

BYLAWS OF THE UNITED STATES ORIENTEERING FEDERATION

ARTICLE I: NAME

The name of the organization is: United States Orienteering Federation, Incorporated, also known as Orienteering USA, hereinafter referred to as the Federation.

ARTICLE II: AUTHORIZATION AND LOCATION

Section A. The Federation is a not-for-profit corporation chartered in the Commonwealth of Virginia as a non-stock corporation and is exempt from federal income tax.

Section B. The Federation is recognized by the International Orienteering Federation as the authorized governing body of Orienteering in the United States of America. The Federation is recognized by the United States Olympic Committee ("U.S.O.C.") as the National Governing Body for the sport of orienteering in the United States. In furtherance of that purpose, the Federation shall comply with the requirements for recognition as a National Governing Body as set forth in the Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. 220501 et seq., and as mandated by the USOC. The Federation agrees to submit to binding arbitration conducted in accordance with the commercial rules of the American Arbitration Association in any controversy involving its recognition as a national governing body, as provided for in Article VIII of the USOC Constitution.

Section C. The Federation recognizes the International Orienteering Federation as the world governing body of Orienteering and shall abide by the Rules and Regulations of the International Orienteering Federation except where prevented by local conditions, laws, and customs.

Section D. The location of the principal offices of the Federation shall be at such address as determined by the Board of Directors of the Federation.

Section E. Branch Offices: Branch offices and temporary field offices may be established anywhere in the United States when required and authorized by the Board of Directors of the Federation.

ARTICLE III: MISSION

Section A. Purpose: The purpose of the Federation is to promote and support Orienteering in the United States of America and internationally.

Section B. Mission: The mission of the Federation is to:

1. Increase participation in the sport of orienteering in the United States.
2. Teach map reading and navigation skills.
3. Promote enjoyment of, and respect for, the environment.
4. Establish and sustain world-class competitive excellence within the U.S. national team programs.

ARTICLE IV: MEMBERSHIP AND FEES

Membership in the Federation shall be open to:

- (a) any individual interested in the sport of Orienteering,
- (b) any non-profit sports organization which conducts programs in the sport of Orienteering.

Membership shall consist of the following categories:

A. Club Memberships

1. Regular Club Membership
2. Associate Club Membership

B. Individual Memberships

1. Regular Individual Membership and Family Membership
2. Junior Membership
3. Associate Membership
4. Day Membership

C. Supporting Memberships

D. Honorary Life Memberships

Section A. Club Memberships

1. Regular Club Membership is open to any nonprofit sports organization which organizes and operates orienteering programs consistent with the mission of the Federation.
 - a. Five or more persons may form a Regular Orienteering Club, (hereinafter, "regular club") which may be chartered by the Federation upon receipt of an application signed by at least five individuals who endorse the objectives and purposes of the Federation and are members in good standing of the Federation. The application must be accompanied by the club membership fee.
 - b. Regular club membership fees, terms for payment, penalties for nonpayment, and any other policies directly relating to regular club memberships shall be established by the Board of Directors.
 - c. Each regular club is entitled to full use of the Federation services under procedures as established by the Board of Directors or the committees.
2. Associate Club Membership
 - a. Any person, persons, or entity may form an Associate Orienteering Club (hereinafter, "associate club") which may be chartered by the Federation upon receipt of an application signed by such person, such persons, or representative of such entity. The application must be accompanied by the associate club membership fee.
 - b. Associate club membership fees, terms for payment, penalties for nonpayment, and any other policies directly relating to associate club memberships shall be established by the Board of Directors.
 - c. Each associate club is entitled to those Federation services as designated by the Board of Directors.
3. Each regular club and associate club may adopt a Constitution and Bylaws consistent with the Federation Constitution and Bylaws and may fix its own dues and fees and have its own membership.

Each regular club must have a designated President and a designated Secretary. Each associate club, once its membership contains at least eight individuals who are members in good standing of the Federation, must apply for regular club membership as provided for in Section A.1.a of the Article.

4. Organizations which are by nature or are operated on a "for-profit" basis are not eligible for regular or associate club membership. They may become supporting members under Section C. of this Article or they may affiliate with the Federation as a "Business Affiliate" with such rights and privileges as designated by the Board of Directors.

