

To the extent these bylaws conflict with applicable law, applicable law prevails .

ARTICLE 1

NAME, OBJECTIVES, TERRITORY AND JURISDICTION

- 1.1 **NAME** - The name of the corporation shall be Iowa Swimming, Inc. (IASI).
- 1.2 **OBJECTIVES** - The objectives and primary purpose of IASI shall be the education, instruction and training of individuals to develop and improve their capabilities in the sport of swimming. IASI shall promote swimming for the benefit of swimmers of all ages and abilities, in accordance with the standards, rules, regulations, policies and procedures of World Aquatics, USA Swimming, and IASI and its Articles of Incorporation.
- 1.3 **GEOGRAPHIC TERRITORY** - The geographic territory of IASI is as set forth in Article 603 of the USA Swimming Rules and Regulations. IASI shall be divided into regions as listed in the IASI Policies and Procedures Section A.IV.
- 1.4 **JURISDICTION** - IASI shall have jurisdiction over the sport of swimming as delegated to it as a Local Swimming Committee by USA Swimming to conduct swimming programs consistent with IASI's objectives and those of USA Swimming and to sanction, approve, observe and oversee competitive swimming events within the Territory and to conduct competitive swimming events within the Territory, its Region and its Zone (as those terms are defined in Part Six of the USA Swimming Rules and Regulations). IASI shall discharge faithfully its duties and obligations as a Local Swimming Committee of USA Swimming in accordance with these Bylaws, the USA Swimming Rules and Regulations and all applicable policies and procedures.
- 1.5 **COMPLIANCE WITH USA SWIMMING AGREEMENTS** – IASI shall comply with all agreements between IASI and USA Swimming.

ARTICLE 2

MEMBERSHIP

- 2.1 **MEMBERS** - The membership of IASI shall consist of the clubs, organizations and individuals who have registered with IASI as set forth in the USA Swimming Corporate Bylaws. This includes the optional USA Swimming categories of Seasonal Athlete, Seasonal Club and Flex Memberships.
- .1 **MEMBERS** - A Member's status is subject to the Member's continued satisfaction of the criteria for membership and compliance with the Member's responsibilities under these Bylaws, the USA Swimming Corporate Bylaws, the rules, regulations, policies, procedures and code of conduct of IASI and USA Swimming.
- .2 **MEMBERSHIP A PRIVILEGE NOT A RIGHT** - Membership in IASI and USA Swimming is a privilege and shall not be interpreted as a right. Membership may be terminated by the National Board of Review or the U.S. Center for SafeSport in accordance with the National Board of Review procedures, pursuant to the USA Swimming Operating Policy Manual.
- 2.2 **MEMBERS' RESPONSIBILITIES**
- .1 **COMPLIANCE** - Each Group and Individual Member shall abide by the codes of conduct and ethics, policies, procedures, rules and regulations adopted by USA Swimming and IASI, including its obligations and responsibilities set forth in these Bylaws.
- .2 **RESPONSIBILITY FOR INFRACTIONS** - A Group Member or Individual Member, as defined in USA Swimming Corporate Bylaws, may be held responsible for infractions of the policies, procedures, rules, regulations or codes of conduct or ethics adopted by USA Swimming or IASI, including its responsibilities as set forth in these Bylaws.

ARTICLE 3

DUES AND FEES

- 3.1 **MEMBERSHIP FEES** - Membership fees shall be as established in the USA Swimming Corporate Bylaws. Local fees, as permitted, shall be as established by the IASI House of Delegates.

3.2 SANCTION, APPROVAL AND OTHER FEES

- .1 SANCTION AND APPROVAL FEES - The IASI Board of Directors shall establish reasonable fees, procedures, and documentation required of an applicant for a sanction or approval for, or observation of, a swimming competition to be conducted within the Territory.
 - .2 SERVICE CHARGES - In addition to, or in place of, a sanction or approval fee, the IASI Board of Directors may establish a reasonable service charge consistent with the nature of the event.
 - .3 PAYMENT - Each applicant for a sanction, approval or observation shall submit with its application the fees and any service charges specified by IASI. If any of the sanction or approval fees or service charges are due at a time following the submission for sanction or approval, the applicant shall promptly pay those fees or service charges to IASI when due in accordance with IASI's fee schedule.
 - .4 FINES - The IASI Board of Directors may establish fines for noncompliance with policies adopted by the IASI House of Delegates and/or the Board of Directors.
- 3.3 FAILURE TO PAY - Membership rights may be suspended in accordance with the USA Swimming Corporate Bylaws (Delinquent Dues and Fees).

ARTICLE 4
HOUSE OF DELEGATES

- 4.1 MEMBERS - The House of Delegates of IASI shall consist of the Group Member Representatives, the Board of Directors Members, certain committee chairs and coordinators, the Non-Athlete At-Large House Members, House Members appointed and the Athlete At-Large elected by the Athletes Committee
- .1 GROUP MEMBER REPRESENTATIVES - Each Group Member in good standing shall appoint from its membership representatives in accordance with the following provisions:
 - A. Group Member (including Seasonal Group Member): one (1) athlete delegate and one (1) non-athlete delegate for the first fifty (50) registered athlete members and one (1) additional athlete or non-athlete for each additional fifty (50) registered athlete members.
 - B. The appointment shall be in writing, addressed to the Secretary of IASI or designee and duly certified by the chief executive officer or secretary of the appointing Group Member. The appointing Group Member may withdraw one or more of its Group Member Representatives or one or more of its alternates and substitute a new Group Member Representative or new alternates by written notice, addressed to the Secretary of IASI or designee and signed by the chief executive officer or secretary of the appointing Group Member. The representatives of any Group Member are required to be Individual Members of USA Swimming.
 - .2 BOARD OF DIRECTORS - Board of Director Members as designated in Section 5.
 - .3 NON-ATHLETE AT-LARGE HOUSE MEMBERS - Up to ten (10) non-athlete members of the House of Delegates may be appointed as At-Large House Members by the General Chair with the advice and consent of the Board of Directors. At-Large House Members shall hold office from the date of appointment through the conclusion of the annual meeting of the House of Delegates following such appointment or until their successors are appointed to the House of Delegates.
 - .4 ATHLETE AT-LARGE HOUSE MEMBERS - A sufficient number of athletes to ensure that Athlete Representatives constitute at least 20% of the voting membership of the House of Delegates shall be elected by the Athletes Committee and shall hold office from the date of election through the conclusion of the annual meeting of the House of Delegates following such election or until their successors are elected to the House of Delegates.
 - .5 COMMITTEE CHAIRS AND COORDINATORS - The Governance Committee Chair and the Operational Risk Coordinator shall serve as members of the IASI House of Delegates.
- 4.2 ELIGIBILITY - Only Individual Members in good standing shall be eligible to be elected or appointed as at-large members of the House of Delegates.

