

OREGON WRESTLING ASSOCIATION BY LAWS

Article I Name, Purpose and Identity

1.1 Name ... The name of the association shall be "The Oregon Wrestling Association of USA Wrestling".

In addition to the formal name, the association may conduct its affairs under such names, symbols and images as may be approved by its Board of Directors, including without limitation "The Oregon Wrestling Association" and "OWA".

1.2 Purpose ... The Oregon Wrestling Association, shall responsibly advocate, promote, coordinate, and provide opportunities for amateur wrestlers to achieve their full human and athletic potential.

1.3 Identity ... The Oregon Wrestling Association, as a charter member of The United States of America Wrestling Association, Inc. shall be organized as a non-profit corporation within the definition of the Internal Revenue Code 501 (c) (3), as amended.

Article II

Structure

2.1 Membership ... Every resident of the State of Oregon or anyone who coaches a team based in Oregon and who does not belong to another state's wrestling organization and who holds any type of membership in the United States Wrestling Association, shall, for the term of each membership, also be a member of the OWA. No individual shall be denied membership in the association, nor shall they be refused recognition, because of race, color, religion, sex, handicap, or ethnic or national origin. Wrestlers, coaches and officials must be in good standing with all state associations, in order to represent Oregon.

2.2 Meeting of Members ... A meeting of the members of the corporation shall be held annually, at a time and place designated by the Board of Directors. Notice of the date, time and location of the meeting shall be sent via website and club notice to all eligible voting members of the OWA no less than 21 days prior to the meeting date.

2.3 Voting members defined ... Anyone who qualifies as a member (2.1) and who holds an USAW Coaches, Officials or General Membership card.

2.4 Divisions ... the Divisions shall be Kids, Cadets, Juniors, Women's, Cultural Exchange, Senior, Coaches, Beach and Officials. The ages of wrestlers entitled to participate in the programs of the competitive levels shall be in conformity with the guidelines of USA Wrestling.

2.4a No OWA member may hold more than one directorship (as prescribed in article 3.2) for a period of more than one year.

2.5 Operation by Divisions ... Each Division shall be autonomous and directed by its officers and Division By-Laws.

2.6 Voting within Divisions ... Each Division shall define its voting membership and shall conduct its business according to the By Laws adapted by that division.

2.7 Quorum ... At least 25 voting members shall constitute a quorum to conduct business at the annual general meeting of OWA.

2.8 Election of Officers ... At the Annual Meeting of members, persons shall be elected, in accordance with these By-Laws, one to serve as State Chairperson, one to serve as State Vice-Chairperson and one to serve as State Treasurer. The term of these offices shall run for two years commencing at the conclusion of the annual meeting where elected. The Chairperson shall be elected on odd numbered years while the Treasurer and Vice-Chairperson shall be elected on even numbered years. These offices are open to any eligible member.

Article III

Officers

3.1 Authority ... The affairs and property of the corporation shall be managed and controlled by the Board of Directors. The Directors shall exercise all such powers subject to the provisions of these By Laws and all applicable law. In the event of conflict involving any of the divisions, the Board of Directors shall have final authority.

3.2 Membership ... The Board of Directors shall consist of: State Chairperson, State Vice-Chairperson, State Treasurer, Juniors Director, Kids Director, Cadet Director, Assistant Kids Director, Women's Director, Officials Directors, Senior Director, Beach Wrestling Director and the Cultural Exchange Director.

3.3 Meeting of the Directors ... The Board of Directors shall meet at least annually, prior to the general membership meeting. The State Chairperson shall set the time and place of the meeting. All Members of the Board of Directors shall be notified of any Board of Directors meeting a minimum of Two Weeks prior to the meeting. At least four members of the Board must be present in order to conduct business of the OWA.

3.4 Officers Duties ... The State Chairperson shall be responsible for the general management of the OWA including the appointing of special committees: the facilitating of the selling of membership cards, the sanctioning of Clubs and the Sanctioning of Events: the setting of agenda for general OWA meetings: the management of the organization in accordance with the OWA By Laws: the development of the yearly events calendar: facilitating of communication within the state regarding wrestling activity: and the conducting of general meetings and Board of Directors meetings. The Chairperson shall also be responsible for acting as the primary liaison between the state's general membership and the USAW.

