Volleyball Open Championships in an age category defined by USA Volleyball.
- D. Board: Board of Directors of the Great Lakes Region.
- E. CAP: Coaching Accreditation Program organized by USA Volleyball to train and certify coaches.
- F. Club: An entity that organizes one (1) or more teams for volleyball competition whose rosters consist of Region Members (excepting Adult age group conglomerate teams which may include members of other regions).
- G. FIVB: Federation Internationale de Volleyball, the international governing body for the sport of volleyball.
- H. Great Lakes Region Volleyball Association: Legal name of the corporation that is a Member Organization of USA Volleyball charged with fostering grassroots through elite volleyball in Northern and Central Illinois (aka Great Lakes Region, the Region, and GL).
- I. IMPACT: Increased Mastery and Professional Application of Coaching Theory. Minimum level coaching education certification required by USA Volleyball.
- J. Junior: A volleyball athlete who has not graduated high school who falls within the Junior age groups established annually by USA Volleyball.
- K. JVA: Junior Volleyball Association. An organization that conducts Junior volleyball activities unassociated with USA Volleyball.
- L. Member: An individual who has paid membership dues to the Great Lakes Region and maintained good standing by satisfying Region and relevant USA Volleyball requirements for his or her type(s) of Membership (e.g., Junior, Adult, Coach, Official) and by complying with relevant USA Volleyball Codes of Conduct and SafeSport training if required.
- M. Member Organization: A Regional Volleyball Association or Affiliated Organization of USA Volleyball. Note: Only organizations are members of USA Volleyball.
- N. NGB: National Governing Body. The national governing body for each sport designated by the United States Olympic Committee in accordance with Article X of the USOC Bylaws and the Ted Stevens Amateur Sports Act. USA Volleyball is the NGB for volleyball.
- O. RVA: Region/Regional Volleyball Association. Not-for-profit regional volleyball organizations approved by USA Volleyball as Member Organizations doing business in association with USA Volleyball in a defined geographical area or territory of the United States. The Great Lakes Region is a Regional Volleyball Association.
- P. SafeSport: United States Center for SafeSport. National organization created to educate and train coaches, officials, and other adults about safe and reasonable interactions with athletes and especially young or vulnerable athletes. The organization to which reports of inappropriate or

threatening interactions between individuals in positions of authority and athletes are reported confidentially for investigation and resolution.

Q. Sanction: An official approval issued by the Great Lakes Region or USA Volleyball, usually of an event. Less frequently and in the alternative, a sanction might refer to discipline for violation of Region or USAV policies or procedures.

R. Team: A group of Region Members on the same roster for purposes of volleyball competition.

S. USAV: USA Volleyball. National Governing Body for volleyball in the United States. Established in 1928 as the United States Volleyball Association (USVBA).

T. WCPL: Windy City Power League. A league organized by the Region to enable Junior teams to compete locally against teams of relatively equal skill level.

IV. Membership in Region.

A. Categories of affiliation or activity with the Region established by its Board of Directors with associated fees and benefits. Members may belong to more than one category based on their types of volleyball activity.

1. Membership and registration categories may include without limitation Adults, Juniors, Coaches, Officials, Outdoor, Limited, and subgroups thereof (e.g., Clubs, Teams) as established by the Board.
2. Membership categories may be modified from time to time by the Board.
3. Membership categories and fees shall be set forth in the Region Handbook, on the Region web site, on the Region's membership or registration forms, and/or on such other document equivalents as are established by the Region.

B. Membership benefits.

1. Eligibility to participate in Region events, including tryouts, tournaments, camps, and clinics.
2. Training for coaches, officials, players, and organizers.
3. Insurance: liability and secondary medical.
4. Sanctioning, organization, and scheduling of events.
5. National event eligibility.
6. Eligibility to compete or participate in events of other Regional Volleyball Associations.
7. Eligibility to serve on Region Board of Directors and WCPL Board.
8. Right to elect representatives to Region Board and board of WCPL based on category(-ies) of Membership.
9. Eligibility to try out for, and compete on, High Performance and National Teams.
10. Access to newsletter, web site, and other communications and publications as issued and updated.

