

The proposed bylaw amendments for the WWFs are listed below. For reference, all age group names throughout have been updated to reflect nomenclature currently used by USA Wrestling. Also coach and official members are now listed as Wrestling Leader members, which is in line with the appropriate membership category as defined by USA Wrestling.

Items removed (not governance related, which is purpose of bylaws)

2.1.1.1 Benefits. Membership benefits include secondary, non-duplicating sports accident insurance provided by an outside carrier. There is sports-accident supplemental benefits provided to USA Wrestling members who participate in limited non-sanctioned events. This insurance coverage includes a deductible, co-payment provisions and other conditions of the policy; limited liability insurance (per the conditions of the policy); a one-year subscription to USA Wrestler; the privilege to compete and take advantage of events, camps, clinics, international exchanges, and club programs; discounts on wrestling gear, equipment and apparel; other national discount programs as they become available; and access to Streaming Video website located on TheMat.com. Coaching benefits from the Wisconsin Wrestling Federation at select regional and national level events and access to the State Coach.

2.1.2.1 Benefits. Membership benefits include secondary, non-duplicating sports accident insurance provided by an outside carrier. This insurance coverage includes a deductible, co-payment provisions and other conditions of the policy; limited liability insurance (per the conditions of the policy); a one- year subscription to USA Wrestler; a copy of the international rulebook; the privilege to coach at events and specified camps, clinics, international exchanges and club programs; opportunity for coach instruction and certification; discounts on wrestling gear, equipment and apparel; other national discount programs as they become available; and access to Streaming Video website located on TheMat.com. Access to the State Coach.

2.1.3.1 Benefits. Membership benefits include secondary, non-duplicating sports accident insurance provided by an outside carrier. This insurance coverage includes a deductible, co-payment provisions and other conditions of the policy; limited liability insurance (per the conditions of the policy); a one- year subscription to USA Wrestler; a copy of the international rulebook; voting privileges at USWOA general meetings.

2.1.4.1 Benefits. Club Charter benefits include liability insurance for practice session supervised by a member coaches and property and general liability protection for club leaders and volunteers (subject to coverage limits and conditions under policy)

2.1.5.1 Benefits. Liability insurance coverage for tournament organizers and volunteers is a benefit of the sanction, as well as limited property damage coverage (subject to coverage limits and conditions under the policy). The owner of the facility where the event is held may be included as an Additional Insured, upon submission of appropriate form and approval of the insurance carrier, at no additional cost.

2.1.5.1 Benefits. Liability insurance coverage for tournament organizers and volunteers is a benefit of the sanction, as well as limited property damage coverage (subject to coverage limits and conditions under the policy). The owner of the facility where the event is held may be included as an Additional Insured, upon submission of appropriate form and approval of the insurance carrier, at no additional cost.

Proposed bylaw amendments

2.3 Voting by members

Current: At the annual meeting of members each club situated in Wisconsin and registered with USA Wrestling as of the date of the meeting shall be entitled to one vote. Each club may cast its vote through only one of its representatives present at the meeting. At each meeting of the members of the Organization, those who are not members of a registered club may vote in blocs of five (5). Each elected member of the Board of Directors may cast one vote. The Board of Directors shall be designed by the Bylaws. The records of the Membership Director shall conclusively determine questions relating to club registration and membership of athletes in USA Wrestling.

Proposed (in proposed bylaws, this is now 2.4): Nominations shall be made prior to elections. The results of votes shall be shared with membership once tallied.

At the Annual 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 Vice-Chairperson before the annual meeting begins.

4.2.4 Election of Mat Official Director

Current: The election of the Mat Officials Director shall be conducted in odd-numbered years. Current registered mat officials of the USWOA and current members of the Board of Directors of the Organization shall have one vote each. Voting shall be done by US Postal Mail. Nominations for the Mat Officials Director will be sent by the State Vice Chairperson by July 25th and returned by August 5th. Voting ballots will be mailed to voters by August 15th and returned by August 25th. The term begins September 1st.

Proposed: 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. Voting shall be done by US Postal Service, email or other electronic means.

Nominations for the Mat Officials Director will be sent by US Postal Service or email by the State Vice Chairperson by July 25th and nominations must be received by August 5th. Nominations may be returned by US Postal Service or email. Voting ballots will be sent by US Postal Service or email to voters by August 15th and must be received by August 25th. The term begins September 1st.

4.2.5 Election of Pairing Officials Director

Current: The election of the Pairing Officials Director shall be conducted in even-numbered years. Current registered pairing officials of the USWOA and current members of the Board of Directors of the Organization shall have one vote each. Voting shall be done by US Postal Mail. Nominations for the Pairing Officials Director will be sent by the State Vice Chairperson by July 25th and returned by August 5th. Voting ballots will be mailed to voters by August 15th and returned by August 25th. The term begins September 1st.

Proposed: 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. Voting shall be done by US Postal Service, email or other electronic means. Nominations for the Mat Officials Director will be sent by US Postal Service or email by the State Vice Chairperson by July 25th and nominations must be received by August 5th. Nominations may be returned by US Postal Service or email. Voting ballots will be sent by US Postal Service or email to voters by August 15th and must be received by August 25th. The term begins September 1st.

Article 6 – Non-voting Board Members, Employees

Current:

6.1 STATE COACH

The responsibilities of the State Coach are as follows:

- (a) Establish satellite training sites and organize and manage these sites.
- (b) Attend all state functions.
- (c) Assist with kids, cadets and junior national team training camps and events.
- (d) Communicate with the state chairperson on a regular basis.
- (e) Attend Board of Directors meetings upon request.

6.2 MEMBERSHIP SECRETARY

The responsibilities of the Membership Secretary are as follows:

- (a) Keeping all membership records and submitting all membership lists and moneys to USA Wrestling.
- (b) Collecting and depositing all membership money in a federal or state-insured financial institution.
- (c) Providing to state chairperson and/or designated others an up-to-date list of clubs as needed.
- (d) Handling request for charters of all clubs, sanctions of tournaments, and membership of individuals.
- (e) Provide current mailing labels for clubs, coaches, and officials upon request.

Proposed:

The corporation may employ administrative 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. Performance of any employee shall be reviewed by the chairperson, his/her designee or Executive Committee.

8.3 Voting Methods

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

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

Article 11 - Ethical Conduct

Current:

11.01.1 Honesty and Sportsmanship. Individuals employed by or associated with the Organization as a member shall act with honesty and sportsmanship at all times so that the sport of wrestling as a whole shall represent the honor and dignity of fair play and the generally recognized high standards associated with wholesome competitive sports.

Proposed:

Each member of the Board of Directors, members of Standing Committees, and employees of the Wisconsin Wrestling Federation must sign and execute a Statement of Principles on Ethical Behavior and Conflict.

Article 10 - Amendments

Current:

10.01 DEFINITIONS

10.01.1 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.

10.1 AMENDMENTS

The current By-laws can be amended only at the annual meeting of members of the Organization by a quorum as described in Bylaw 2.4, 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.

10.1.1 By-law 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.

Proposed:

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 2.4, 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 special board meeting.

Bylaw additions

Article 12 – Safe Sport

12.1 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.

12.2 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.

12.3 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.