The State Membership Director shall receive all monies owed OWA from the sale of any type of membership fees, and be responsible for disbursement of these monies in accordance with these By Laws and any rules voted in by the general membership with regards to distribution of funds. The State Treasurer shall oversee the actions of the divisions and may request financial reports from the Divisions on a quarterly basis. The State Treasurer shall prepare a financial report inclusive all divisions for presentation at the annual membership meeting.

Article IV

Monies

4.1 Accounts ... there will be thirteen accounts established. These accounts are (1) Kids (2) Cadets (3) Juniors (4) Cultural Exchange (5) State Chairperson Account (6) Pairings Officials (7) Mat Officials (8) Coaches (9) Contingency Fund (10) Membership (11) Women's (12) Senior (13) Beach.

4.2 Expenditures ... Expenditures for Divisions shall be authorized by that Division Council. Expenditures from the Contingency Fund shall be authorized by at least four members of the

Board of Directors. The State Chairperson shall be solely responsible for the funds in the State Chairperson's account.

4.3 Accountability ... All books and records of the OWA shall be open to any voting member. All Expenditures and income shall be recorded and described in the books of each account.

4.4 Distribution of Funds ... The State Membership Director shall distribute all receipts from membership fees in accordance with the State Funding Policies. These policies require a unanimous vote of the Board of Directors for any change.

4.5 Fiscal Year ... The fiscal year for the corporation shall begin September 1 and end August 31.

4.6 Excess Monies ... Monies left in an account at the end of the fiscal year shall remain in that account to be used during the next fiscal year.

4.7 Volunteers ... It shall be the policy of this corporation that it shall work primarily through the efforts of volunteers.

4.8 Monies Earned by Divisions ... All monies earned by divisions through tournaments, projects or contributions will belong to that division exclusively and will be deposited in that division's account.

4.9 Use of Funds ... Each of the OWA Divisions shall prepare its own budget to be submitted to the Board of Directors at the Annual Meeting. Each division may opt to maintain its own bank account and books of record or the State Treasurer can handle these. The Board of Directors shall be notified when, by mutual agreement one Division's funds are used to further the program(s) of another Division.

Article V

Amendments

Proposed changes to the By Laws shall be presented to the Board of Directors in writing and signed by two active members no later than 21 days prior to a regularly scheduled meeting of the general membership. Written or printed notice setting forth the proposed changes or a summary of the changes shall be given to each voting member no later than 10 days prior to the meeting. An amendment is adopted only if 75% of the voting membership in attendance at the meeting approves the amendment and a quorum is present.

Addendum (Aug. 23, 2003)

OWA/USA Wrestling

Policy on Abuse and Harassment

The Oregon Wrestling Association (OWA) and USA Wrestling (USAW) are committed to providing a safe environment for its members, participants, coaches, officials and volunteers and to prevent abusive conduct and harassment in any form while participating in the activities of USAW. USAW promotes good sportsmanship throughout the organization and encourages qualities of mutual respect, courtesy and tolerance in all members, participants, coaches, officials, staff and volunteers. USAW advocates building strong self-images among the youth participants. Athletes with a strong self-image may be less likely targets for abuse or harassment; similarly, they may be less likely to engage in abuse or to harass or bully others around them.

To this end, USAW has established the following guidelines of behavior and procedures for our staff, volunteers, coaches, officials and participants. All members of the organization, as well as parents, spectators and other invitees are expected to observe and adhere to these guidelines. Any OWA member

may contact the state office with concerns or violations of the following guidelines. Club leaders are required to contact the state chairman when violations occur.

Abuse or harassment of any kind will not be tolerated within the organization. This means USAW does not accept physical, sexual, emotional or verbal abuse, harassment or similar misconduct from any person towards athletes, staff, coaches, officials, volunteers, parents, spectators or other any persons while they are participating in or preparing for events or activities conducted under the auspices of USAW.