V. Region Governance – Board of Directors.

A. General Statement: Unless otherwise provided by statute, all powers vested by law in the Region as a non-profit corporation shall be exercised by or under the authority of the Board of Directors. The business and affairs of the Region shall be managed under the direction of the Board of Directors. The Board may perform all acts necessary to exercise the powers vested in the Region.

B. General Powers: The Board shall oversee management of the Region and its affairs, but its voting Directors will not manage the Region. The Board shall represent the interests of Region

Members and of the sport of volleyball by providing financial oversight, policy, guidance, and strategic planning. The Board shall focus on long-term objectives rather than day-to-day management, empowering the Director of Region Services to manage an Officer and staff-driven organization.

1. As an integral part of its oversight responsibility, the Board shall establish, hire, evaluate, and, as necessary, replace Region Officers, including the Commissioner, Treasurer, and Director of Region Services, to administer the Region on a day-to-day basis. See Article VI(A) below.
 - a. The Board shall hire Region Officers under terms and conditions established and/or negotiated in its discretion.
 - b. The Director of Region Services in consultation with the Commissioner and Treasurer may propose the creation of additional employee positions (staff) to assist in Region administration and persons to serve in those positions. The Director of Region Services may also fire any such additional employees after providing reasonable notice to the Board and Commissioner. Any such positions and proposed employees must be approved by the Board.

C. Composition: The Board of Directors shall consist of eleven (11) voting representatives elected or appointed from among Region Members and four (4) Officers with voice but no vote other than the tie-breaking authority granted to the Commissioner under Articles V(F)(2) and VI(A)(1) below.

D. General requirements and duties.

1. Standard of care; justifiable reliance. A Director shall stand in a fiduciary relation to the Region and shall perform her or his duties as a Director, including service on any committee of the Board, in good faith, in a manner the Director believes to be in the best interests of the Region, and with such care, including reasonable inquiry, skill, and diligence, as a person of ordinary prudence would use under similar circumstances. In performing her or his duties, a Director should review materials circulated to Board members; prepare for Board meetings; maintain training, knowledge, and certifications relevant to her or his position; and otherwise fulfill her or his duties responsibly. Directors may rely in good faith on information, opinions, reports, or statements, including financial statements or other financial data, prepared or presented by any of the following:

- a. One or more Officers, other Directors, or employees of the Region whom the Director reasonably believes to be reliable and competent in the matters presented.
 - b. Counsel, public accountants, or other persons as to matters the Director reasonably believes to be within the professional or expert competence of such person.
 - c. A committee of the Board upon which the Director does not serve, duly designated in accordance with law, as to matters within its designated authority, which committee the Director reasonably believes to merit confidence.
2. A Director shall not be considered to be acting in good faith if she or he has knowledge concerning the matter in question that would cause reliance to be unwarranted.
3. Duty of loyalty and conflicts of interest. When serving on the Board, a Director shall act and vote in the best interests of the Region. A Director shall endeavor to avoid conflicts of interest. It is understood that a Director's activity and experience in

volleyball benefits the Board but necessarily will create conflicts of interest from time to time. Real or perceived conflicts should be disclosed, recorded in the Minutes, and, if appropriate, a Director should recuse herself or himself from discussion and/or voting on a particular issue. Any question about whether a conflict of interest exists with respect to an issue shall be decided by a majority vote of the Board members without such potential conflict.

4. Prohibitions. The Board and each of its Directors may not:

- a. Use their position and authority as a Director for personal gain or profit.
- b. Use their position and authority as a Director to obtain an advantage or benefit unavailable to Members of the Region.
- c. Borrow principal or income of the Region or lend either to family members.
- d. Purchase assets of the Region, or sell them to family members, for less than fair market value.

5. Requirements. In addition to fiduciary duties, Board members must satisfy the following requirements:

- a. Maintain a current Region membership and good standing in the Region.
- b. Pass the USA Volleyball background screen and complete SafeSport training.
- c. Attend Board and committee meetings on a regular basis.