Section B. Individual Memberships

1. Regular Individual Membership and Family Membership.
 - a. Membership initially becomes effective on the date of receipt of the application and fees at the Federation office and is renewable on each anniversary date thereafter.
 - b. Membership is available to any person, whether they are a member of a member club or not.
 - c. These members will have the full privileges provided by the Federation as determined by the Board of Directors.
 - d. Annual fees paid directly to the Federation are determined by the Board of Directors.
 - e. Regular individual members must choose one primary club if they are members of more than one member club.
 - f. A family membership consists of two or more individuals related by blood or marriage living in the same household.
2. Junior Membership
 - a. Junior membership is available to any person who will be under 21 years of age as of December 31 of the current year.
3. Associate Membership.
 - a. As soon as names and local membership fees have been registered with a member club chartered by the Federation, those club members are automatically granted Associate Membership in the Federation at no additional cost to the member club. Associate Members do not have voting rights in the Federation.
 - b. Associate Members may pay the appropriate fees and become full members of the Federation and still retain membership in the member club.
 - c. Any individual can be a member of more than one club although one of those clubs must be designated as their primary club.
4. Day Membership.
 - a. Member clubs have the authority to extend Day Membership to non-members as part of event registration. They may do this at their discretion anytime but may be directed by the Federation to require it of all participants.

- b. Records of these Day Memberships must be kept by the Club for the same amount of time that waivers are kept. This includes a running total of Day Memberships given during the year, those people who are neither an Associate nor a Full member.
- c. The Board of Directors, with proper advanced notice, may change the fees that must be paid to the Federation for these Day Memberships.

Section C. Supporting Memberships.

A person, corporation, or group (either for- or non-profit) desirous of supporting or assisting the Federation may be accepted by the Board of Directors as a Supporting Member by application and paying an annual fee as determined by the Board of Directors, payable at the time of application and then on January 1 of each year.

Section D. Honorary Life Membership.

1. Honorary Life Membership may be conferred on such persons as have rendered a special service to Orienteering as a mark of special distinction.
2. Nominations must be sent to the Board of Directors which will approve by majority vote.
3. An Honorary Life Member, if not a regular individual member, shall not be entitled to nominate, vote, or hold office. However, he or she may speak at any Annual General Meeting.
4. There shall be no fee for Honorary Life Membership.

Section E. Delinquency and Suspension.

1. The Board of Directors is responsible for establishing policies governing delinquency and suspension of clubs and individuals for non-payment of dues and fees.
2. Any regular club, associate club, individual member, supporting member, or honorary life member that performs or allows to be performed, any act to bring the Federation into disrepute, may be suspended or revoked from membership by a majority vote of the Board of Directors voting at a regular or special meeting of the Board. A member shall have the right to a hearing, if requested by the member, prior to the suspension or revocation of membership.

Section F. Transfer of Membership

Members may not transfer their membership in the Federation.

ARTICLE V: COMPETITIONS

The Federation shall provide an equal opportunity for all athletes, coaches, trainers, managers, administrators, and officials to participate in athletic competition without discrimination on the basis of ethnicity, color, religion, age, gender, sexual orientation, or national origin, and with fair notice and opportunity for a hearing to any athlete, coach, trainer, manager, administrator, or official before declaring such individual ineligible to participate.

Such competition includes orienteering meets that may be sanctioned by the Federation ("Class A" meets. Among the Class A sanctioned meets shall be one or more annual national championships, as determined by the Federation Board of Directors.

The Federation acting through appropriate committees, appointed and approved as provided in Article IX, shall provide for the selection of competitors to represent the United States in any International Orienteering competition or any other International or Regional Competition, subject to the rights of appeal and arbitration as provided in Article IX, Section B.6.3.

ARTICLE VI: MEMBERSHIP MEETINGS, FEDERATION REFERENDUMS, AND VOTING

The Annual General Meeting of the Federation membership is the supreme body of the Federation. The Board of Directors is responsible to the Annual General Meeting and shall conduct all business between the Annual General Meetings. Between the Annual General Meetings the Board of Directors may, upon its own initiative or on matters which require membership approval, submit proposals to a Federation-wide ballot (a Federation Referendum).