- 95 4.3 DOUBLE VOTE PROHIBITED - An Individual Member entitled to vote in House of Delegates meetings
96 may only have one vote regardless of the number of positions held by such member.
- 97 4.4 VOICE AND VOTING RIGHTS OF MEMBERS - The voice and voting rights of members of the House of
98 Delegates and of individuals shall be as follows:
- 99 .1 GROUP MEMBER REPRESENTATIVES, BOARD MEMBERS, AT-LARGE HOUSE MEMBERS
100 - Each of the Group Member Representatives, (other than those Affiliated Group Members), the Board
101 Members, the At-Large House Members shall have both voice and vote in meetings of the House of Delegates.
- 102 .2 INDIVIDUALS - Individuals who are not members of the House of Delegates may attend open meetings of
103 the House of Delegates and its committees and be heard at the discretion of the presiding officer.
- 104 .3 AFFILIATED GROUP MEMBERS – Delegates representing Affiliated Group Members shall have voice
105 but no vote.
- 106 4.5 DUTIES AND POWERS - The House of Delegates shall oversee the establishment of policies, procedures and
107 programs. In addition to the duties and powers prescribed in the USA Swimming Rules and Regulations, USA
108 Swimming Corporate Bylaws, or elsewhere in these Bylaws, the House of Delegates shall:
- 109 .1 Elect the officers, Athlete Board Members, Non-Athlete At-Large Board Members, members of the
110 Administrative Review Board, and the committee chairs and coordinators listed in Articles 6 and 7;
- 111 .3 Elect the members of the Governance Committee;
- 112 .4 Review, modify and adopt the annual budget of IASI recommended by the Board of Directors;
- 113 .5 Call regular and special meetings of the House of Delegates;
- 114 .6 Ratify or prospectively modify or rescind policy and program established by the Board of Directors, except
115 any action or authorization by the Board of Directors with respect to contracts or upon which any person
116 may have relied shall not be modified or rescinded;
- 117 .7 Establish joint administrative committees, or undertake joint activities with other sports organizations
118 where deemed helpful or necessary by IASI;
- 119 .8 Amend the Bylaws of IASI in accordance with Section 9.3; and
- 120 .9 Remove from office any persons elected by the House of Delegates (Board Members, members of the
121 Administrative Review Board, or committee chairs or coordinators) who have failed to attend to their
122 official duties or member responsibilities or have done so improperly, or who would be subject to penalty
123 by the National Board of Review for any of the reasons set forth in the National Board of Review procedures,
124 pursuant to the USA Swimming Operating Policy Manual. However, no such individual may be removed
125 without receiving thirty (30) days' written notice by the Secretary or other officer designated by the House
126 of Delegates specifying the alleged deficiency in the performance of the member's responsibilities or
127 specific official duties or other reason and an opportunity to respond in writing within twenty (20) days to
128 such allegations.
- 129 4.6 ANNUAL AND REGULAR MEETINGS - The annual meeting of the House of Delegates of IASI shall be held
130 in the Spring (April or May). Regular meetings of the House of Delegates may be held in accordance with a schedule
131 adopted by the Board of Directors and in the Fall (October or November) following the annual meeting of USA
132 Swimming.
- 133 4.7 SPECIAL MEETINGS - Special meetings of the House of Delegates may be called by the Board of Directors or
134 the General Chair. Should the Board of Directors or the General Chair fail to call the annual or scheduled regular
135 meetings or should a special meeting be appropriate or helpful, a meeting of the House of Delegates may be called
136 by a petition signed by at least five (5) group members of the House of Delegates.
- 137 4.8 MEETING LOCATION AND TIME - Meetings of the House of Delegates may be held at any date, time,
138 and place, including via telecommunication (unless prohibited by state or local laws), as may be fixed in the notice
139 of such meeting. All in person meetings of the House of Delegates shall take place at a site within the Territory. The
140 House of Delegates or the Board of Directors shall determine the location and time of all meetings of the House of
141 Delegates. All meetings conducted via telecommunications shall include means by which all persons participating
142 in the meeting can hear each other at the same time and which ensures all votes duly cast by voting members are
143 officially recorded.

- 144 4.9 OPEN MEETINGS/CLOSED SESSIONS - House of Delegates meetings shall be open to all members of IASI.
145 Issues pertaining to personnel, disciplinary action, legal, tax or similar affairs of IASI shall be deliberated and
146 decided in a closed session which only House of Delegates members may attend. By a majority vote, the House of
147 Delegates may decide to go into closed session on any matter deserving of confidential treatment or of personal
148 concern to any member of the House of Delegates.
- 149 4.10 QUORUM - A quorum of the House of Delegates shall consist of those members present and voting.
- 150 4.11 VOTING - Except as otherwise provided in these Bylaws or the Parliamentary Authority, all motions, orders
151 and other propositions coming before the House of Delegates shall be determined by a majority vote.
- 152 4.12 PROXY VOTE - Voting by proxy in any meeting of the House of Delegates shall not be permitted.
- 153 4.13 NOTICES
- 154 .1 TIME - Not less than fourteen (14) days' written notice shall be given to each member of the House of
155 Delegates for any annual, regular or special meeting of the House of Delegates. See Section 14.1.3 for the
156 various permitted means of notice.
- 157 .2 INFORMATION - The notice of a meeting shall contain the time, date and site. For special meetings of
158 the House of Delegates, the expected purpose (which may be general) of the meeting shall be stated. If an
159 expected purpose is the amendment of the Bylaws, a copy of the proposed amendment shall be included in
160 the notice. Failure to have included in the notice any germane amendments subsequently adopted by the
161 House of Delegates at the noticed meeting shall not be the basis for any claim that the amendments as so
162 adopted are invalid.
- 163 a. Proposals to be included in notice of House of Delegate regular meetings shall be submitted to the
164 IASI Secretary and IASI Office no later than 45 days prior to regular schedule meeting.
- 165 b. SPECIAL RULES OF ORDER – Proposals received less than 45 days prior to regular meeting will
166 not be included in the notification of House of Delegate meeting. Proposals not included in notice of
167 House of Delegate meeting require 90% approval in order to pass.

168 ARTICLE 5
169 BOARD OF DIRECTORS

- 170 5.1 MEMBERS - The Board of Directors shall consist of the following officers, committee chairs, and representatives
171 of IASI, together with those additional members designated in Sections 5.2 and 5.3:
- 172 .1 General Chair
173 .2 Administrative Vice-Chair
174 .3 Finance Vice-Chair
175 .4 Senior Coach Representative
176 .5 Athlete Board Representatives (2)
177 .6 Secretary
178 .7 Treasurer
179 .8 Senior Vice-Chair
180 .9 Age Group Vice-Chair
181 .10 Safe Sport Chair
182 .11 Diversity, Equity and Inclusion Chair
183 .12 At-Large Athlete Board Members
184 .13 At-Large Non-Athlete Board Members
185 .14 Technical Planning Chair
186 .15 Officials Chair
187 .16 Disability Chair
- 188 5.2 AT-LARGE BOARD MEMBERS - The House of Delegates may specify no more than five (5) At-Large positions.
189 Any reduction in the number of At-Large Board Members shall not take effect until the terms of office of the
190 incumbents expire or become vacant. At Large Non-Athlete Board Members shall be elected by the House of
191 Delegates during the Annual (Spring) Meeting. The term(s) will begin September 1 following election and conclude
192 August 31 following the second Annual (Spring) House of Delegates Meeting. Additionally, a sufficient number of
193 Athlete Representatives shall be elected as At-Large Board Members such that athletes constitute at least twenty
194 percent (20%) of the voting membership of the Board of Directors at any given time (taking into account the Athlete

Board Representatives). The Athlete At-Large Board Members shall meet the same requirements and be elected at the same time and place as the Athlete Board Representatives set forth in Section 6.2.1. All At-Large Board Members shall hold office from the date of their election or appointment through the conclusion of the second annual meeting of the House of Delegates following such election or appointment, or until their successors are elected or appointed.

5.3 EX-OFFICIO MEMBERS - - The following persons shall be ex-officio members of the Board of Directors:

.1 The immediate past General Chair

.2 The Junior Coach Representative

5.4 LIMITATIONS -

.1 No more than two (2) Members of any Group Member shall serve as voting members on the Board of Directors at any time. This limitation shall be applied separately as to Athlete Representatives and Non-Athlete Members.

.2 No employee of IASI may serve as a voting member of the Board of Directors.

5.5 VOICE AND VOTING RIGHTS OF BOARD MEMBERS - The voice and voting rights of Board Members and individuals shall be as follows:

.1 BOARD MEMBERS - Each Board Member (other than the ex-officio members) shall have both voice and vote in meetings of the Board of Directors and its committees.

.2 EX-OFFICIO BOARD MEMBERS - Unless entitled to vote under another provision of these Bylaws, the ex-officio members shall have voice but no vote in meetings of the Board of Directors and its committees.

a. The Junior Coach Representative shall have both voice and vote in the absence of the Senior Coach Representative in meetings of the Board of Directors and its committees.

.3 GENERAL - Anyone may attend open meetings of the Board of Directors and its committees and be heard at the discretion of the presiding officer.

5.6 DUTIES AND POWERS - The Board of Directors shall act for IASI and the House of Delegates during the intervals between meetings of the House of Delegates, except that it shall not remove a Board Member, an Administrative Review Board member, or other person not appointed by the Board of Directors or amend these Bylaws. Any actions taken are subject to the exercise by the House of Delegates of its powers of ratification or prospective modification or rescission. In addition to the powers and duties prescribed in the USA Swimming Rules and Regulations or elsewhere in these Bylaws, the Board of Directors shall have the power and it shall be its duty to:

.1 Establish and direct policies, procedures and programs for IASI;

.2 Oversee the conduct by the officers of IASI of the day-to-day management of the affairs of IASI;

.3 Appoint Athlete At-Large Board Members if they are not elected in a timely fashion;

.4 Provide advice and consent to appointments proposed by the General Chair as required under these Bylaws or the IASI Policies and Procedures;

.5 Cause the preparation and presentation to the House of Delegates of the annual budget of IASI and make a recommendation to the House of Delegates concerning the approval or disapproval thereof;

.6 Approve the annual review/audit;

.7 Call regular or special meetings of the Board of Directors or the House of Delegates;

.8 Retain such independent contractors and employ such persons as the Board shall determine are necessary or appropriate to conduct the affairs of IASI;

.9 Appoint other officers, agents, or committees or coordinators, to hold office for the terms specified. These appointees shall have the authority and perform the duties as provided in these Bylaws, the IASI Policies and Procedures or as may be provided in the resolutions appointing them, including any powers of the Board of Directors as may be specified, except as may be inconsistent with any other provision of these Bylaws. To the extent not provided elsewhere in these Bylaws, the Board of Directors may delegate to any officer, agent,

242 or committee or coordinator the power to appoint any such subordinate officers, agents, or committees or
243 coordinators and to prescribe their respective terms of office, authorities and duties; and

244 .10 Remove from office any Board Members, committee chairs, or committee members or coordinators of IASI
245 who were appointed/elected by the Board and who have failed to attend to their official duties or member
246 responsibilities or have done so improperly, or who would be subject to penalty by the National Board of
247 Review for any of the reasons set forth in the National Board of Review procedures, pursuant to the USA
248 Swimming Operating Policy Manual. However, no At-Large Board Member, or committee chair or
249 coordinator may be removed without receiving the thirty (30) days' written notice specifying the alleged
250 deficiency in the performance of the member's responsibilities or specific official duties or other reasons and
251 an opportunity to respond in writing within twenty (20) days to such allegations.

252 5.7 MEETINGS - Board of Directors meetings shall be open. Matters relating to personnel, disciplinary action, legal,
253 taxation or similar affairs shall be deliberated and decided in a closed session which only Board Members are entitled
254 to attend. By a majority vote on a motion of a question of privilege, the Board of Directors may decide to go into
255 closed session on any matter deserving of confidential treatment or of personal concern to any member of the Board
256 of Directors.

257 5.8 PARTICIPATION THROUGH COMMUNICATIONS EQUIPMENT - Members of the Board of Directors
258 may participate in meetings of the Board of Directors through conference equipment by means of which all persons
259 participating in the meeting can hear each other at the same time. Participation by such means shall constitute
260 presence at a meeting.

261 5.9 REGULAR MEETINGS - Regular meetings of the Board of Directors shall be held in accordance with a schedule
262 adopted by the Board of Directors.

263 5.10 SPECIAL MEETINGS - Special meetings of the Board of Directors may be called by the General Chair. Should
264 the Board of Directors or the General Chair fail to call regular meetings or should a special meeting be appropriate
265 or helpful, a meeting of the Board of Directors shall be called at the written request of any three (3) Board Members.

266 5.11 QUORUM - A quorum of the Board of Directors shall consist of a majority of the voting members.

267 5.12 VOTING - Except as otherwise provided in these Bylaws or the Parliamentary Authority, all motions, orders and
268 other propositions coming before the Board of Directors shall be determined by a majority vote. A motion, order or
269 other proposal the effect of which is to override policy or program established by the House of Delegates shall be
270 determined by a two-thirds vote after at least fourteen (14) days' written notice to the Board of Directors.

271 5.13 PROXY VOTE - Voting by proxy in any meeting of the Board of Directors shall not be permitted.

272 5.14 ACTION BY WRITTEN CONSENT - Any action required or permitted to be taken at any meeting of the Board
273 of Directors may be taken without a meeting if all the Board Members entitled to vote consent to the action in writing
274 and the written consents are filed with the records of the respective meetings. These consents shall be treated for all
275 purposes as votes taken at a meeting.

276 5.15 MAIL/EMAIL VOTE - Any action which may be taken at any regular or special meeting of the Board of
277 Directors, except elections, or removals of appointed Board members, committee chairs and members, may be taken
278 without a meeting. If an action is to be taken without a meeting, the Secretary, by first class mail, postage prepaid,
279 or email, shall distribute a ballot to every Board Member entitled to vote on the matter. The ballot shall set forth the
280 proposed action, provide an opportunity to specify approval or disapproval, and provide a reasonable time (but in no
281 event less than the period specified in Section 5.16) within which to return the ballot to the Secretary. Action by
282 ballot shall be valid only when the number of votes cast in favor of the proposed action within the time period
283 specified constitutes a majority of the votes entitled to be cast.

284 5.16 NOTICES -

285 .1 TIME - Not less than six (6) days' written notice shall be given to each Board Member for any annual, regular
286 or special meeting of the Board of Directors. (See Section 14.1.3 for the permitted means of notice.)

287 .2 INFORMATION - The notice of a meeting shall contain the time, date and site and in the case of special
288 meetings, the expected purpose.

ARTICLE 6
OFFICERS AND DIRECTORS

6.1 OFFICERS - The officers shall be as listed herein and shall be elected by the House of Delegates at its annual meeting.

- .1 General Chair
- .2 Administrative Vice-Chair
- .3 Finance Vice-Chair
- .4 Senior Vice-Chair
- .5 Age Group Vice-Chair
- .6 Secretary
- .7 Treasurer
- .8 Diversity, Equity and Inclusion Chair

6.2 OTHER DIRECTORS

.1 ATHLETE REPRESENTATIVES -

Two (2) Athlete Board Representatives shall be elected, one each year for a two-year term, or until their respective successors are elected. At the time of election, the Athlete Board Representative must (a) be an athlete member in good standing; (b) be at least a sophomore in high school or at least 16 years of age, (c) be currently competing, or have competed within the two (2) immediately preceding years, in a USA Swimming sanctioned event conducted by IASI or another LSC; and (d) have their place of permanent residence in the Territory and expect to reside therein throughout at least the first half of the term (other than periods of enrollment in an institution of higher education). The balloting shall take place via electronic vote and/or at a meeting called for that purpose by the Senior Athlete Representative or the Athletes Committee, or failing that, at a time and in a manner designated by the Board of Directors. At least twenty (20) days' written notice of the election shall be given to all clubs. The Athlete Representatives elected shall be determined by a majority of the athlete members in good standing, present and voting who are thirteen (13) years of age or older at the time of the election.

.2 COACH REPRESENTATIVES

Two Coach Representatives shall be elected, one each year for a two-year term, or until a successor is elected. During the first year of the term, the Coach representative will be designated the Junior Coach Representative. During the second year of the term, the Coach representative will be designated the Senior Coach Representative. The election of the Coach Representatives shall be conducted via electronic vote and/or at a meeting called for that purpose by the Senior Coach Representative, the Coaches Committee or the Board of Directors, and determined by a majority of the Coach Members in good standing present and voting or, failing that, at a time and place and in a manner designated by the Board of Directors. At least fourteen (14) days' written notice of the election shall be given to all clubs.

.3 COMMITTEE CHAIRS/COORDINATORS/AT-LARGE BOARD MEMBERS

A. The following committee chairs/coordinators/at-large Board members shall be elected by the House of Delegates:

- a. At-Large Non-Athlete members
- b. Diversity, Equity and Inclusion (DEI) Chair
- c. Technical Planning (TPC) Chair
- d. Disability (DISI) Chair

B. The following committee chairs /coordinators/ at-large Board members shall be elected as follows:

- a. The Athlete At-Large Board Representatives shall be elected in accordance with 6.2.1.
- b. The Coach Representatives shall be elected in accordance with 6.2.2.
- c. Officials' (OC) Chair shall be appointed in accordance with Section G of the IASI Policies and Procedures.

336 C. The following committee chairs/coordinators/ at-large Board members shall be appointed by the
337 General Chair with advice and consent of the Board of Directors:

338 a. Safe Sport Chair

339 6.3 ELIGIBILITY - Only Individual Members of USA Swimming in good standing with IASI and USA Swimming
340 shall be eligible to hold office and must maintain their eligibility throughout their term of office.

341 6.4 DOUBLE VOTE PROHIBITED - An Individual Member entitled to vote in Board of Directors meetings may
342 only have one vote, regardless of the number of positions held by such Member.

343 6.5 OFFICES SPLIT OR COMBINED -

344 .1 OFFICE HELD BY TWO PERSONS - Any office other than General Chair, Finance Vice-Chair
345 and Treasurer, may be held jointly by two Individual Members. Two individuals who are sharing an office
346 shall share one vote.

347 .2 OFFICES COMBINED - Any office other than General Chair may be combined with any other office
348 except that the offices of Finance Vice-Chair and Treasurer may not be combined.

349 6.6 TERMS OF OFFICE -

350 .1 TERM OF OFFICE - The terms of office of all members of the Board of Directors shall be 2 years.

351 .2 COMMENCEMENT OF TERM - Each person elected or appointed to a position shall assume office
352 the following September 1st upon election or appointment and shall serve until a successor is chosen.

353 .3 CONSECUTIVE TERMS LIMITATION - Except for the Secretary, Safe Sport, and Treasurer, no
354 Individual Member who has served two successive terms shall be eligible for re-election or appointment to
355 the same position until a lapse of one term. A portion of any term served to fill a vacancy in the position
356 shall not be considered in the computation of this successive term limitation.

357 6.7 DUTIES - The duties of the officers and other Board Members shall be to attend and participate in all meetings of
358 the House of Delegates and the Board of Directors and as defined in these Bylaws, the IASI Policies and Procedures,
359 and applicable state laws.

360 6.8 RESIGNATIONS - Any officer, director or other board member may resign by submitting a written
361 resignation to the General Chair or the Board of Directors specifying an effective date of the resignation. In the
362 absence of a specified effective date, any such resignation shall take effect upon the appointment or election of a
363 successor. Unexcused absence from more than one of the ~~six (6)~~ regular Board of Director meetings as published in
364 the Board's annual planning cycle will constitute that member's resignation from the Board of Directors. Waivers
365 may be granted by vote of the Board or at the discretion of the General Chair. In the latter case, the General Chair
366 shall inform the Board of such waiver.

367 6.9 VACANCIES AND INCAPACITIES -

368 .1 OFFICE OF GENERAL CHAIR - In the event of a vacancy in the office of General Chair, or of the
369 General Chair's temporary or permanent incapacity, the Administrative Vice-Chair shall become the acting
370 General Chair until an election can be held at the next meeting of the House of Delegates to fill the
371 remaining term, if any, of the former General Chair, or until the General Chair ceases to suffer from any
372 temporary incapacity. While serving as acting General Chair, the Administrative Vice-Chair shall vacate
373 the office of Administrative Vice-Chair, except in the case of the General Chair's temporary incapacity. If
374 the General Chair is to be absent from the Territory, the General Chair may, but is not obligated to, designate
375 the Administrative Vice-Chair as acting General Chair for the duration of the absence.

376 .2 OFFICES OF ATHLETE OR COACH REPRESENTATIVES OR ANY POSITION ELECTED - In the
377 event of a vacancy or of the permanent incapacity of a person holding the office of Athlete Board
378 Representative or Coach Representative, or person who has been elected, the General Chair may appoint,
379 with the advice and consent of the Board of Directors, an eligible member to serve the remainder of the
380 term of office or until the respective body shall elect a successor.

381 .3 DETERMINATION OF VACANCY OR INCAPACITY - The determination of when an office
382 becomes vacant or an officer becomes incapacitated shall be within the discretion of the Board of Directors
383 or the House of Delegates with the advice and consent of the electing body. The determination as to when
384 the General Chair is temporarily incapacitated shall be made, where the circumstances permit, by the

385 General Chair and otherwise shall be within the discretion of the Board of Directors, subject to any
386 subsequent action by the House of Delegates.

387 6.10 REMOVAL OF DIRECTORS - Directors may be removed in accordance with 4.5.9 and 5.6.10 of these Bylaws.

388 6.11 OFFICERS' POWERS GENERALLY -

389 .1 AUTHORITY TO EXECUTE CONTRACTS, ETC. - The General Chair, Administrative Vice-Chair,
390 Senior Vice-Chair, Age Group Vice-Chair and Finance Vice-Chair each may sign and execute in the name
391 of IASI deeds, mortgages, bonds, contracts, agreements or other instruments duly authorized by the IASI
392 Policies and Procedures, the Board of Directors or the House of Delegates, except in cases where the signing
393 and execution thereof shall be expressly delegated by the Board of Directors to another officer or agent,
394 expressly requires two or more signatures or is required by law to be otherwise executed. Additional signing
395 authority may be provided by standing resolutions of the Board of Directors or the House of Delegates.

396 .2 ADDITIONAL POWERS AND DUTIES - Each officer shall have other powers and perform other
397 duties as prescribed in the IASI Policies and Procedures or by the House of Delegates, the Board of
398 Directors, the General Chair, the respective division chair, the delegating officer, or these Bylaws.

399 .3 DELEGATION - Officers of IASI may delegate any portion of their powers or duties to an individual or
400 a committee, except that neither the Finance Vice-Chair nor the Treasurer may delegate duties to the other
401 without the consent of the Board of Directors. In addition, the authority to sign checks, drafts, orders of
402 withdrawal or wire transfers shall not be delegated other than by the Board of Directors. Except as otherwise
403 provided in these Bylaws and with the consent of the Personnel Committee, any officer may delegate any
404 portion of that officer's powers or duties to the paid staff of IASI. A delegation of powers or duties shall
405 not relieve the delegating officer of the ultimate responsibility to see that these duties and obligations are
406 properly executed or fulfilled.

407 6.12 DEPOSITORIES AND BANKING AUTHORITY -

408 .1 DEPOSITORIES, ETC. - All receipts, income, charges and fees of IASI shall be deposited to its credit
409 in the banks, trust companies, other depositories or custodians, investment companies or investment
410 management companies as the Board of Directors determines.

411 .2 SIGNATURE AUTHORITY - All checks, drafts or other orders for the payment or transfer of
412 money, and all notes or other evidences of indebtedness issued in the name of IASI shall be signed by the
413 General Chair, the Treasurer or other officer or officers or agent or agents of IASI, and in the manner, as
414 shall be determined by the Finance Vice-Chair, and/or the Board of Directors.

415 ARTICLE 7
416 DIVISIONS, COMMITTEES AND COORDINATORS

417 7.1 DIVISIONAL ORGANIZATION AND JURISDICTIONS, STANDING COMMITTEES AND COORDINATORS
418 - The divisions of IASI shall each be chaired as indicated below with respective duties, jurisdiction and
419 responsibilities described in the IASI Policies and Procedures.

- 420 .1 ADMINISTRATIVE DIVISION - Administrative Vice-Chair
421 .2 AGE GROUP DIVISION - Age Group Vice-Chair
422 .3 SENIOR DIVISION - Senior Vice-Chair
423 .4 FINANCE DIVISION - Finance Vice-Chair
424 .5 ATHLETES DIVISION - Senior Athlete Representative
425 .6 COACHES DIVISION - Senior Coach Representative

426 7.2 ELECTED, EX OFFICIO AND APPOINTED CHAIR AND COORDINATORS

427 .1 ELECTED CHAIRS AND COORDINATORS - Committee chairs and coordinators who are not Board
428 members, but are elected by the House of Delegates, a committee or division, are as follows:

429 A. The Governance Chair shall be elected by the Governance Committee

430 .2 EX-OFFICIO CHAIR - Certain other committee chairs are designated ex-officio by virtue of an office
431 currently held.

- .3 APPOINTED CHAIRS AND COORDINATORS - The chairs of all other committees and all other coordinators shall be appointed by the General Chair with the advice and consent of the Board of Directors and the respective division chair. The appointed committee chair or coordinator shall assume office upon appointment or the date designated by the General Chair and shall serve until a successor is appointed and assumes office.
- 7.3 COMMITTEES - In addition to the standing committees listed herein, the Board of Directors and the House of Delegates are each authorized to establish additional committees to meet programming needs. Except as otherwise provided in these Bylaws or the IASI Policies and Procedures, members of each committee shall be appointed by the General Chair with the advice and consent of the respective division chair and the chair of the committee. Athlete Representatives of each committee shall be appointed by the General Chair with the advice of the Senior Athlete Board Representative. Athlete membership shall constitute at least twenty percent (20%) of the voting membership of every committee. The division chair shall be an ex-officio member, with voice and vote, of each committee within the respective division.
- 7.4 STANDING COMMITTEES & COORDINATORS
- .1 ATHLETES COMMITTEE -
- A. Chair - The Senior Athlete Board Representative or their designee shall be the chair of the committee.
- B. Members - The Athletes Committee shall consist of the Athlete Board Representatives, the Athlete At-Large Board members, Member Club Athlete Representatives, and the current Athlete Delegates to the IASI House of Delegates.
- C. Duties - The Athletes' Committee shall have general charge of the business and affairs of the Athletes of IASI, and shall undertake such activities (a) delegated to it by the Board of Directors or the General Chair or (b) undertaken by the Committee as being in the best interests of the Athlete Members, IASI, USA Swimming and the sport of swimming (c) elect to the IASI Athlete Executive Committee, three (3) additional Athlete Members (d) elect Athletes-At-Large to the House of Delegates
- D. Quarterly Meetings – Two (2) Athlete Committee meetings will be held prior to the scheduled IASI House of Delegates meeting, with two (2) additional meetings held as needed.
- E. Quorum – Shall consist of the committee members present
- .2 FINANCE COMMITTEE -
- A. CHAIR - The chair shall be the Finance Vice-Chair.
- B. MEMBERS - The members of the Finance Committee shall be the Finance Vice-Chair, the Treasurer, one additional Board Member and a Non-Board Member and a sufficient number of Athlete Representatives so as to constitute at least twenty percent (20%) of the voting membership of the Committee.
- C. DUTIES -
- (1) To develop, establish where so authorized, or recommend to the Board of Directors, and supervise the execution of policy regarding the investment of IASI's working capital, funded reserves and endowment funds, within the guidelines, if any, established by the Board of Directors or the House of Delegates. The Finance Committee shall also regularly review IASI's equipment needs (both operational and office) and the various methods available to finance the acquisition of any needed equipment and make a determination and recommendation of the best financing method.
- (2) To conduct a review or audit or recommend an independent auditor to conduct the required annual review or audit of the books of IASI. If conducted internally, a minimum of three (3) committee members with a sufficient number of athletes to constitute at least 20% of the voting membership, must conduct the review or audit. The Treasurer cannot be a member of the group performing the audit, but can be present to provide clarification, information and answer questions.
- (3) To submit the review or audit and other reports and make recommendations to the Board of Directors with regard thereto.

481 (4) To consult with the officers, committee chairs and coordinators and prepare and present a proposed
482 budget for consideration and approval by the Board of Directors and the House of Delegates. The
483 officers, committee chairs and coordinators shall provide promptly such financial information
484 (current and projected) and budget proposals as the Finance Committee may request. The proposed
485 budget may contain alternatives.
486 (5) To complete and submit any state and local reports and filings.

487 .3 GOVERNANCE COMMITTEE -

488 A. CHAIR - The chair shall be elected annually by the Governance Committee from among its own
489 members.

490 B. MEMBERS –
491 The Governance Committee shall be elected by the House of Delegates and shall be comprised of at least
492 4 members, with a sufficient number of Athlete Representatives so as to constitute at least twenty percent
493 (20%) of the voting membership of the Committee. No more than one half of the Committee shall be
494 members of the IASI Board of Directors. If any member of the Governance Committee resigns or
495 otherwise becomes unable to participate in its affairs, the General Chair, with the advice and consent of
496 the Board of Directors, shall appoint a successor to serve until the next meeting of the House of Delegates.
497 In no case shall the General Chair or paid staff serve on the Governance Committee. Members shall serve
498 two-year terms, staggered so that approximately one-half of the members are elected each year. After
499 completion of three consecutive terms, members are not eligible to be elected or appointed to the
500 Governance Committee until after a lapse of two years. A portion of any term served to fill a vacancy in
501 the position shall not be considered in the computation of the successive term limitation.

502 C. QUORUM - When making nominations, a quorum for any meeting of the Governance Committee shall
503 consist of a majority of its voting members. For all other meetings, a quorum shall consist of those
504 members present and voting.

505 D. DUTIES
506 (1) To lead in the annual evaluation of the mission and vision statements of IASI;
507 (2) To lead in the annual evaluation of the Bylaws of IASI;
508 (3) To lead in the biennial review of all IASI governance documents;
509 (4) To aid in the development of operating policies and procedures;
510 (5) To ensure that the Board’s focus remains on the strategic plan;
511 (6) To lead in the development and review of job descriptions of Board officers;
512 (7) To lead Board succession planning by assessing current and anticipated needs of the Board;
513 (8) To lead in the identification and recruitment of potential Board members;
514 (9) To nominate Board members, Administrative Review Board members, Governance Committee
515 members (when elected), and other coordinator or chair positions to be elected by the House of
516 Delegates consistent with the matrix of skills, demographics, and talents needed;
517 (10) To publish the slate of candidates to the IASI membership at least twenty (20) days prior to the
518 election. Additional nominations may be made from the floor of the House of Delegates by voting
519 members of the House of Delegates;
520 (11) To design and implement Board and Chair orientation and onboarding; and
521 (12) To design and implement an ongoing program of Board and Chair education and development.

522 .4 OPERATIONAL RISK COORDINATOR

523 A. DUTIES - The duties shall be as outlined in the IASI Policies and Procedures.

524 .5 EXECUTIVE COMMITTEE

525 A. AUTHORITY AND POWER - The Executive Committee shall have the authority and power to act for
526 the Board of Directors and IASI between meetings of the Board and the House of Delegates. Limitations
527 to the authority and power of the Executive Committee shall be determined by the Board of Directors
528 and included in the IASI Policies and Procedures.

529 B. MEMBERS - The members of the Executive Committee shall be the
530 (1) General Chair, who shall act as chair,
531 (2) Administrative Vice-Chair,
532 (3) Senior Vice-Chair

- 533 (4) Age Group Vice-Chair
 534 (5) Secretary
 535 (6) Finance Vice-Chair
 536 (7) Senior Coach Representative
 537 (8) Senior Athlete Board Representative
 538 (9) Junior Athlete Board Representative
- 539 C. MEETINGS AND NOTICE - Meetings of the Executive Committee shall be held at any time or place
 540 within the Territory when called by the General Chair or any three (3) members of the Committee with
 541 a minimum of five (5) days' notice required.
- 542 D. QUORUM - A quorum of the Executive Committee shall consist of a majority of the members of
 543 the Committee.
- 544 E. REPORT OF ACTION TO BOARD OF DIRECTORS - At the next regular or special meeting of the
 545 Board of Directors, the Executive Committee shall make a report of its activities since the last Board of
 546 Directors meeting for ratification or prospective modification or rescission, provided, however, that any
 547 action of the Executive Committee upon which a third party may have relied (e.g., by signing, or
 548 authorizing the signing of a contract) may not be modified or rescinded by the Board of Directors or the
 549 House of Delegates.
- 550 .6 ATHLETE EXECUTIVE COMMITTEE
- 551 A. Authority and Power - The Athlete Executive Committee shall have the authority and power to act
 552 for the Athlete Committee between meetings of the Athlete Committee. Limitations to the authority and
 553 power of the Athlete Executive Committee shall be determined by the Board of Directors and included
 554 in the IASI Policies and Procedures.
- 555 B. MEMBERS: The members of the Executive Athlete Committee shall be:
- 556 a. Elected Sr and Jr Athlete Representatives
 557 b. Elected At-Large Athlete Representatives to the IASI Board of Directors
 558 c. Three (3) additional members elected annually by the Athlete Committee
- 559 C. Meetings and Notice - At least four (4) Meetings per year of the Athlete Executive Committee shall
 560 be held at any time or place within the Territory, when called by the Senior Athlete Representative or
 561 any three (3) members of the Committee with a minimum of five (5) days' notice required.
- 562 D. Quorum - A quorum of the Athlete Executive Committee shall consist of a majority of the members
 563 of the Committee.
- 564 E. Report of Action to the Athlete Committee - At the next annual meeting of the Athlete
 565 Committee, the Athlete Executive Committee shall make a report of its activities since the last Athlete
 566 Committee.
- 567 7.5 DUTIES OF CHAIRS AND COORDINATORS GENERALLY - The duties of the General Chair, the
 568 division chairs, committee chairs, and coordinators (in addition to those provided elsewhere in these Bylaws) shall
 569 be as follows:
- 570 .1 Preside at all meetings of the respective division, committee or subcommittee;
- 571 .2 See that all duties and responsibilities of the coordinator or the respective division, committee or
 572 subcommittee in their charge are properly and promptly carried out;
- 573 .3 Appoint such committees or subcommittees as may be necessary to fulfill the duties and responsibilities of
 574 the coordinator or division or committee, respectively;
- 575 .4 Communicate with the General Chair, respective division, coordinator, committee or subcommittee members
 576 and the Secretary to keep them fully informed.
- 577 a. Submit a written report at least annually to the Board of Directors and/or House of Delegates or as
 578 determined by the General Chair and/or respective Vice-Chair.
- 579 .5 Appoint a member as secretary of the committee or subcommittee charged with taking minutes of each

580 meeting and forward reports or minutes of all meetings to the Secretary; and

581 .6 Perform the other specific duties listed in IASI's Policies and Procedures or as may be delegated by the

582 General Chair, the respective division chair or committee chair, the Board of Directors or the House of

583 Delegates.

584 7.6 DUTIES OF COMMITTEES GENERALLY - Except as otherwise provided in these Bylaws, the duties of the

585 committees shall be prescribed by the IASI Policies and Procedures.

586 7.7 REGULAR AND SPECIAL MEETINGS - Regular and special meetings of committees or subcommittees of

587 IASI shall be held at least quarterly or as determined by the respective Vice-chairs, committee or subcommittee

588 chair.

589 7.8 OPEN MEETING/CLOSED SESSIONS - Meetings of committees and sub-committees, other than a Personnel

590 Committee meeting, shall be open to all members of IASI. Matters relating to personnel, disciplinary action, legal,

591 taxation and similar affairs shall be deliberated and decided in a closed session which only the respective members

592 are entitled to attend. By a majority vote, a committee or sub-committee may decide to go into closed session on any

593 matter deserving of confidential treatment or of personal concern to any member of the committee or sub-committee.

594 7.9 VOICE AND VOTING RIGHTS OF COMMITTEE MEMBERS - Each Committee member shall have both

595 voice and vote in their respective meetings.

596 7.10 ACTION BY WRITTEN CONSENT - Any action required or permitted to be taken at any meeting of a

597 committee may be taken without a meeting if all the committee members entitled to vote consent to the action in

598 writing and the written consents are filed with the records of the meetings. These consents shall be treated for all

599 purposes as a vote taken at a meeting.

600 7.11 PARTICIPATION THROUGH COMMUNICATIONS EQUIPMENT - Members of any committee may

601 participate in a meeting of the committee or through conference equipment by means of which all persons

602 participating in the meeting can hear each other at the same time. Participation by such means shall constitute

603 presence at a meeting.

604 7.12 QUORUM - Except as otherwise provided in these Bylaws or in the resolution or other action establishing a

605 committee, a quorum of any committee shall consist of those members present.

606 7.13 VOTING - Except as otherwise provided in these Bylaws or the Parliamentary Authority, all motions, orders and

607 other propositions coming before a committee shall be determined by a majority vote.

608 7.14 PROXY VOTE - Voting by proxy in any meeting of a committee shall not be permitted.

609 7.15 NOTICES

610 .1 TIME - Except as otherwise provided in these Bylaws or the resolution or other action establishing a

611 committee, not less than five (5) days' written notice shall be given for any meeting of a committee.

612 .2 INFORMATION - The notice of a meeting shall contain the time, date, and site.

613 7.16 RESIGNATIONS - Any committee chair or member or coordinator may resign by submitting a written resignation

614 to the General Chair or the Board of Directors specifying an effective date of the resignation. If such date is not

615 specified, the resignation shall take effect upon the appointment of a successor.

616 7.17 VACANCIES - The determination of when the position of an appointed committee chair, committee member

617 or a coordinator becomes vacant or the person becomes incapacitated, if not made by the person, shall be within the

618 discretion of the Board of Directors. In the event of a vacancy or permanent incapacity, the General Chair, with the

619 advice and consent of the Board of Directors and the respective division chair, shall appoint a successor to serve

620 until the conclusion of the incumbent's term. A temporary incapacity may be left unfilled at the discretion of the

621 General Chair or an appointment may be made for the duration of the temporary incapacity.

622 7.18 DELEGATION - With the consent of the Board of Directors or the respective division chair, a committee chair

623 or a coordinator may delegate a portion of their powers or duties to another officer of IASI, or to another committee,

624 subcommittee, or coordinator, or with the consent of the Board of Directors and the Personnel Committee, to the

625 paid staff of IASI. Notwithstanding any delegation, the ultimate responsibility for the delegated duties and

626 obligations shall remain with the delegator.

627 7.19 APPLICATION TO COMMITTEES AND ADMINISTRATIVE REVIEW BOARD - Sections 7.5 through

628 7.18 shall apply to all committees, unless otherwise provided in these Bylaws, in the resolution creating the

committee or in the IASI Policies and Procedures. These provisions shall also apply to Administrative Review Board meetings but shall not apply to its hearings or deliberations.

ARTICLE 8 ANNUAL AUDIT, REPORTS AND REMITTANCES

IASI shall submit any reports and remittances required by the USA Swimming Corporate Bylaws, by the USA Swimming Board of Directors, the President/CEO of USA Swimming or by any agreement between IASI and USA Swimming. Reports required to be submitted to USA Swimming by IASI include annual financial and federal tax reports and the annual audit or review.

ARTICLE 9 ORGANIZATION, AMENDMENT OF BYLAWS AND DISSOLUTION

9.1 NON-PROFIT AND CHARITABLE PURPOSES - IASI is organized exclusively for charitable and educational purposes and for the purpose of fostering national or international amateur sports competition within the meaning of section 501(c)(3) of the IRS Code. Notwithstanding any other provision of these Bylaws, IASI shall not, except to an insubstantial degree, (1) engage in any activities or exercise any powers that are not in furtherance of the purposes and objectives of IASI or (2) engage in any activities not permitted to be carried on by: (A) a corporation exempt from federal income tax under such section 501(c)(3) of the IRS Code or (B) a corporation to which contributions, gifts and bequests are deductible under sections 170(c)(2), 2055(a)(2) and 2522(a)(2) of the IRS Code.

9.2 DEDICATION OF ASSETS, ETC. - The revenues, properties and assets of IASI are irrevocably dedicated to the purposes set forth in Sections 1.2 and 9.1 of these Bylaws. No part of the net earnings, properties or assets of IASI shall inure to the benefit of any private person or any member, officer or director of IASI.

9.3 AMENDMENTS - Any provision of these Bylaws not mandated by USA Swimming may be amended at any meeting of the IASI House of Delegates by a two-thirds (2/3) vote of the members present and voting. Amendments so approved shall not take effect until reviewed and approved by the USA Swimming Rules and Regulations Committee. Changes to Required LSC Bylaws shall be effective on the date established in the amending USA Swimming legislation.

9.4 DISSOLUTION - IASI may be dissolved only upon a two-thirds (2/3) vote of all the voting members of the House of Delegates. Upon dissolution, the net assets of IASI shall not inure to the benefit of any private individual, unincorporated organization or corporation, including any member, officer or director of IASI, but shall be distributed to USA Swimming, to be used exclusively for educational or charitable purposes. If USA Swimming, is not then in existence, or is not then a corporation which is exempt under section 501(c)(3) of the IRS Code and to which contributions, bequests and gifts are deductible under sections 170(c)(2), 2055(a)(2) and 2522(a)(2) of the IRS Code, the net assets of IASI shall be distributed to a corporation or other organization meeting those criteria and designated by the House of Delegates at the time of dissolution, to be used exclusively for educational or charitable purposes.

ARTICLE 10 INDEMNIFICATION

10.1 INDEMNITY - IASI shall indemnify, protect and defend, in the manner and to the full extent permitted by law, any Indemnified Person in respect of any threatened, pending or completed action, suit or proceeding, whether or not by or in the right of IASI, and whether civil, criminal, administrative, investigative or otherwise, by reason of the fact that the Indemnified Person bears or bore one or more of the relationships to IASI specified in Section 10.3 and was acting or failing to act in one or more of those capacities or reasonably believed that to be the case. Where specifically required by law, this indemnification shall be made only as authorized in the specific case upon a determination, in the manner provided by law, that indemnification of the Indemnified Person is proper in the circumstances. IASI may, to the full extent permitted by law, purchase additional insurance to that provided by USA Swimming, and maintain insurance on behalf of any Indemnified Person against any liability that could be asserted against the Indemnified Person.

10.2 EXCLUSION - The indemnification provided by this Article 10, shall not apply to any Indemnified Party whose otherwise indemnified conduct is finally determined to have been in bad faith, self-dealing, gross negligence, wanton and willful disregard of applicable laws, rules and regulations, of the USA Swimming Rules and Regulations,

of the USA Swimming Code of Conduct or these Bylaws or who is convicted of a crime (including felony, misdemeanor and lesser crimes) involving sexual misconduct, child abuse, violation of a law specifically designed to protect minors or similar offenses, or who is found by the National Board of Review or the U.S. Center for SafeSport to have committed actions which would be the basis for such a conviction and, in each case, the otherwise indemnifiable conduct (or failure to act) was, or was directly related to, the predicate acts of the conviction or finding.

10.3 INDEMNIFIED PERSONS - As used in this Article 10, "Indemnified Person" shall mean any person who is or was a Board Member, Administrative Review Board member, Group Member Representative, officer, official, coach, committee chair or member, coordinator, volunteer, employee or agent of IASI, or is or was serving at the direct request of IASI as a director, officer, Group Member Representative, meet director, official, coach, committee chair or member, coordinator, volunteer, employee or agent of another person or entity involved with the sport of swimming.

10.4 EXTENT OF INDEMNITY - To the full extent permitted by law, the indemnification provided in this Article shall include expenses (including attorneys' fees, disbursements and expenses), judgments, fines, penalties and amounts paid in settlement, and, except as limited by applicable laws, these expenses shall be paid by IASI in advance of the final disposition of such action, suit or proceeding. If doubt exists as to the applicability of an exclusion to IASI's obligation to indemnify, IASI may require an undertaking from the Indemnified Person obliging them to repay such sums if it is subsequently determined that an exclusion is applicable. In the case of any person engaged in the sport of swimming for compensation or other gain, if IASI determines that there is reasonable doubt as to such person's ability to make any repayment, IASI shall not be obligated to make any payments in advance of the final determination. This indemnification shall not be deemed to limit the right of IASI to indemnify any other person for any such expenses to the full extent permitted by law, nor shall it be deemed exclusive of any other rights to which any Indemnified Person may be entitled under any agreement, vote of members or disinterested directors or otherwise, both as to action in an official capacity and as to action in another capacity while holding such office.

10.5 SUCCESSORS, ETC. - The indemnification provided by this Article shall continue as to an Indemnified Person who has died or been determined to be legally incompetent and shall apply for the benefit of the successors, guardians, conservators, heirs, executors, administrators and trustees of the Indemnified Person.

ARTICLE 11 PARLIAMENTARY AUTHORITY

ROBERT'S RULES - Robert's Rules of Order Newly Revised shall govern IASI and any of its constituent or component parts, committees, etc., in the conduct of meetings in all cases to which they apply and in which they are not inconsistent with these Bylaws and any special rules of order IASI, the House of Delegates, the Board of Directors or its divisions, committees, etc., may adopt.

ARTICLE 12 MISCELLANEOUS

12.1 EFFECT OF STATE LAW CHANGES (SEVERABILITY) - If any portion of these Bylaws shall be determined by a final judicial decision to be, or as a result of a change in the law of the State of Iowa become, illegal, invalid or unenforceable, the remainder of these Bylaws shall continue in full force and effect.

12.2 FISCAL YEAR - The fiscal year of IASI shall end on the last day of August.

12.3 TAX STATUS; INTERPRETATION OF BYLAWS - It is intended that IASI shall have and continue to have the status of an organization which is exempt from federal income taxation under section 501(c)(3) of the IRS Code and to which contributions, bequests and gifts are deductible for federal income, estate and gift tax purposes under sections 170(c)(2), 2055(a)(2) and 2522(a)(2) of the IRS Code, respectively. Similarly, it is intended that IASI shall have that or similar status under the applicable state and local laws as will exempt it from taxation to the maximum extent possible to the extent not contrary to applicable federal requirements. These Bylaws shall be interpreted accordingly.

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ARTICLE 13
ADMINISTRATIVE REVIEW BOARD

- 726 13.1 INTRODUCTION - USA Swimming was organized as the National Governing Body for the sport of swimming
727 under the Amateur Sports Act of 1978, as amended by the Ted Stevens Olympic and Amateur Sports Act of 1998,
728 both federal laws. These laws require USA Swimming to establish and maintain provisions for the swift and
729 equitable resolution of all disputes involving any of its members. This Article, together with Section 2.2 and the
730 National Board of Review procedures, pursuant to the USA Swimming Operating Policy Manual, are intended to
731 provide a mechanism for resolving in an orderly and fair way all manner and kinds of disputes that may arise among
732 its members in connection with the sport of swimming. Accordingly, IASI has established the Administrative
733 Review Board to hear complaints and appeals regarding administrative matters within IASI which do not rise to the
734 level of Code of Conduct violations and are not appeals of sanction decisions. The Administrative Review Board
735 shall have no jurisdiction to hear complaints regarding conduct that may violate the USA Swimming Code of
736 Conduct or otherwise violate the policies, procedures, rules and regulations adopted by USA Swimming, or conduct
737 that may bring USA Swimming, IASI or the sport of swimming into disrepute. This Article, together with the
738 National Board of Review procedures, pursuant to the USA Swimming Operating Policy Manual, is intended to
739 provide a fair hearing before a group of independent and impartial people. This Article and the National Board of
740 Review procedures, pursuant to the USA Swimming Operating Policy Manual shall be construed accordingly.
- 741 13.2 ADMINISTRATIVE REVIEW BOARD ORGANIZATION -
- 742 .1 Establishment - The Administrative Review Board of IASI shall be independent and impartial.
- 743 .2 Members - The Administrative Review Board shall have at least 3 regular members, with a sufficient
744 number of Athlete Representatives to constitute at least 20% of the voting membership. At least three
745 members of the Administrative Review Board shall hear each case, with a sufficient number of Athlete
746 Representatives to constitute at least twenty percent (20%) of its membership. No hearing shall proceed
747 without the required athlete representation. The House of Delegates may increase the number of regular or
748 alternate members by resolution but subsequent to the adoption of these Bylaws may only decrease the
749 number of regular or alternate members upon the expiration of the term of office of any incumbent members.
- 750 .3 Election; Term of Office; Eligibility -
- 751 A. Election - The House of Delegates shall biennially elect regular and alternate members of the
752 Administrative Review Board:
- 753 B. Term of Office - The term of office shall be two (2) years. Each member and alternate member
754 shall assume office upon election and shall serve until a successor takes office.
- 755 C. Eligibility - Each regular and alternate member of the Administrative Review Board shall be an
756 Individual Member of IASI and USA Swimming. In no case shall members of the Board of Directors
757 serve on the Administrative Review Board.
- 758 .4 Chair Elected by Board; Other Officers - The Chair of the Administrative Review Board (the "Chair") who
759 must be a regular member, shall be elected biennially by a majority vote of the regular members of the
760 Administrative Review Board. The Chair shall biennially appoint a Vice-Chair and a Secretary of the
761 Administrative Review Board, each of whom must be regular members.
- 762 .5 Meetings - The Administrative Review Board shall meet for administrative purposes as necessary, to
763 elect the Chair, to adopt rules and procedures and to conduct other business as may be helpful or necessary
764 to achieve the purposes of the Administrative Review Board and efficiently exercise its duties and powers.
765 Other meetings may be called by the Chair or any two regular members. When meeting for administrative
766 purposes, Section 7.19 shall apply to the Administrative Review Board.
- 767 .6 Participation Through Communications Equipment - Members of the Administrative Review Board
768 may participate in a meeting or hearing of the Administrative Review Board, and any hearing may be
769 conducted, in whole or in part, through conference telephone or similar equipment by means of which all
770 persons participating in the meeting can hear each other at the same time. Participation by these means shall
771 constitute presence in person at such a meeting or hearing.
- 772 .7 Quorum - A quorum for any administrative meeting of the Administrative Review Board shall be fifty
773 percent (50%) of its regular members.

- 774 .8 Resignations - Any regular or alternate member of the Administrative Review Board may resign by
775 submitting a written resignation to the Chair, the General Chair or the Board of Directors specifying an
776 effective date of the resignation. In the absence of a specified effective date, any such resignation shall take
777 effect upon the appointment or election of a successor.
- 778 .9 Determination of Vacancy or Incapacity - The determination of when an office becomes vacant or an officer
779 becomes incapacitated shall be in accordance with 6.9.
- 780 .10 Substitutions for Member - In the event that a regular member of the Administrative Review Board is unable
781 or unwilling to promptly act for any reason, recuses themselves or is disqualified in any particular
782 circumstance, the Chair (or, if the person so unable or unwilling to act or recused or disqualified is the Chair,
783 the Vice-Chair; or failing that, the General Chair) shall appoint an alternate member to act in the regular
784 member's place in respect of that circumstance.
- 785 13.3 GENERAL -
- 786 .1 Administrative Powers - The Administrative Review Board shall have the powers and the duty to:
- 787 A. administer and conduct the affairs and achieve the purposes of the Administrative Review Board,
788 B. establish policies, procedures and guidelines,
789 C. elect the Chair,
790 D. call regular or special meetings of the Administrative Review Board,
791 E. retain attorneys, agents and independent contractors and employ those persons which the
792 Administrative Review Board may determine are appropriate, necessary or helpful in the
793 administration and conduct of its affairs, and
794 F. take such action as may otherwise be appropriate, necessary or helpful in the administration and
795 conduct of its affairs, the achievement of its purposes and the efficient exercise of its duties and powers.
- 796 .2 Rule Making Powers - The Administrative Review Board shall have the power and the duty to promulgate
797 reasonable rules and procedures consistent with the corporation laws of IASI with respect to any matter within
798 its jurisdiction or appropriate, necessary or helpful in the administration and conduct of its affairs. Such rules
799 and procedures shall have the same force and effect as if they had been adopted as part of these Bylaws.
- 800 .3 Exercise of Powers and Decisions - Except for authority and power granted to the Chair, the exercise of the
801 authority and powers of the Administrative Review Board and the decision of matters which are the subject of
802 a hearing shall be decided by a majority vote of the Administrative Review Board. The views of any dissenters
803 shall be included in the record of the proceeding if requested by the dissenters. The exercise of the
804 Administrative Review Board's authority and power shall be solely in its discretion and the interests of justice
805 and the sport of swimming.
- 806 .4 Timeliness of Petition - The Administrative Review Board need not exercise its jurisdiction with respect
807 to a complaint the subject matter of which occurred, or concerns or is founded on events which occurred, more
808 than ninety (90) days prior to the date the complaint is received. A determination not to exercise its jurisdiction
809 as a result of the untimeliness of a complaint may be made by the Chair alone and may be the subject of a
810 request for rehearing and, thereafter, appeal to the National Board of Review in accordance with the National
811 Board of Review procedures, pursuant to the USA Swimming Operating Policy Manual.

812 ARTICLE 14
813 CONVENTIONS AND DEFINITIONS

- 814 14.1 CONVENTIONS -
- 815 .1 TERMS GENERALLY - Whenever the context may require, any pronoun or official title shall include
816 the corresponding masculine, feminine and neuter forms. The words "include", "includes" and "including"
817 shall be deemed to be followed by the phrase "without limitation". The singular shall include the plural and
818 the plural shall include the singular as the context may require. Where the context permits, the term "or" shall
819 be interpreted as though it were "and/or". Captions have been used for convenience only and shall not be used
820 in interpreting the Bylaws.
- 821 .2 CAPITALIZED TITLES - Capitalized titles, such as Secretary or Treasurer, when appearing alone shall
822 refer to IASI positions and not to USA Swimming or another organization.
- 823 .3 NOTICE DEEMED GIVEN; LAST KNOWN ADDRESS -

- 824 A. Notice by Mail - Notice given and other writings delivered by first class mail, postage prepaid,
825 and addressed to the last known address shall be deemed given or delivered upon the postmark date for
826 all purposes under these Bylaws.
- 827 B. Notice by Email - Notice given and writings delivered by electronic mail to the last known email
828 address shall be deemed given or delivered for all purposes under these Bylaws.
- 829 C. Last Known Mail or Email Address - For all purposes under these Bylaws, the last known mail
830 or email address of a member of IASI shall be the mail or email address on file with IASI or in SWIMS.
- 831 .4 TIME PERIOD CONVENTION - In computing time periods established by these Bylaws, the initial time
832 period (days or hours) shall not be included but the last period shall be included.
- 833 .5 WAIVER OF NOTICE CONVENTION - Untimely or insufficient notice for any meeting held under the
834 authority of these Bylaws shall be considered to have been waived if a member attends or participates in the
835 meeting to which such notice referred or to which notice was lacking without, at the earliest opportunity,
836 raising an objection of untimely or insufficient notice having been given for such meeting. If the member is
837 a Group Member Representative, then the relevant Group Member shall be treated as having waived the
838 untimely or insufficient notice to the same extent.
- 839 14.2 DEFINITIONS - When used in these Bylaws, the following terms shall have the meanings indicated in this
840 Section, and the definitions of such terms are equally applicable both to the singular and plural forms.
- 841 .1 ARTICLE - a principal subdivision of these Bylaws.
- 842 .2 ARTICLES OF INCORPORATION - the document filed with Secretary of State pursuant to which IASI was
843 formed.
- 844 .3 ATHLETE BOARD REPRESENTATIVE - an Athlete Member elected to represent athletes in the House of
845 Delegates and on the Board of Directors.
- 846 .4 ATHLETE REPRESENTATIVE - shall be (a) an athlete member in good standing; (b) currently competing,
847 or have competed within the two(2) immediately preceding years, in a USA Swimming sanctioned event
848 conducted by IASI or another LSC; and (c) have their place of permanent residence in the Territory and expect
849 to reside therein throughout at least the first half of the term (other than periods of enrollment in an institution
850 of higher education).
- 851 .5 BOARD MEMBER - a member of the Board of Directors, including the At-Large Board Members.
- 852 .6 BOARD OF DIRECTORS - the Board of Directors of IASI.
- 853 .7 BYLAWS - these bylaws as adopted and amended from time to time by, and in effect for, IASI.
- 854 .8 COACH REPRESENTATIVE - a Coach Member elected to represent the coaches in the House of Delegates
855 and on the Board of Directors.
- 856 .9 GROUP MEMBER REPRESENTATIVE - an individual appointed to represent a Group Member in the
857 House of Delegates.
- 858 .10 HOUSE OF DELEGATES - the House of Delegates of IASI as established by Article 4 of these Bylaws.
- 859 .11 IASI - the Iowa not-for-profit corporation to which these Bylaws pertain.
- 860 .12 IMMEDIATE PAST GENERAL CHAIR - the individual who is the immediate past General Chair of IASI.
- 861 .13 IRS CODE - the current United States Internal Revenue Code.
- 862 .14 LOCAL SWIMMING COMMITTEE / LSC - IASI as defined by the USA Swimming Corporate Bylaws.
- 863 .15 MEMBER - a Group Member or an Individual Member.
- 864 .16 NATIONAL BOARD OF REVIEW - the National Board of Review of USA Swimming established in
865 accordance with the National Board of Review procedures, pursuant to the USA Swimming Operating Policy
866 Manual. Where the context requires, a reference to the National Board of Review shall include a reference to
867 the USA Swimming Board of Directors when that body is acting upon an appeal from the National Board of
868 Review.

- 869 .17 POLICIES AND PROCEDURES - the principles, rules, and guidelines of IASI, as amended and adopted by
870 the Board of Directors or the House of Delegates.
- 871 .18 SECTION - a subdivision of the Articles of these Bylaws.
- 872 .19 TERRITORY - the geographic territory over which IASI has jurisdiction as a Local Swimming Committee.
- 873 .20 WORLD AQUATICS - the international governing body for the sport of swimming.
- 874 .21 USA SWIMMING - USA Swimming, Inc., a Colorado nonprofit corporation which is the national governing
875 body for the United States for the sport of swimming.