E. General authority and responsibilities.

1. The Board shall establish and modify as appropriate policies and procedures to benefit Region Members and help achieve Region Mission and goals.
2. Although not a policing authority, the Board shall endeavor to ensure Region Members reasonably comply with Region policies and procedures and Codes of Conduct, SafeSport policies, and similar policies of USA Volleyball.
3. Anything herein to the contrary notwithstanding, the Board shall have the power to take whatever action it deems necessary for the best interests of the Region; provided, however, that the Board must consider carefully before taking any action that conflicts with then-existing provisions of these Bylaws.
4. To establish and populate standing and other committees to represent and advance the best interests of the Region.
5. To attend, represent, and advocate for Region constituencies at National USAV meetings. The Board may appoint qualified designees to attend such meetings in place of Board members when necessary or appropriate.

F. Authority and responsibilities by position on the Board.

1. There shall be eleven (11) voting Directors on the Board elected or appointed as provided in Article V(G) below. Those Directors shall be:
 - a. Junior Representatives (6).
 - i. There shall be four (4) representatives for Junior Girls and two (2) representatives for Junior Boys. Each Junior Representative must be a coach or club director of a current boys' or girls' (as represented) Junior team and/or club of the Region. Each Junior Representative must come from a different club of the Region.
 - ii. The Junior Representatives shall represent Junior volleyball players, coaches, teams, and clubs of the Region; review, propose, and monitor policies and procedures relating to eligibility, recruiting, transfers, waivers, and other Junior matters; have general oversight of Junior

matters and affairs; organize Junior events; and serve as the Region's primary Junior liaisons with USA Volleyball.

b. Outdoor Representative (1).

- i. The Outdoor Representative must be actively involved in outdoor volleyball (beach, grass, and/or snow).
- ii. The Outdoor Representative shall represent outdoor players, teams, and coaches; review, propose, and monitor policies and procedures for outdoor volleyball; coordinate with the Junior Representatives for Junior outdoor activities; organize outdoor events; and serve as the Region's primary outdoor liaison with USA Volleyball.

c. Adult Representative (1).

- i. The Adult Representative must be a current or recent adult player or coach of an adult team.
- ii. The Adult Representative shall represent adult players, teams, and coaches; review, propose, and monitor policies and procedures for adult volleyball competition; organize adult tournaments, matches, events, and/or leagues; and serve as the Region's primary adult liaison with USA Volleyball.

d. Officials' Representative (1).

- i. The Officials' Representative must be a current Official with substantial experience in officiating, training, mentoring, recruiting, assigning, and evaluating officials.
- ii. The Officials' Representative shall represent all Region officials; review, propose, monitor policies and procedures for training, recruiting, rating, evaluating, testing, and promoting officials; coordinate with the Junior Representatives for policies, procedures, and requirements for Junior officials; shall coordinate with the Outdoor Representative for assigning, policies, procedures, and requirements related to outdoor officials; and serve as the Region's primary officials' liaison with USA Volleyball.

e. Independent Representatives (2).

- i. To ensure objectivity and different perspectives on the Board, there shall be two (2) Independent Representatives. The Independent Representatives must have had no material relationship (coach, player, club director, officer, etc.) with the Region for at least the past two (2) years and shall meet such other criteria of independence as specified by the Board. Service as an Independent Representative shall not constitute a material relationship.
- ii. Independent Representatives shall represent objective, grounded, non-volleyball points of view in Board discussions and votes.

2. In addition, there shall be four (4) Officers of the Region who serve as Directors with voice but no vote (except the Commissioner with tie-breaking authority under Article VI(A)(1) below). They shall be:

- a. Commissioner: See Article VI(A)(1) below.
- b. Treasurer: See Article VI(A)(2) below.
- c. Director of Region Services: See Article VI(A)(3) below.
- d. Secretary: See Article VI(A)(4) below.