Section A. Annual General Meeting

1. The Annual General Meeting of the Federation membership shall be held once each calendar year at a time and place determined by the Board of Directors. No Annual General Meeting shall be held within six months of the preceding Annual General Meeting.
2. The Federation membership has the right to participate in the Annual General Meeting as follows:
 - a. Each member club shall be entitled to one delegate and an alternate. In addition, each club shall be entitled to an additional delegate and alternate delegate for each block of 25 members of its USOF members in good standing, excluding junior members and associates, as of the end of the second calendar month preceding the convention. Upon written application by a club at least 30 days prior to the opening date of the Annual General Meeting, the President of the Federation may authorize the club to send more delegates than specified above.
 - b. Any club delinquent in membership dues two weeks prior to a general meeting shall be disenfranchised at that convention.
 - c. All individual members, associates, supporting members, and honorary life members are entitled to attend the general meeting.
3. The voting rights at the Annual General Meeting are intended to provide for reasonable direct representation of member clubs.
 - a. Each member club has a number of votes corresponding to the number of members of the club (Family membership—two members) registered with the Federation as Regular Members in good standing as of the end of the second calendar month preceding the general meeting.
 - b. The voting rights of the Regular Members of the Federation are handled by the club delegates and alternates as per Section A.3.a above, except that a Regular Member in attendance at the convention who wishes to vote directly on general meeting issues rather than through his club delegate(s) may do so if approved by the credentials committee as outlined in Section A.3.e below. In this case the vote of the club delegate(s) shall be reduced by one.
 - c. Each Regular Member has one vote. Family memberships are entitled to two votes if at least two family members are present. If only one is present, family membership gives only one vote. Junior Members, Associate Members, and Day Members have no voting rights.

- d. Supporting Members, Associate Members, and Honorary Life Members have voice during the Annual General Meeting if the Chairperson approves, but they cannot submit proposals and they have no voting rights.
 - e. A list of the number of votes by club for each club in good standing shall be worked out by the Federation office prior to the convention and approved and corrected by a Credentials Committee at the Annual General Meeting. This committee shall consist of three members of the Federation present at the convention and appointed by the Board of Directors. One of them shall be a Director and he or she shall chair the committee.
 - f. A quorum of the membership of the Federation shall be deemed to be present when at least ten percent of the total number of votes is available to be voted, either physically or by proxy, as determined by the sum of the number of club votes under section A.3.e above plus the number of Federation members without a primary club.
4. Direction of the deliberations: The Federation President presides over the Annual General Meeting. He or she is entitled to take part in the discussions. If the President is absent, one of the Vice-Presidents shall preside.
 5. The minutes of the Annual General Meeting shall be kept by the Recording Secretary and shall be verified by two certifiers elected at the beginning of the Annual General Meeting.
 6. The Agenda of the Annual General Meeting shall be determined by the President, in consultation with the Board of Directors.
 - a. The agenda shall include, but not be limited to, the following items:
 - i. Roll-call of delegates and members-at-large present and certification of the report by the Credentials Committee as to the number of votes and voting rights.
 - ii. Approval of agenda.
 - iii. Election of two certifiers of the minutes.
 - iv. The minutes of the previous Annual General Meeting and reports or any Federation Referendums since then.
 - v. Report on the accounts: Treasurer's report for the preceding year and report of the Auditor.
 - vi. Report of the president.
 - vii. Proposals from committees and Board of Directors, if any.
 - vii. Proposals from member clubs, if any.
 - ix. Election of the new Board of Director members.
 - b. The Agenda of the Annual General Meeting shall be published to members of the Federation at least two weeks before the opening of the general meeting.
 7. Notice of the Annual General Meeting shall be sent to the Secretary and President of each chartered club, each individual member, and honorary life member, except junior members and associates, at the

address of record filed and kept current by the members at the Federation office. Such notice shall be sent not less than ninety (90) days before the date of the Annual General Meeting.

8. Proposals to be submitted to the Annual General Meeting.
 - a. Proposals may be from:
 1. Member clubs—submitted no later than 3 months before the general meeting.
 2. The Federation committees—submitted no later than 2 months before the general meeting.
 3. The Board of Directors—decided upon no later than one month before the date of the general meeting.
 - b. The Board of Directors shall inform the membership of the submitted proposals at the time the agenda is being distributed as per Section 6b above.
 - c. New proposals submitted from the floor at the Annual General Meeting shall be submitted to a Federation Referendum if they achieve a 33% favorable vote at the convention.
9. Voting by Proxies at the Annual General Meeting.
 - a. Members-at-large may assign their proxies to another member-at-large. If a member club has no member present at an Annual General Meeting, it may assign a proxy to another member club delegation or to a member-at-large present at the general meeting.
 - b. Proxy statements shall indicate from whom and to whom the proxy is assigned and must be received by the Executive Director of the Federation two weeks in advance of the general meeting date. The Executive Director will verify all proxies and hand them over to the Credentials Committee with his or her report at the time of the General Meeting.
 - c. Members-at-large may submit group proxies if the proxy has been signed by each voting member. The club proxies must be signed by the club President and Secretary.
10. The Annual General Meeting normally makes its decisions by a majority vote, that is, by more than half of the votes cast, blank votes or abstentions ignored.

Section B. Federation Referendums.

1. The Board of Directors may, between Annual General Meetings, submit proposals which they deem require membership approval to a Federation-wide ballot (a Federation Referendum).
2. Those proposals from the floor of the Annual General Meeting which gain a 33% favorable vote shall be submitted by the Board to a Federation Referendum within one month after the Annual General Meeting. This section does not apply to those proposals, with previous modification, submitted by the Board, the committees, or member clubs. These last named proposals are voted on and approved or disapproved at the Annual General Meeting.
3. The Board of Directors shall mail proposals and ballots for a Federation Referendum in the same way as for notices of the Annual General Meeting as per Section A.7 above. They shall be acted upon by the membership and returned to the Federation Headquarters within 30 days. The deadline shall be specified in the ballot instructions.

- a. The ballots returned must have a legible copy of the name and be signed. Family membership entitled to two votes if the ballot is signed by two family members. Junior members and associates have no voting rights.
 - b. Group member-at-large ballots may be submitted if they are signed by each voting member.
 - c. Club ballots shall be submitted with three signatures. These signatures shall be from the club president, the club secretary, and a different club member for each ballot.
4. The Board of Directors shall appoint two certifiers to count the votes at the Federation Office and to report the result. The membership shall be advised about the results within 30 days after the deadline specified in Section B.3 above.

ARTICLE VII: BOARD OF DIRECTORS

Section A. Composition. The Board of Directors shall consist of twelve (12). All members shall be selected without respect to ethnicity, color, religion, national origin, gender, or sexual orientation, except for reasonable representation of both males and females.

Section B. Term of Office.

1. Directors shall serve terms of three years with four (4) members to be elected each year.
2. A term of office commences as of the conclusion of the Annual General Meeting at which a director is elected.
3. There is no limit on the number of consecutive terms a director may serve.

Section C. Qualifications.

1. Any member of the Federation except Honorary Life Members may be a director.
2. A person chosen as a director:
 - a. must have been a member of the Federation for at least one (1) year.
 - b. must have been active in orienteering either by active involvement in a local club or prominent Federation work such as committee membership, publication work, etc.
3. The Board shall at all times include among its voting members individuals who are actively engaged in athletic competition in orienteering or who have represented the United States in international competition within the preceding ten (10) years. Membership and voting power held by such individuals shall not be less than 20% of such membership and voting power held in the Board.

Section D. Nomination and Election. Directors may be nominated by submitting a nomination to the chairperson of the Nominating Committee or may be made from the floor at the Annual General Meeting. An election shall be held during the Annual General Meeting with the four (4) nominees receiving the highest number of votes winning election. In the event of tie involving the nominees receiving the fourth (4th) highest number of votes, a second ballot shall be taken among the tied nominees only.

Section E. Removal: Any Director can be removed from office for cause by a two-thirds (2/3) vote of the entire remaining members of the Board of Directors. For this purpose, voting may be performed by registered mail.

Section F. Meetings.

1. Annual Meetings: There shall be an Annual Meeting of the Board of Directors held immediately following the regular Annual General Meeting of the Federation membership. The date and place shall be designated by the Board, but shall be held in the same locale as the Annual General Meeting of the Federation membership.
2. Called Meetings: Special meetings may be called by the President or by action in concert of any three (3) Directors in their own initiative. Any call or notice of a special meeting shall indicate the purpose(s) for which called and no business other than that indicated in the notice shall be transacted at that meeting. Notice of all called meetings will be given at least ten days before the day of the meeting is scheduled. Any positive means of communication may be utilized to give notice of a special meeting, but it must be confirmed in writing by mail.
3. Emergency Meetings: Should urgency demand it the Board of Directors may be called into session at the earliest time a quorum can be assembled, but the first order of business shall be the confirmation of the necessity for the degree of haste being invoked by the authority that called the meeting.
4. Quorum: A quorum of the Board of Directors shall be deemed to be present when not less than five Directors are present at a meeting and available to vote on any motions sought before the Board, provided that at least one Director be an individual qualified under Section C.3 above.
5. Open meetings: It is the policy of the Federation that all meetings and deliberations of the Board of Directors shall be open to any member in good standing of the Federation. Advance notice of all such meetings, including time and place and agenda, shall be published at least two weeks prior to the meeting date, in official Federation media and media commonly visited by the Federation membership. Upon majority vote, the Board of Directors may elect to exclude the membership from a portion of a meeting, to consider the following subject areas:
 - a. the appointment, employment, compensation, discipline, performance, or dismissal of specific employees or volunteers of the Federation
 - b. legal contract negotiation strategies where there is a reasonable possibility that the other party would gain a significant negotiating advantage from an open meeting
 - c. specific security procedures to prevent or respond to threats to the safety of participants, volunteers, employees, and/or organizers at orienteering activities conducted by the Federation or its regular and associate clubs.
 - d. pending or current litigation or insurance claims to which the Federation is or may become a party
 - e. review of potential fraud risk areas, internal control weaknesses, known or suspected fraud
 - f. matters required to be kept confidential by federal law or regulations
6. Minutes of meetings: A summary of the minutes of all meetings of the Board of Directors shall be published on the Federation website within two weeks of the meeting date.

Section G. Duties: The duties of the Board of Directors shall be to:

1. select, compensate, and evaluate a Chief Executive Officer or Executive Director and plan for management succession.
2. set policy and provide guidance and strategic direction to management
3. review and approve the Federation strategic plan and annual operating plans, budgets, and other business plans
4. oversee the financial reporting process, including selection of auditors, audit and control policies, and follow up on audit recommendations.
5. approve financial strategies, borrowing commitments, and long-range financial planning
6. monitor the Federation's compliance with all applicable laws and regulations and the performance of its responsibilities as the National Governing Body of orienteering in the United States
7. ensure that the Board and management are prepared to act in case of an unforeseen crisis (disaster planning).

Section H. Resignation, Removal, and Vacancies. A director's position on the Board of Directors shall be declared vacant upon the director's resignation, removal, incapacity, disability or death. Any director may resign at any time by giving written notice to the President or Executive Director. Vacancies in the position of any directors shall be filled by vote of the remaining directors for the period until the next Annual General Meeting, at which time an election will be held in accordance with Section D. to fill the remaining term of office, if any, of such vacancy.

ARTICLE VIII: OFFICERS

Section A. Designation and Eligibility.

1. The officers of the Federation shall be elected by the vote of the members of the Board of Directors from among those serving as directors, except that the Registered Agent need not, but may be, a member of the Board of Directors.
2. The officers of the Federation shall consist of:
 - (a) President,
 - (b) Vice Presidents,
 - (c) Recording Secretary,
 - (d) Registered Agent.
3. the number of Vice Presidents shall be determined by a majority vote of the Board of Directors.

