USAT Bylaw Amendment Proposals
Board of Director Vote
2012

Under ARTICLE XXI of the USAT Bylaws, sections of the Bylaws may be amended by vote of the Board of Directors. Any such resolution to amend the bylaws by vote of the Board of Directors shall be posted on the USA Triathlon website with a prominent link from the home page for a period of not less than 30 days prior to being voted upon. Areas of the bylaws under consideration for amendment by Board vote are as follows:

1) **Committees – Ex officio status of the CEO and Board President**
2) **Committees – Executive Committee**
3) **Committees - Athlete Representation**
4) **Committees – Athletes' Advisory Council Elections**

The following amendment proposals have been approved for 30-day posting:

1. **Committees – Ex officio status of the CEO and Board President.** The President and Executive Director (CEO) of USAT are included in the USAT Bylaws as ex officio non-voting members of all committees. In addition they currently are also voting members of those committees to which they are specifically named, such as the Ethics Committee (President and CEO), Compensation Committee (President), and Nominating and Governance Committee (CEO).

   Section 8.8.1 and 8.8.3 of the USOC Bylaws require that athlete representatives equal at least 20 percent of all National Governing Body committees. Currently many USAT committees do not have at least 20 percent athlete representation. One option to help comply with the 20% rule is to eliminate the ex officio status of the President and CEO.

   Where a committee specifically requires the knowledge or expertise of the President or CEO, they can be named to the committee as voting members, or invited to give testimony to the committee. The following Articles of the Bylaws shall be amended to *remove* the following language:

ARTICLE VIII

Section 3
~~(a) …He/she shall be an ex officio, non-voting member of all standing and other Committees.~~

ARTICLE IX

Section 2
~~The Executive Director shall be an ex-officio member of the Executive Committee.~~

ARTICLE X

Section 3
~~The Executive Director shall be a non-voting member of the Executive Committee and all standing and special committees.~~

2. **Elimination of the Executive Committee** – The Article establishing the Executive Committee can be eliminated, and all references changed to place previous responsibilities on the Board of Directors with no negative impact to USA Triathlon. USA Triathlon's Executive Committee allowed for faster deliberation and action when phone and mail were the only means of communication. Modern means of communications allow for all Board members to participate in discussion and vote on all issues important enough for Board consideration. The Articles in this section shall be amended to remove references to the Executive Committee and shall *read as follows*:

ARTICLE VII

Section 6
(a) (4) The time, date, and place of each regular meeting shall be set by the Board. The time, date, and place of said meeting and shall be provided with at least 30 days written notice to each member of the Board.

ARTICLE VIII

Section 3
(a) The President shall be the chief officer of USA Triathlon and shall preside at all meetings of the members and the Board of Directors.
(c) The Secretary-General shall supervise the taking, making and distribution of the minutes of the meeting of the members and the Board of Directors' meetings and shall provide the minutes to all members of the Board of Directors and to the National Office within fourteen (14) days of the meeting date for meetings of the members and of the Board of Directors. The Secretary-General shall keep the seal and records of USA Triathlon, attest documents and shall discharge such other duties as may be assigned by the President or by vote of the Board of Directors.

ARTICLE IX

No longer applicable, deleted in full

ARTICLE X

Section 3
The Executive Director shall be entitled to attend meetings of the Board of Directors, except when the Board is deliberating some matter relating to his/her tenure, or at such other times as may be determined by the Board of Directors.

Section 5
The Executive Director shall be employed by majority vote of the Board of Directors. The Executive Director may be removed at any time with or without cause by majority vote of the Board of Directors, without prejudice to any contract rights.