G. Terms of each voting Director and manner of election/selection.

1. Two (2) years.
 - a. Each voting Director shall serve a term of two (2) years.
 - b. The terms of voting Directors shall be staggered as determined by the Board and/or provided in the Region Handbook to ensure some continuity of leadership.
2. Elections and Appointments.
 - a. Members of the Region who indicate on their registration affiliation with Junior volleyball as a club director shall elect two (2) Girls' Junior Representatives and one (1) Boys' Junior Representative each year. Each such club director may vote for two (2) Girls' Junior Representative and one (1) Boys' Junior Representative (three (3) votes total).
 - b. Members of the Region who indicate affiliation with outdoor volleyball on their registration may vote for the Outdoor Representative whenever the office is open for election.
 - c. Members of the Region who indicate activity as an Adult player or coach of an Adult team on their registration may vote for the Adult Representative whenever the office is open for election.
 - d. Members of the Region who indicate current qualification and activity on their registration as an Official may vote for the Officials' Representative whenever the office is open for election.
 - e. With input from the Board, the Commissioner shall nominate one (1) or more persons each year to serve as an Independent Director. The nominee receiving a majority of votes from the Board shall be elected.
3. Board vacancies.
 - a. If more than one (1) year remains in the term of a Director, the position shall be filled at the next election (if an elected position) for the balance of term or by approval of a majority of the Board at the next Board meeting (if an appointed position).
 - b. If less than one (1) year remains in the term of a Director, the Commissioner shall appoint an interim Director to serve until the next election (or usual date of appointment) with approval of a majority of the Board.
4. Removal of a voting Director.
 - a. The Board may remove any voting Director with a two-thirds (2/3) vote of the complete voting Board.
 - i. Removal must be for reasonable cause such as failure to attend Board meetings on a regular basis; failure to act in the best interests of the Region; failure to identify and respect conflicts of interest; failure while acting as a Board member to place Region interests ahead of other interests; unacceptable conduct or actions for a representative of the Region; or similar reasons.
 - ii. Removal shall constitute a Board vacancy to be filled under Article V(G)(3) above.

H. Board Meetings and Transacting Region Business.

1. The Board shall meet at least two (2) times per fiscal year and more often as necessary. One (1) meeting shall be designated the "annual meeting" for purposes of a thorough review of the prior year and planning and budgeting for the upcoming year.

- a. Regular Board meetings shall be scheduled well in advance when possible but, in every instance, with at least thirty (30) days' notice to Board members of time, date, and method(s) for meeting.
- b. Special meetings of the Board may be called with less than thirty (30) days' notice by the Chair or by request to the Chair or to all other Board members from at least two (2) Board members.

2. The voting members of the Board shall elect from among themselves a Board Chair to serve for the shorter of (i) two (2) years or (ii) until the term of the relevant Board member expires.

- a. The Board Chair and Secretary shall ensure timely notice to Board members of Board meetings and shall ensure the taking of Board meeting Minutes.
- b. The Board Chair shall administer Board meetings. In the absence of the Board Chair or in the event of a conflict of interest, the Board Chair shall designate an acting Chair to administer Board meetings and assume such other Board Chair responsibilities as reasonable and necessary. In default of designation, the Board shall appoint an acting Chair to assume such responsibilities.
- c. When possible, the Board Chair shall be elected at the annual meeting of the Board.

3. The Board Chair (or designee) shall set the agenda for Board meetings after consulting Region Officers, Region committee chairs, voting Board members, and staff. Any Board member or committee chair may request the addition of items to an agenda. The Board Chair and Secretary (or designee) shall circulate the agenda to Board members as soon as possible before a Board meeting.

4. Motions. Unless otherwise provided in these Bylaws, any Director, Officer, or Region committee chair may submit a motion for consideration at a Board meeting. All motions other than a committee motion shall require a second from a voting Director to be considered.

4. Quorum. A majority (one (1) more than half) of the voting Directors must attend a Board meeting to constitute a quorum for the transaction of business. Attendance during a Board vote and during most of the pre-vote discussion shall be necessary for purposes of determining a quorum for that vote.

5. Votes and actions of the Board. Unless otherwise provided in these Bylaws, a vote by a majority of the Board members eligible to vote in the presence of a quorum shall constitute approval of a motion. In the event of a tie, the Commissioner may cast a tie-breaking vote. The results of motions culminating in a vote shall be recorded in the Minutes, including negative votes and abstentions. Proxy votes are not permitted.

- a. An approved motion shall take immediate effect unless a later date for implementation is incorporated in the motion or these Bylaws otherwise provide.

6. Directors must endeavor to attend all Board meetings and must notify the Secretary and/or Board Chair as early as possible if unable to attend.

- a. Attendance may be (i) in-person or (ii) virtually by telephone, computer, or other means by which all persons participating in a meeting can hear each other. Such participation shall constitute presence in person at the meeting for purposes of quorum and voting.

7. The Board may transact its business by mail, electronic mail, telephone, facsimile, or similar means if, in the judgment of its Chair, the urgency of a matter requires such

action; provided, however, that such alternative method of transacting business shall not be permitted if Directors holding one-third (1/3) of the voting power object, in which case the Chair must call a special meeting of the Board to address the matter at issue.

8. Unless otherwise provided in these Bylaws or by two thirds (2/3) vote at a meeting, Board meetings shall be conducted in accordance with Roberts Rules of Order Newly Revised. Questions about meeting procedures shall be determined by the Secretary in accordance with Roberts Rules.

VI. Region Management.

A. Officers: Region Officers shall serve on the Board with voice but not vote (except for the tie-breaking authority of the Commissioner).

1. Commissioner. The Commissioner shall have the authority to cast a vote breaking any tie on a Board vote, although she or he will not count toward constituting a quorum. The Commissioner shall serve as the primary liaison between (i) the Officers and the Board and (ii) the Region and USA Volleyball. The Commissioner shall represent the Region at all National Commissioner meetings. The Commissioner shall have oversight over the other Region Officers and staff but shall not be heavily involved in day-to-day operations and management of the Region. Rather, the Commissioner shall have responsibility for review of Officers and staff (the latter with input from the Director of Region Services); for development and retention of sponsors and donors; for development of new Members, Clubs, and teams; for promotion of diversity among Region Members and in Region activities; for assistance in populating the Region Appeals Committee; and for development of new ideas, initiatives, and programs that advance the mission and purposes of the Region. In addition, the Commissioner shall seek, recruit, and nominate Independent Board Representatives for Board consideration, shall nominate candidates to fill Board positions vacated with less than a year left in their term, shall serve as *ex officio* member of all Region standing committees, and shall provide such other services as the Board requests or as is needed to advance the best interests of the Region.

2. Treasurer. The Treasurer shall chair the Region Finance Committee. He or she shall have primary oversight of the Region finances, expenditures, contracts, investments, accounts, tax returns, and budget. He or she shall provide periodic or as requested reports to the Board about the Region's financial situation, shall recommend an annual budget after seeking appropriate input, and may serve as co-signer of large contracts or checks (above five thousand dollars (\$5,000.00)) with the Commissioner, Director of Region Services, or any voting member of the Board.

3. Director of Region Services. The Director of Region Services shall have primary responsibility for day-to-day operations and management of the Region. She or he shall have hands-on responsibility for assisting, directing, and assigning staff and for coordinating responsibilities with other Officers. The Director of Region Services shall prepare reports for the Board, assist the Treasurer with budget and financial matters, and provide such other services as requested by the Board or other Region Officers.

4. Secretary. Based on tradition, the Board shall appoint one of its members or a long-term and respected Member of the Region to serve as Secretary of the Board to take, prepare, disseminate, and preserve Minutes of its meetings; send out notices for meetings; assist in preparing agendas; and provide other services requested by the Board.

B. Staff. Region staff shall be divided between (i) additional personnel who work in the Region office (in person or virtually) and (ii) Division Heads. Specific staff and Division positions shall be listed on the Region web site and in the Region Handbook.

VII. **Region Committees.**

A. The Board or any standing committee may establish such *ad hoc* committees as it deems necessary or beneficial for the Region.

