Proposal to update and change the G.A.W.A. bylaws

Submitted by: Robert Horton

Proposed updates and changes:

1. Section 5 Qualifications
   1. 5.4.6. USWOA Liaison – Nominees for USWOA Liaison must have been involved with G. A. W. A. activities for a minimum of 2 years prior to nomination, must be a current USA Wrestling category 1 or higher ranking official **“in good standing with USWOA”**, must be able to attend two national level USA Wrestling tournaments each year, must be able to attend all G. A. W. A. State Tournaments, and must be able to conduct two officials’ clinics each year.

*Reason: The USWOA Liaison must maintain good standing with the USAWOA to demonstrate their commitment to the organization and USA Wrestling and their own personal growth/development within the USAWOA.*

* 1. 5.4.8. Incoming/Outgoing Executive Board Member - Nominees for Incoming/Outgoing Executive Board Member must have been:

1. A sitting member of the **“current “** Executive Board ~~Member~~, or
2. Involved with G. A. W. A. activities for a minimum of 2 consecutive years prior to nomination, or
3. Be nominated by a majority of the sitting Executive Board **“Members”**.
4. Section 6 G.A.W.A Divisions Subsection 6.5 Qualifications
   1. 6.5.3. The Officials Director – The Officials Director must have been involved with G. A. W. A. activities for a minimum of two consecutive years, must be a current USA Wrestling category 1 or higher ranking official **“in good standing with USWOA”**, must be able to attend two national level USA Wrestling tournaments each year, must be able to attend all G. A. W. A. State Tournaments, and must be able to conduct two officials’ clinics each year.

*Reason: The Official Director must maintain good standing with the USAWOA to demonstrate their commitment to the organization and USA Wrestling and their own personal growth/development within the USAWOA.*

1. Section 7 Board of Directors

7.3. At Large Members and Athlete Representatives - The two At Large members and Athlete Representatives on the Board of Directors shall be elected bi-annually at the ~~Kids State Tournament~~ **“Spring Business Meeting”** by a majority vote of all those chartered clubs present and voting. **“Nominees for Athlete Representatives should have wrestled previously representing the G.A.W.A at youth and/or high school local, regional and national level events, be either a resident of Georgia and/or be enrolled in a college or university in Georgia as a member of the school’s wrestling team in good standing and, if at all possible, be 1 male and 1 female to represent the respected athletes appropriately. The At-Large Representative should be a resident of Georgia and either a current athlete, coach or club director in good standing.** If no candidates are nominated for these positions the Executive Board can elect to appoint members to these positions.

*Reason for event change: During the Kid’s State Tournament it has been entirely too difficult to hold any membership meetings due to the high level of activities going on those days. Moving this election to the Spring Business Meeting falls more in line with other voting for organizational roles.*

*Reason for addition of description: Adding the above description for these rolls helps keep our membership represented by individuals with a vested interest in the development of the organization and it’s members.*

1. Section 14 Conduct of Membership
   1. 14.2. Grievance Process **“against Members of the Corporation”** - Grievances against members of the corporation who have acted in an inappropriate fashion or by members who have a complaint against the corporation shall be forwarded to the G. A. W. A. Executive Board. The Chairperson shall inform the accused member(s) that a grievance has been filed with the G. A. W. A. in regards to alleged misconduct on his part or on behalf of his complaint. The Executive Board shall then determine if they themselves will adjudicate the complaint or if a separate body will be established for that purpose. In the case of the latter, that body must constitute a minimum of three persons who are members in good standing of the organization.
   2. Add new Section 14.3 Grievance Process against individual membership members

**14.3 Grievance Process against individual members of the membership - Grievances against individual members of the membership (acting as individual athletes, coaches and parents/spectators) who have acted in an inappropriate fashion before, during or after any G.A.W.A. event shall be forwarded to the G. A. W. A. Executive Board by the reporting party. The Chairperson shall inform the accused member(s) that a grievance has been filed with the G. A. W. A. in regards to alleged misconduct on their part. The Executive Board shall then determine if they themselves will adjudicate the complaint or if a separate body will be established for that purpose. In the case of the latter, that body must constitute a minimum of three persons who are members in good standing of the organization.**

**14.3.1.Hearing Notification – The party filing the grievance and the accessed, as necessary, shall be informed of the time, date, and place the complaint shall be read, discussed and acted upon by the Executive Board or their designees.**

**14.3.2. Hearing Board and Quorum - The Executive Board or their designees shall act as the Hearing Board on all grievance claims of misconduct or complaints against the individual member of the membership. A simple majority of a designated grievance board shall constitute a quorum.**

**14.3.3. Notification of Decision - Decisions resulting from grievance hearings and any resulting sanctions against the accused (in the case of misconduct) shall be provided in writing or by electronic means to all parties involved and to the members of the Hearing Board within five working days (one week).**

**14.3.4. Appeal - If the accused party or complaining member is not satisfied with the resolution of the matter reached by the Hearing Board as outlined above, they shall be entitled to be heard before the G. A. W. A. Executive Board at their next quarterly meeting. The resolution determined by the Executive Board at that time shall be considered final.**

**14.4 Penalties for inappropriate behavior by individual members of the membership- The following sanctions shall be imposed on individual membership members found in violation of inappropriate behavior before, during or after a G.A.W.A. event. These sanctions should be adhered to as a guide unless inappropriate behavior deems more or less restrictive based on the violation severity and quantity of offenses, at which the Executive Board reserves the right to impose alternative sanctions appropriate to the behavior displayed. In the case of a SafeSport violation resulting in suspension or other imposed sanctions, the resulting SafeSport sanctions shall supersede the G.A.W.A penalty system. The G.A.W.A. will uphold all SafeSport sanctions imposed on individual members.**

**14.4.1 1st Offense within a G.A.W.A. calendar year- 14 day calendar suspension from all G.A.W.A and USA Wrestling activities immediately following the Notification of Decision (Section 14.3.3 above). During the suspension, the USA Wrestling Card will be inactive and individual will be unable to participate in any G.A.W.A. or USA Wrestling event. At the end of the suspension period, the individual’s USA Wrestling Card will be automatically reinstated. If the infraction happens at the end of G.A.W.A. activities for the year, the suspension will carry over to the following wrestling year. The G.A.W.A calendar year is September 1st thru August 31st.**

**14.4.2 2nd Offense within a G.A.W.A. calendar year- 30 day calendar suspension from all G.A.W.A and USA Wrestling activities immediately following the Notification of Decision (Section 14.3.3 above). During the suspension, the USA Wrestling Card will be inactive and individual will be unable to participate in any G.A.W.A. or USA Wrestling event. At the end of the suspension period, the individual’s USA Wrestling Card will be automatically reinstated. If the infraction happens at the end of G.A.W.A. activities for the year, the suspension will carry over to the following wrestling year. The G.A.W.A calendar year is September 1st thru August 31st.**

**14.4.3 3rd Offense within three G.A.W.A. calendar years- 1 calendar year suspension from all G.A.W.A and USA Wrestling activities immediately following the Notification of Decision (Section 14.3.3 above). During the suspension, the USA Wrestling Card will be inactive and individual will be unable to participate in any G.A.W.A. or USA Wrestling event. At the end of the suspension period, if applicable, the individual will have to retake all NCEP Coaching Certifications that the individual member has achieved at member’s expense before USA Wrestling Card will be reinstated in good standing.**

**14.4.4 4th Offense within four G.A.W.A. calendar years- 1 calendar year and 3 month suspension from all G.A.W.A and USA Wrestling activities immediately following the Notification of Decision (Section 14.3.3 above). During the suspension, the USA Wrestling Card will be inactive and individual will be unable to participate in any G.A.W.A. or USA Wrestling event. At the end of the suspension period, if applicable, the individual will have to retake all NCEP Coaching Certifications that the individual member has achieved at member’s expense before USA Wrestling Card will be reinstated in good standing.**

**14.4.5 5th Offense within five G.A.W.A. calendar years- Indefinite suspension from all G.A.W.A and USA Wrestling activities immediately following the Notification of Decision (Section 14.3.3 above). During the suspension, the USA Wrestling Card will be inactive and individual will be unable to participate in any G.A.W.A. or USA Wrestling event. No less than 5 calendar years from the Notification of Decision, The member will be able to petition the Executive Board to request reinstatement of membership. Reinstatement will be granted only by a majority vote of the current Executive Board members. At the end of the suspension period, if applicable, the individual will have to retake all NCEP Coaching Certifications that the individual member has achieved at member’s expense before USA Wrestling Card will be reinstated in good standing. The member will also be put on a 1 calendar year probation at the beginning of reinstatement by the Executive Board. If the member occurs any offense during the probation period, the USA Wrestling Leadership card will be indefinitely suspended with no possibility for reinstatement.**

**14.4.6 Inappropriate Behavior involves physical or nonphysical acts and they can occur before, during or after an event. It includes, but is not limited to such acts as tournament ejections of any kind in accordance with current NFHS, USA Wrestling or UWW Rules and regulations, failure to comply with the direction of a referee, any designated tournament personnel or member of the corporation Board of Directors present at the event, pushing, shoving, swearing, taunting, intimidation, throwing any equipment, inappropriate racial and/or sexual slurs or gestures or any behavior displayed that is in violation of societally accepted good moral character.**