Section 7
At least sixty (60) days prior to the termination of any contract of employment with the Executive Director, the Compensation Committee shall conduct an objective evaluation of the Executive Director's performance, salary and benefits. The Compensation Committee shall take necessary steps to solicit information regarding information, opinions and facts regarding the Executive Director's performance during the term of his employment contract
[remaining section stays the same]

ARTICLE XI

Section 2
(c) The Finance and Audit Committee shall consist of three (3) members, one of whom shall be the Treasurer of USA Triathlon, one of whom shall be an elite athlete as defined in Article VI, Section 2, and the other(s) of whom shall be selected from the members of the Board of Directors.

3. **Athlete Representation** – The US Olympic Committee (USOC) is chartered by the Ted Stevens Amateur Sports Act. USAT is recognized by the USOC as the National Governing Body (NGB) for triathlon. The Sports Act requires a percentage of NGB committees to include active athletes. The USOC Bylaws enumerates athlete representation obligations for NGBs that USAT must follow in order to be recognized as the governing body. This includes meeting the USOC definition of an active athlete for representation on committees. The USAT Bylaws should be amended to bring the Bylaws in to compliance with USOC member requirements. The Article in this section shall be amended to comply with the USOC member requirements and shall *read as follows*:

ARTICLE XI

Section 2
(a). With the exception of the Nominating and Governance Committee, the Finance and Audit Committee, the Compensation Committee, and the Athletes' Advisory Council, the number of members on all committees shall be determined by the Board of Directors. Members of the Standing Committees, other than the Committees specified in Section 1 above, may be appointed either by the Board of Directors or the Executive Director and need not be members of the Board of Directors. The President shall have the power to appoint one of the members of each committee as the chair. All committees shall meet the USOC requirements for athlete representatives, who shall be approved by the AAC.

4. **Athlete Advisory Council (AAC) Elections** – The members of the AAC have always been elected by and from members of the Elite Pool. Codifying the election process, which includes Board approval, into the bylaws will ensure that elections are held in an open, fair, and transparent manner. The Article in this section shall be amended and shall *read as follows*:

ARTICLE XI

Section 1.
The Board of Directors shall have the power to establish and abolish such additional Standing or Special Committees as the Board deems appropriate from time to time, to prescribe the duties and objectives of such committees, and to appoint representatives to such committees, which representatives need not be members of USA Triathlon. Members of the AAC shall be elected by rules established the Elite Pool and approved by the Board of Directors.

2012 PATCO North American Junior Championships
USAT ENTRY SELECTION CRITERIA

1. Introduction

This protocol will be used to determine the order by which USA Triathlon will nominate eligible U.S. athletes ("Eligible Athletes") for starting positions allocated to USAT at the 2012 PATCO North American Junior Championships. The 2012 event is scheduled to take place in Huatulco, Mexico, on May 6, 2012. As a Primary Sub-Regional National Federation, the U.S. expects an initial allocation of twenty (20) entries per gender, with the possibility that additional spots may be made available based on the number of entries claimed by participating National Federations.

2. Nomination Timeline

Athletes identified by nomination priority 2.1 and 2.2 below have until March 16, 2012, to accept their spots by contacting USAT High Performance at ituentries@usatriathlon.org. Failure to contact USAT by this date and complete the event's registration process will result in a roll-down to the next Eligible Athlete on a first-come, first-served basis until all spots available to USAT are filled. All athletes must meet the age requirement of this event (aged 16 to 19 as of December 31, 2012).

3. 2011 PATCO North American Championship Nomination Priority

2.1. Athletes ranked in the top ten (15) of the 2011 end of season USAT Junior Elite rankings

2.2. Athletes ranked in the top five (5) of the 2011 end of season USAT Youth Elite rankings

2.3. All remaining athletes with a 2011 Junior Elite Ranking

2.4. All remaining athletes with a 2011 Youth Elite Ranking

2.5. Any athlete receiving the written endorsement of an RADC, USAT Camp Director, or High Performance Team leader.

4. Expenses

Athletes are responsible for all expenses associated with their participation in this event. USAT may, at its discretion, provide an expense reimbursement opportunity based on performance. Athletes are required to adhere to ITU uniform requirements for this event.

5. International Disclaimer

Athletes who choose to make travel arrangements prior to an official confirmation of entry do so at their own risk. Athletes are advised to make refundable reservations or bookings with nominal change fees.

ITU World Cup Event Selection Policy
2012

1. Introduction

This selection policy explains how USA Triathlon will prioritize USA athletes for nomination to the International Triathlon Union (ITU) to compete in ITU World Cup events (WC); is derived from current ITU WC Elite Qualification Criteria; and shall be revised by USAT to comply with any material changes by the ITU to the WC Elite Qualification Criteria

ITU determines the eligibility criteria for ITU WC events. Selections to ITU WC events are made by ITU from entries submitted by USA Triathlon. All USA athletes interested in WC entry are advised to read the ITU WC Elite Qualification Criteria posted at www.triathlon.org.

2. USAT Eligibility and Nomination Criteria

A. USA athletes must request entry to a WC event by written notice to the USAT National Team Program Manager (ituentries@usatriathlon.org) by the USAT entry deadline for that event. Entry deadlines for 2012 events are listed on page four (4) of this document.

B. USAT will enter all athletes onto the ITU wait list via the ITU online entry system no fewer than 33 days before the first competition day.

C. Selection to the WC event will be made by the ITU in accordance with the ITU WC Elite Qualification Criteria.

3. Substitutions/Replacements

Once ITU has created the start list for a WC event, up to two athletes per gender with the lowest "Records" (defined below) who are not "Protected" (defined below) may be subject to replacement. The purpose of this replacement protocol is to ensure athletes returning from injury, quickly rising up the pipeline, or capable of contributing to a medal performance can be placed on the team to enhance medal opportunities. Should all USA athletes on the start list achieve Protected status, this replacement process will not be used except in the instance of an athlete withdrawal. Replacements will be made in the following priority:

A. Discretion of the High Performance Leader: USAT reserves the right to submit up to one discretionary entry per gender. Any elite athlete member may appeal for discretionary nomination. An appeal must be filed in writing with USA Triathlon's High Performance Leader by the USAT entry deadline. The appeal shall be in the form of a petition and shall contain the following:

   i. The petitioner's name, address, email and telephone number;
   ii. Detailed explanation of all of the grounds for the appeal;
   iii. Evidence that the athlete wishes to be considered; and Request to participate orally at the hearing if so desired.

   Athletes selected on discretion must have demonstrated exceptional ability at high-level competitive events and are candidates to medal or enhance team medal opportunities. Discretionary entries will be nominated by the USAT High Performance Leader and voted on by the USAT Elite Athlete Selection Committee.

B. Record: The athlete on the wait list with the highest Record, so long as the replacement athlete's Record is greater than that of the USA athlete with the lowest Record already on the start list being replaced.

C. Any replacement determinations will be made promptly, however, the change will be submitted to the ITU as close to, but no later than, the 12-day ITU deadline as possible, given the limit of two voluntary substitutions per country. This insures all illness, injury or voluntary withdrawals can be taken into account before a final decision is made.

Definition of Record

1) For WC events conducted between January 1, 2012 and May 31, 2012: the sum of an athlete's two best scores from the ITU Olympic Qualification List and/or Continental Cup Podium (Top-3) Scores from the ITU Points List between July 1, 2011 and the start list creation date

2) For WC events conducted between June 1, 2012 and December 31, 2012: the sum of an athlete's two best scores on the current **ITU Points List** between January 1, 2012 and the start list creation date

3) Tiebreaker: Where the athletes' Records are tied, the athlete with highest individual score wins the tie. Where the athletes' highest scores are the same, the athlete with the most recent highest individual score wins the tie. Where the athletes have no score, the athlete with the most ITU Points on the Current ITU Points List wins the tie.

Definition of Protected

An athlete achieving any of the criteria listed below will be exempt from replacement at a WC event:

1) Ranked top three (3) among USA athletes in the ITU Olympic Rankings at the time of the creation of the start list

2) Ranked in the top 40 of the current ITU Points List at the time of the creation of the start list

4. Elite Athlete Selection Committee

This committee will ratify nominations for discretion. For a full description of the EASC, please review the committee charter on the USAT web site.

5. Nomination Procedure Agreement

This form must be initialed (after each bullet point in the designated space), signed and returned along with the first nomination you submit for entry to a WC Event in 2012.

- An athlete must email/fax the National Team Program Manager on or before the advertised WC Events Deadline Dates (see 2012 WC Event Deadlines below). No verbal communication of interest will be considered. _____

- It is the responsibility of the athlete to check the ITU website for any changes to the submission deadline dates as a result in a change as determined by the ITU. _____

- An athlete understands that WC Event start positions are limited and ranking points earned in WC Events are crucial to the USA earning the full three start positions at the Olympic Games. If an athlete is not 100% ready to compete due to injury, illness, or any other reason, he or she will withdraw from the WC Event as early as possible to allow a better-prepared athlete to race for the good of USA Triathlon. _____

- If an athlete elects to withdraw from a WC Event after the submission deadline dates, he/she is obligated to inform the National Team Program Manager immediately so a replacement athlete can be nominated. This communication must be done in person or in writing. If an athlete does not withdraw before the closing date to ITU, a penalty (see below) will be enforced and an athlete will forfeit consideration to future WC Events. Medically justified withdrawals will be accepted without penalty to ensure the strongest team for USA Triathlon at each WC Event. _____

- An athlete must understand that he/she is not guaranteed a WC Event start if entered by USA Triathlon. ITU has the right of selection and USAT has the right of substitution. Only after the start list is posted on the ITU website, and USAT has exercised its substitution authority, is a selection confirmed. _____

- I have initialed and understood all of the above. _____

_____ _____

Print Name Date

_____

Signature

2012 ITU WC Event Cancellation Policy

The cancellation policy will be strongly enforced in 2012. If an athlete wishes to avoid the below penalties, athletes must communicate in person or via email with the National Team Program Manager their wishes to be removed from the WC Event consideration list by the ITU deadline dates listed below. Failure to do so will result in the penalties outlined below in addition to the ITU penalties outlined at www.triathlon.org. Athletes with injury or sickness must produce an authorized doctor note.

WC Event	Event Date	ITU Deadline	USAT Deadline
Mooloolaba, Australia	March 24-25	February 22	February 20
Ishigaki, Japan	April 22	March 22	March 19
Huatulco, Mexico	May 6-7	April 5	April 2
Banyoles, Spain	June 17	May 17	May 14
Edmonton, Canada (Sprint)	July8	June 7	June 4
Tiszaujvaros, Hungary (Sprint)	July 15	June 14	June 11
Guatape, Columbia	September 9	August 9	August 6
Tongyeong, South Korea	September 22	August 22	August 20
Cancun, Mexico (Sprint)	October 7	September 6	September 3

Race dates and deadlines are subject to change so please check the ITU website for the most recent race date. If race dates change, so will the deadline so please contact the NTPM.

1st offense: $1000 fine
2nd offense: $3000 fine
3rd offense: Ineligible for any ITU event starts for 6 months from race date

***Above payments must be received within 14 days of the event date. If athlete neglects to make payment by the due date, they will be ineligible for future entry until a hearing with the Judicial Committee is requested and a decision is rendered. Failure to appear in front of the Judicial Committee constitutes the waiving of elite license rights and immediate six month suspension.**

ITU World Triathlon Series Event Selection Policy
2012

1. Introduction

This selection policy explains how USA Triathlon will prioritize USA athletes for nomination to the International Triathlon Union (ITU) to compete in ITU World Triathlon Series events (WTS); is derived from current ITU WTS Elite Qualification Criteria; shall be revised by USAT to comply with any material changes by the ITU to the WTS Elite Qualification Criteria; and shall include USA athlete nominations for WTS events that are USA Pan American Games and Olympic Games Team Selection Events.

ITU determines the eligibility criteria for ITU WTS events. Selections to ITU WTS events are made by ITU from entries submitted by USA Triathlon. All USA athletes interested in WTS entry are advised to read the ITU WTS Elite Qualification Criteria posted at www.triathlon.org;

2. USAT Eligibility and Nomination Criteria

A. USA athletes must request entry to a WTS event by written notice to the USAT National Team Program Manager (ituentries@usatriathlon.org) by the USAT entry deadline for that event. Entry deadlines for 2012 events are listed on page four (4) of this document.

B. USAT will enter all athletes onto the ITU wait list via the ITU online entry system no fewer than 33 days before the first competition day.

C. Selection to the WTS event will be made by the ITU in accordance with the ITU WTS Elite Qualification Criteria.

3. Substitutions/Replacements

Once ITU has created the start list for a WTS event, the athlete of each gender with the lowest "Record" (defined below) who is not "Protected" (defined below) may be subject to replacement. The purpose of this replacement protocol is to ensure athletes returning from injury, quickly rising up the pipeline, or capable of contributing to a medal performance can be placed on the team to enhance medal opportunities. Should all USA athletes on the start list achieve Protected status, this replacement process will not be used except in the instance of an athlete withdrawal. Replacements will be made in the following priority:

A. Discretion of the High Performance Leader: USAT reserves the right to submit up to one discretionary entry per gender. Any elite athlete member may appeal for discretionary nomination. An appeal must be filed in writing with USA Triathlon's High Performance Leader by the USAT entry deadline. The appeal shall be in the form of a petition and shall contain the following:

   i. The petitioner's name, address, email and telephone number;
   ii. Detailed explanation of all of the grounds for the appeal;
   iii. Evidence that the athlete wishes to be considered; and
   iv. Request to participate orally at the hearing if so desired.

   Athletes selected on discretion must have demonstrated exceptional ability at high-level competitive events and are candidates to medal or enhance team medal opportunities. Discretionary entries will be nominated by the USAT High Performance Leader and voted on by the USAT Elite Athlete Selection Committee. Discretion will not be used in Pan American Games or Olympic Games Team Selection Events.

B. Record: The athlete on the wait list with the highest Record, so long as the replacement athlete's Record is greater than that of the USA athlete with the lowest Record already on the start list being replaced.

C. Any replacement determinations will be made promptly, however, the change will be submitted to the ITU as close to, but no later than, the 12-day ITU deadline as possible, given the limit of one voluntary substitution per country. This insures all illness, injury or voluntary withdrawals can be taken into account before a final decision is made.

D. Invitations: Any request for invitation to the San Diego WTS event shall include a request that the order of the invitation slots of US athletes be granted by the ITU according to the ITU points list.

Definition of Record

1) For WTS events conducted between January 1, 2012 and June 30, 2012: the sum of an athlete's two best scores on the **ITU Olympic Qualification List** between July 1, 2011 and the start list creation date

2) For WTS events conducted between July 1, 2012 and December 31, 2012: the sum of an athlete's two best scores on the current **ITU Points List** between January 1, 2012 and the start list creation date

3) Tiebreaker: Where the athletes' Records are tied, the athlete with highest individual score wins the tie. Where the athletes' highest scores are the same, the athlete with the most recent highest individual score wins the tie. Where the athletes have no score, the athlete with the most ITU Points on the Current ITU Points List wins the tie.

Definition of Protected

An athlete achieving any of the criteria listed below will be exempt from replacement at a WTS event:

1) Ranked top three (3) among USA athletes in the ITU Olympic Rankings at the time of the creation of the start list

2) For the first two (2) WTS events in a calendar year: ranked in the top 30 of the prior year's World Championship Series Rankings

3) For the Grand Final: ranked in the top 30 of the current year's World Championship Series Rankings

4) For all other WTS events: ranked in the top 20 of the current year's World Championship Series Rankings at the time of the creation of the start list

4. Elite Athlete Selection Committee

This committee will ratify nominations for discretion. For a full description of the EASC, please review the committee charter on the USAT web site.

5. Funding

USAT shall pay the reasonable travel expenses to WTS events for athletes who are nominated and meet any of the funding criteria listed below:

A. Funding Criteria:

1) Ranked top three (3) among USA athletes in the ITU Olympic Rankings at the time of the creation of the start list

2) Ranked in the top 30 of the World Championship Rankings. For the first two WTS events in a calendar year, this will be based off the prior year's rankings. For all subsequent events, this will be based off the rankings at the time of the creation of the start list

3) Ranked in the top 30 of the current ITU Points List at the time of the creation of the start list

4) Post a top 15 finish at the WTS event in which reimbursement is requested

B. Logistics: USAT staff will coordinate travel for all athletes who choose to stay in the team lodging. Athletes can opt to coordinate their own travel and stay in an alternate location. All athletes, regardless of where they choose to stay, will be required to attend any scheduled USAT team meetings and scheduled training sessions. Athletes who do not meet the funding criteria will be responsible for their own travel costs, including but not limited to: airfare, luggage and bike fees, lodging, meals, etc. All athletes traveling and representing USAT will have access to the designated USAT support staff.

Nomination Procedure Agreement

This form must be initialed (after each bullet point in the designated space), signed and returned along with the first nomination you submit for entry to a WTS Events in 2012.

- An athlete must email/fax the National Team Program Manager on or before the advertised WTS Events Deadline Dates (see 2012 WTS Event Deadlines below). No verbal communication of interest will be considered. _____

- It is the responsibility of the athlete to check the ITU website for any changes to the submission deadline dates as a result in a change as determined by the ITU. _____

- An athlete understands that WTS Event start positions are limited and ranking points earned in WTS Events are crucial to the USA earning the full three start positions at the Olympic Games. If an athlete is not 100% ready to compete due to injury, illness, or any other reason, he or she will withdraw from the WTS Event as early as possible to allow a better-prepared athlete to race for the good of USA Triathlon. _____

- If an athlete elects to withdraw from a WTS Event after the submission deadline dates, he/she is obligated to inform the National Team Program Manager immediately so a replacement athlete can be nominated. This communication must be done in person or in writing. If an athlete does not withdraw before the closing date to ITU, a penalty (see below) will be enforced and an athlete will forfeit consideration to future WTS Events. Medically justified withdrawals will be accepted without penalty to ensure the strongest team for USA Triathlon at each WTS Event. _____

- An athlete must understand that he/she is not guaranteed a WTS Event start if entered by USA Triathlon. ITU has the right of selection and USAT has the right of substitution. Only after the start list is posted on the ITU website, and USAT has exercised its substitution authority, is a selection confirmed. _____

- I have initialed and understood all of the above. _____

_____ _____

Print Name Date

_____

Signature

2012 ITU WTS Event Cancellation Policy

The cancellation policy will be strongly enforced in 2012. If an athlete wishes to avoid the below penalties, athletes must communicate in person or via email with the National Team Program Manager their wishes to be removed from the WTS Event consideration list by the ITU deadline dates listed below. Failure to do so will result in the penalties outlined below in addition to the ITU penalties outlined at www.triathlon.org. Athletes with injury or sickness must produce an authorized doctor note.

WTS Event	Event Date	ITU Deadline	USAT Deadline
Sydney, Australia	April 14-15	March 14	March 12
San Diego, CA	May 12-23	April 11	April 9
Madrid, Spain	May 26-27	April 25	April 23
Kitzbuehel, Austria	June 23-24	May 23	May 21
Hamburg, Germany (Sprint)	July 21-22	June 20	June 18
Stockholm, