**NWBA Bylaws Amendment Proposal Form**

**Proposed Amendments must be submitted in writing to the Executive Director and the chair of the Governance Committee at least sixty (60) days preceding the Annual Assembly (Sunday, April 25, 2021).**

**ARTICLE EIGHTEEN** Policies

**Proposed By:** NWBA Management/Staff

**Summary of Proposed Change:** Update NWBA Bylaws to document a set of policies that are mandatory. This amendment updates the language on existing required policies and expands the list of required policies to include Gifts and Entertainment and Athlete Safety.

**Current Bylaw:** Current wording is included in the proposal section below.

**Proposed Bylaw:** Proposed changes are marked below with the track changes function (deletions have a strikethrough and additions are underlined).

**~~Code of Ethics~~Policies**

**Section 18.1: ~~Code of Ethics~~Policies.**

The NWBA shall adopt and maintain relevant policies to effectively run and govern the organization which include but are not limited to: Gifts & Entertainment Policy, Conflicts of Interest Policy, Code of Conduct with common principles of ethics, Athlete Safety Policy, and Grievance Procedures.

.~~a Code of Ethics and an Ethics and Conflicts of Interest Policy (the “Code”) applicable to all NWBA, employees, Board Directors, committee members, and volunteers. The Code shall be approved by the USOC, if necessary for NGB determination. Each NWBA employee and volunteer shall annually certify compliance with the Code.~~

**Rationale for Change:** The changes will help reinforce the culture of safety that we have been intentionally driving as an organization, and will also help continue to increase the professionalism of the NWBA.

**Submit to:**

Via Email to both:

Will Waller, NWBA Executive Director: [will@nwba.org](mailto:will@nwba.org) AND Tim Fox, interim Chair of the Governance Committee: [timfox@nwba.org](mailto:timfox@nwba.org)

OR

Via Postal Mail:

NWBA, 1130 Elkton Dr., Suite A, Colorado Springs, CO 80907