Section B. Nomination and Election. Election of officers shall be held at the Annual Meeting of the Board of Directors with the nominee receiving the majority of votes cast winning the election. In the event no nominee receives a majority on the first ballot, a second ballot shall be taken among the top two vote-getters.

Section C. Term of Office: The term of office of each officer shall be one year or until their successors are elected and qualified. There will be no limit on the number of consecutive terms an officer may serve.

Section D. Duties:

1. **President:** The President shall be the chief executive officer of the Federation and Chairperson of the Board of Directors. He or she shall be Chairperson of the Executive committee and ex-officio member of all committees of the Federation except the Nominating Committee. It shall be the duty of the President to preside at meetings of the Federation and the Board of Directors. He or she shall call special meetings of the Federation Board of Directors. He or she shall exercise supervision over both the Board of Directors and the membership as a body to insure that both are functioning in accordance with these Bylaws, approved policies, amendments, and approved resolution of those two bodies. He or she shall, at the Annual General Meeting for the Federation or at meetings of the Board of Directors or at other times as he or she deems proper, communicate to the membership of the Board of Directors such matters and make such suggestions as may, in his or her opinion tend to increase the usefulness of the Federation, and shall perform such duties as are necessary and incident to the office of the President.
2. **Vice-Presidents:** In case of disability or absence of the President, or his or her inability from any cause to act, one of the Vice-Presidents, designated by the Board, shall perform the duties of the President's office. The Vice-Presidents shall carry out such responsibilities and exercise such authority as are delegated to them by the President or the Board.
3. **Recording Secretary:** The Recording Secretary shall be responsible for having a record kept of the proceedings of meetings of the Federation, and meetings of the Board of Directors.
4. **Registered Agent:** The Registered Agent shall have such duties as required by the law of the state where the Federation is incorporated. The Registered Agent shall have the same voting rights as any member of the Federation unless he or she is also elected as a member of the Board of Directors.

Section E. Resignation, Removal and Vacancy. An officer's position on the Board of Directors shall be declared vacant upon the officer's resignation, removal, incapacity, disability or death. Any officer may resign at any time from office by giving written notice to the President or Executive Director. An officer can be removed from office for cause by a two-thirds (2/3) vote of the entire remaining members of the Board of Directors. For this purpose voting may be performed by registered mail. A vacancy in the position of any officer shall be filled by vote of the Board of Directors for the remaining term of office. The individual chosen shall be an eligible member of the Federation and may, but need not be, a director.

ARTICLE IX: COMMITTEES

Section A. Types of Committees.

There shall be two types of committees: Standing Committees as set forth in these Bylaws and other committees intended to meet the developing needs of the Federation. Committees not designated in these Bylaws may be created and/or disbanded by the President. The chairperson of each such committee shall be appointed by the President and report to the President or his/her designee. Except for the Executive Committee, chairpersons and members of committees do not need to be members of the Board of Directors. Committees shall have three or more members.

Section B. Standing Committees:

1. **Executive Committee:**
 - a. **Members:** The members of the Executive Committee shall be the President, Vice-Presidents, and Recording Secretary, and Executive Director, as a non-voting ex-officio member, and shall include

among its membership sufficient such that its membership and voting power shall comply with that of the Board as a whole under Section c.3 of Article VII.

- b. Terms of Office: The term of office shall be one year corresponding to the terms of the Officers and Directors who comprise the committee.
- c. Duties: The Executive Committee shall meet as required on the call of the President. The Executive Committee is the principal administrative body of the Federation with primary responsibility for implementation of the policies and goals set by the Board. It may act upon policy matters and other matters which arise in the interim between Board meetings. It may review the annual report of the current year and review the budget for the forthcoming year prior to their submission to the Board of Directors.

2. Nominating Committee.

The Committee shall submit the names of nominees for election of directors to the membership at the Annual General Meeting of the Federation, in compliance with the membership and voting power requirements of Article VII, Section C.3. Nomination of a prospective candidate shall be by a majority vote of the members of the committee who are present.

3. Finance Committee. Duties: The duties of the committee shall be to formulate the financial development plans and to supervise the execution of the plans, formulate the budget for the forthcoming year and monitor the current budget, oversee the annual audit and fund-raising activities.

4. Sanctioning Committee:

- a. The President shall appoint the chairperson of the committee.
- b. The duties of the committee shall be to review, process, and approve/disapprove all requests for sanctioning of "Class A" meets as prescribed by the Board of Directors—approve rules and regulations governing this subject.

5. Bylaws Committee:

- a. The President shall appoint the chairperson of the committee.
- b. The duties of the committee shall be to:
 - 1. Study all proposed Bylaw amendments.
 - 2. Make recommendations to the board for changes to the Bylaws to be sent to the Annual General Meeting.
 - 3. Based on the recommendations of the Bylaws Committee, the board will submit these proposals to the Annual General Meeting with a recommendation for adoption or rejection.

6. Grievance Committee:

- a. The President shall appoint the chairperson of the committee, and such appointment shall be confirmed by the Board of Directors.

- b. The duties of the Grievance Committee shall be to implement procedures for the prompt and equitable resolution of grievances of Federation members, to hear any grievances regarding the selection of a U.S. team, and alternates, for representation at any International Orienteering competition and to resolve protests and other questions concerning a Federation-sanctioned meet which have not been satisfactorily resolved by the meet jury.
- c. Procedures:
 1. A grievance should be made, in writing, to the Chairperson of the Grievance Committee within one week (7 days) after (a) the ruling of the local meet protest committee, (b) the selection for representation or (c) the other action complained of, has occurred.
 2. The Grievance Committee will report their findings and decision to the complainant, the defendant, and the Board of Directors, within sixty (60) days after receiving the grievance.
 3. All parties, members and clubs shall be bound by the majority vote of the Grievance Committee; however, an appeal to the Board of Directors may be made in writing, with notice to all parties involved, who shall be identified in such appeal as having been given notice within thirty (30) days following receipt of the committee opinion. The Board shall act on any timely appeal at its next regular meeting and report its decision to the appellant and other parties. Any party dissatisfied with any decision or action denying a party the opportunity to compete in any protected competition, as defined in Section 1.3(w) of the Bylaws of the U.S.O.C., shall be entitled to submit his/her grievance to mediation and/or binding arbitration as provided in Section 9 of said U.S.O.C. Bylaws, and the Federation shall be bound by any settlement or arbitrators' award awarded as a result thereof.

Section C. Approval: All decisions and recommendations of all committees shall be subject to approval by the Board of Directors although if there is no action by the board, the decisions by committees shall stand.

ARTICLE X. SECURITY BONDS

Each Officer, Director, member, or employee of the Federation who may have responsibility for handling of funds of the Federation may be required to give a security bond to be furnished at the expense of the Federation for the faithful discharge of his or her duties, if so required by the Board of Directors. Such bonds shall be in such amounts and with securities as the Board of Directors shall approve or direct.

ARTICLE XI: FINANCIAL REVIEWS

The books and the accounts of the Federation shall be reviewed at least annually by a committee of three (3) Federation members or a certified public accountant and also reviewed by the Board of Directors. Financial and operating statements shall be submitted to the Federation membership at the Annual General Meeting.

ARTICLE XII: FISCAL YEAR

The Fiscal Year of the Federation shall begin on January 1 and terminate on December 31.

ARTICLE XIII: AMENDMENTS

Amendments to these Bylaws require a simple majority at the Annual General Meeting, by any Federation Referendum, or at any Special Meeting of the Federation that may be called by the Board of Directors on

application in writing to the Executive Director supported by ten percent (10%) of the voting membership of the Federation.

ARTICLE XIV: PARLIAMENTARY AUTHORITY

The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the Federation in all cases in which they are applicable and in which they are not inconsistent with the Bylaws and special rules of order the Federation may adopt.

Adopted: June, 1986. Based upon the original Bylaws, adopted August 1, 1971, revised 1974-1989, and upon the Requirements for Membership as provided in the Constitution of the United States Olympic Committee, and amended at the Annual Conventions/General Meetings on July 17, 1992, June 30, 1995, July 2, 1999, June 24, 2001, August 13, 2003, June 27, 2009, June 28, 2010, July 27, 2013, and August 9, 2014.