Physical and sexual abuse, including, but not limited to, striking, hitting, kicking, biting or wanton gesturing, lewd remarks, indecent exposure, unwanted physical contact, any form of sexual contact or inappropriate touching, are strictly prohibited within the organization and as a part of its events and activities. Physical abuse does not include physical contact that is reasonably designed to coach, teach or demonstrate a wrestling skill.

Emotional abuse or verbal abuse is also prohibited. This may include, but is not limited to: yelling, insulting, threatening, mocking, demeaning behavior or making abusive statements in regard to a person's race, gender, religion, nationality/ethnicity, sex or age. Emotional abuse does not include controlled and disciplined verbal communication that is generally accepted in sports as a reasonable method of coaching or teaching the sport.

To further protect USAW youth participants, as well as our coaches, officials and volunteers, we strongly advise that no adult person allow him/herself to be alone with a child or with any group of children in a private setting during or while they are participating in sponsored activities of USAW. In particular, in such circumstances, we recommend that coaches or other adult members of the organization:

Do not drive alone with a child participant in the car

Do not take a child alone to the locker room, bathrooms, or any other private room

Provide one-on-one training or individual coaching with the assistance of another adult or athlete

Have private conversations with youth participants within view of others instead of a private office

Do not socialize individually with the participants outside of sponsored activities.

When traveling overnight with youth participants, children should be paired up with other children of the same gender and similar age group, with chaperones in separate but nearby rooms.

USAW encourages parents to become as active as possible in sponsored activities, practices and other events. The more the parents are involved, the less likely it is for abusive situations to develop.

USAW will timely respond to any and all allegations of abuse or harassment in matters that are within the purview and jurisdiction of USAW. USAW expects that allegations of abuse or harassment that are properly within the purview and jurisdiction of officials or persons at other levels or of other organizations will be timely responded to and dealt as appropriate. When necessary and appropriate, this information should be communicated to the appropriate authorities for investigation and should be reviewed by appropriate officials, with timely notification to the alleged offender of such allegations.

Any person accused of sexual or physical abuse may be asked to resign voluntarily or may be suspended until the matter is investigated and resolved. Regardless of criminal or civil guilt in the alleged abuse, the continued presence of the person could be detrimental to the reputation of the organization and could be harmful to the participants. A person who is accused but later cleared of the charges, may apply to have a suspension lifted or, if applicable, to be reinstated within the organization. Reinstatement is not a right, and no assurance is made that the person will be reinstated to his/her former position.

Any person who violates this Policy, who fails to appropriately report matters covered by this Policy, who makes a false report with respect to matters covered by this Policy or who threatens retaliation or reprisal against an individual for reporting a matter under this Policy will be subject to discipline or other action as may be within the purview and jurisdiction of USAW.

Harassment and abuse are defined in various sources such as state law, case law, sports organization and professional association codes of conduct and training manuals, corporate and business workplace documents and human rights commission materials. USAW has not adopted any specific definition of harassment or abuse, choosing instead to defer to such general sources and definitions for reference and application, depending on the circumstances. As further elaboration of examples given above, the following generally describe conduct that may be considered harassment or abuse:

■ Any improper or inappropriate comment, action or gesture directed toward a person or group that is related to race, ethnicity, national origin, religion, age, gender, sexual orientation, disability or other personal characteristic.

- Creating an environment through behavior or course of conduct that is insulting, intimidating, humiliating, demeaning or offensive.
- Harassment usually occurs when one person engages in abusive behavior or asserts unwarranted power or authority over another, whether intended or not, and may include, for example, name-calling, threats, belittling, unwelcome advances and requests for sexual favors (as well as undue pressure to perform or succeed).
- Harassment includes child abuse.
- Child abuse can include physical contact – or the threat of it – that intentionally causes bodily harm or injury to a child. This may include, for example, hitting, shaking, kicking, shoving, forcing an athlete to wrestle when injured or mandating excessive exercise as a form of punishment. It may also include touching for the purpose of causing sexual arousal or gratification that involves a child, rape, incest, fondling, exhibitionism and sexual exploitation. It may also include chronic attacks on a child's self-esteem, such as psychologically destructive behavior consisting of ridiculing, screaming, swearing, racist comments, threatening, stalking, hazing and isolating.