B. Standing Committees. The Region shall have the following standing committees for the purposes described below:

1. Nominating and Evaluation Committee. Chaired by the senior Independent Director (or designee), the Nominating and Evaluation Committee shall (i) provide annual evaluations to each Region Officer, collecting input from appropriate sources; (ii) approve or modify annual evaluations of Region staff by the Commissioner and/or Director of Region Services; (iii) recommend annual compensation and benefits for Region Officers and staff to the Board and Finance and Budget Committee; (iv) review applications for open Officer positions and rank or recommend candidates to the Board; (v) review and evaluate recommendations of the Director of Region Services for the hiring of staff and establishment of new staff positions; (vi) accept applications and nominations for Board positions and/or solicit such nominations to find qualified candidates for open Board positions; and (vii) recommend terms and conditions for hiring Region Officers and staff and, if appropriate, incorporate same in an employment contract. Other members of the Evaluation Committee shall include the Chair of the Finance and Budget Committee and such other Board members or Members of the Region as the Board shall appoint.

2. Juniors Committee. The six (6) Junior Representatives shall serve on the Junior Committee and select a Chair from among themselves. The Juniors Committee shall (i) discuss Junior issues in depth; (ii) make recommendations or prepare motions for the Board concerning Junior matters; (iii) review and make recommendations or requests relating to those portions of the Region budget specific to Junior matters; and (iv) otherwise act to advance the best interests of Junior Members of the Region. Other members of the Juniors Committee shall include the Officials' Representative, a member of the Finance and Budget Committee, and such other Board members or Members of the Region as the Board shall appoint.

3. Finance Committee. Chaired by the Treasurer (or designee), the Finance and Budget Committee shall (i) prepare a proposed annual Region budget for consideration by the Board based on input from Officers, staff, Members of the Region, Region committees, and other pertinent sources; (ii) monitor the Region's finances and financial position; (iii) make recommendations to the Board and staff relating to budget and financial matters, including long-term planning; (iv) recommend Region investments and where to place Region monies; (v) assist as necessary in assembling statements, documentation, and information for the Region accountant and auditor; (vi) ensure timely filing of the Region's Form 990 tax return; (vii) ensure the posting of financial information on the Region web site required of IRC 501(c)(3) organizations; (viii) ensure the existence of checks and balances to protect Region finances; (ix) recommend policies and procedures to the Board relating to Region financial matters; and (x) take such other actions as the Committee deems appropriate or necessary in relation to Region financial matters and issues. Other members of the Finance and Budget Committee shall include at least one of

the Independent Representatives, at least one (1) Junior Representative, the Director of Region Services, and such other Board and/or staff members as are invited by the Committee Chair and agree to serve.

4. Adult Committee. Chaired by the Adult Representative, the Adult Committee shall include such Board members as agree to serve and such Members of the Region as recruited by the Committee Chair. The Adult Committee shall (i) discuss Adult issues in depth; (ii) make recommendations or prepare motions for the Board concerning Adult matters; (iii) review and make recommendations or requests relating to those portions of the Region budget specific to Adult matters; and (iv) otherwise act to advance the best interests of Adult Members of the Region.

5. Officials' Committee. Chaired by the Officials' Representative, the Officials' Committee shall include the Officials' Chair, at least one (1) Junior Representative, other Board members invited by the Committee Chair who agree to serve, and such Members of the Region as recruited by the Committee Chair. The Officials' Committee shall (i) discuss Officials' issues in depth; (ii) make recommendations or prepare motions for the Board concerning Officials' matters; (iii) review and make recommendations or requests relating to those portions of the Region budget specific to Officials' matters; and (iv) otherwise act to advance the best interests of Members of the Region who are officials.

6. Appeals Committee. The Appeals Committee shall be constituted as necessary and chaired by a Region arbitrator in accordance with Article IX below. The Committee Chair shall recruit two (2) objective and experienced Region Members to complete the Appeals Committee. The Appeals Committee shall consider timely appeals by sanctioned parties from any Level I decisions under the Region's due process procedures.

7. Windy City Power League Board. Junior club representatives elected to organize and oversee the Windy City Power League.

C. The Commissioner and Board Chair (or designee) shall be *ex officio* members of all committees.

VIII. Ethics, Eligibility, and Conduct.

A. As a Regional Volleyball Association and Member Organization of USA Volleyball, the Great Lakes Region has committed to the Codes of Conduct, SafeSport policies, and similar policies established by USA Volleyball. These Codes of Conduct and related policies apply to Members of the Region. Depending on a Member's volleyball activities, the Codes of Conduct and related policies include the following and such other Codes and ethics, eligibility, and conduct policies as are established by USA Volleyball:

1. USAV Participant Code of Conduct.
2. Coaches' Code of Ethics and Conduct.
3. SafeSport training.
4. Background check.
5. Gender eligibility policies.
6. Age group competition eligibility policies.

B. The Region may grant certain eligibility waivers in writing or electronically for in-Region competitions.

C. Certain Region policies established by the Board (e.g., recruiting, tryouts, waivers) encompass aspects of ethics and eligibility.

IX. Due Process

A. The Great Lakes Volleyball Region exists to foster, advance, develop, and support volleyball within its borders. The Region is not a judicial or policing entity. To advance the Region's mission and goals, the Region Board has established policies and protocols in addition to the USA Volleyball Codes of Conduct and related policies applicable to Region Members. To protect its Members and foster volleyball, the Region occasionally must investigate alleged violations of its policies or of the USA Volleyball Codes of Conduct and related policies and determine whether action is necessary to ensure reasonable compliance with those policies and Codes.

1. Outside of eligibility for membership privileges, criminal acts or allegations thereof shall be addressed by the relevant legal authorities. NOTE: All SafeSport issues and allegations must be reported to SafeSport.
2. If there is risk of physical harm to other persons or of significant financial loss, a restrictive decision may be imposed immediately subject to subsequent due process.
3. Investigation of other alleged violations of Region or USAV Codes and policies and determination of what actions, if any, should be taken shall be conducted generally in accordance with these due process procedures.
4. In the pursuit of objectivity, efficiency, fairness, and timeliness, Region due process procedures are informal, flexible, and not constrained by formal rules of evidence.
5. To avoid the vitriol, expense, and expenditure of time that often attend an allegation of Code, policy, or procedural violation, Region Members and/or clubs are encouraged to endeavor to resolve less serious issues or conflicts through direct communication.

B. There shall be three (3) levels of due process: (i) investigation and decision by an arbitrator; (ii) right to appeal to the Appeals Committee for new consideration of the matter; and (iii) right to appeal to the Region Board for determination of whether fair and adequate due process was accorded the originally accused party.

C. The Board (or designated Officer) shall identify and recruit a group of Members considered to be honorable, objective, and reasonable to form a cadre of Region arbitrators to address matters requiring due process. The Region arbitrator cadre shall be listed on the Region web site in an order randomly determined at the beginning of each fiscal year. Upon the involvement in a due process matter by a Region arbitrator, her or his name shall move to the bottom of the web site list.

D. [Level I] Upon the report of an alleged violation of Region or USAV policies, procedures, or Codes that cannot be resolved quickly, the Commissioner shall assign the next Region arbitrator on the web site list without a conflict of interest to investigate the matter objectively and promptly to determine what action, if any, should be taken by the Region.

1. Investigation may include reviewing documents, film, or other evidence and interviewing involved parties and witnesses.
2. As soon as reasonably possible, the Region arbitrator shall prepare a draft decision describing (i) the party or parties involved and the alleged violation (referencing the related policy, procedure, or Code); (ii) individuals interviewed and evidence considered; (iii) summary of facts ascertained or conclusions reached; and (iv) decision(s) made. The draft report shall be submitted through the Region office to two (2) other arbitrators selected randomly and anonymously to review solely for the purposes of fairness, reasonableness, and consistency. The comments, if any, shall be communicated to the Region arbitrator to enable her or him to finalize the report.
3. Potential decisions include without limitation taking no action, admonishment in writing or orally, restitution, a fine, probation, suspension of Membership privileges or eligibility, reversal of impermissible action, or such other action as the Region arbitrator deems appropriate.
4. Decisions shall be communicated promptly in writing to all involved parties by means (Registered or Certified mail, shipping, or electronic) that can be confirmed.

E. [Level II] The affected party may appeal in writing to the Region Appeals Committee in care of the Region office within fourteen (14) days after confirmed receipt of the decision. Absent such timely written appeal, the decision shall stand.

1. Upon receipt of an appeal, the next Region arbitrator on the web site list not involved in Level I shall chair the Region Appeals Committee and recruit two (2) objective Members of the Region in good standing to complete the Committee for review and consideration of the appeal.
2. The appealing party and Level I arbitrator shall forward all supporting documentation, other evidence, summary of testimony, and/or list of proposed witnesses to the Appeals Committee.
3. The Appeals Committee shall conduct a hearing to hear witnesses and shall review documents and other evidence submitted by all parties.
 - a. The Appeals Committee shall have complete freedom to determine what action, if any, should be taken unconstrained by the Level I arbitrator decision.
 - b. Decisions of the Appeals Committee shall be promptly communicated in writing to all involved parties by confirmed delivery.

F. [Level III] Decisions of the Appeals Committee may be appealed in writing to the Region Board in care of the Region office within fourteen (14) days after confirmed delivery of the decision.

1. Absent such written appeal, the decision shall stand. Any such appeal shall be limited to an argument and evidence that the appealing party did not receive adequate due process.
2. The Board may (i) determine that adequate due process was accorded in which case the decision shall stand; (ii) determine that inadequate due process was accorded and remand the matter to the Commissioner for assignment to a different Region arbitrator; or (iii) designate the matter concluded for practical or other reasons. Decisions of the Board shall be promptly communicated to the appealing party by means that can be confirmed.
3. Any further appeal shall be in accordance with the USAV Bylaws.

X. Amendment of Bylaws.

- A. Any proposed amendment to these Bylaws should be circulated to all Board members at least thirty (30) days before a vote thereon for thorough consideration.
- B. Approval of an amendment to these Bylaws shall require a two-thirds (2/3) of the voting members in the presence of a quorum.

XI. Miscellaneous.

- A. The Great Lakes Volleyball Region shall not discriminate in any manner based on gender, gender identification, race, age, disability, or other basis.
- B. Upon dissolution or termination of recognition as a Regional Volleyball Association of USA Volleyball, all assets of the Region shall inure to the benefit of a non-profit charitable organization whose purpose is to foster volleyball in the same geographic area served by the Region.
- C. All or most policies and procedures for day-to-day administration of volleyball in the Region shall be incorporated into the Region Handbook, web site, or other document equivalent. These Bylaws are the controlling instrument for the Region and shall supersede any conflicts with the Handbook, web site, or other document equivalent of the Region.
- D. The Region shall maintain correct and complete books and records of account and shall keep minutes of proceedings of its Board and committees. All books and records of the Region may be

inspected by a member of the Board or by such Board member's authorized agent or attorney, for any proper purpose at any reasonable time.

E. No individual Member, member of the Board, or officer of the Region shall be personally liable for any debt or other obligation incurred by the Region pursuant to authority granted directly or indirectly by the Board or these Bylaws. Personal or business obligations incurred by a Member, team, club, or other individual or group affiliated with the Region but not incurred on behalf (and with the permission) of the Region shall remain the separate obligation or business of that party.

F. The accounts and financial reports of the Region shall be audited at least every other year by an independent firm of auditors.

G. Failure of literal or complete compliance with any provision of these Bylaws in respect of dates and times of notice, or the sending or receipt of the same, or errors in phraseology of notice of proposals or motions, which in the judgment of the voting members of the Board or of any standing committee at meetings held do not cause substantial injury to the rights of Region Members shall not invalidate the actions or proceedings of the Board or standing committee.

Adopted June 30, 1977

Last Amended June __, 2021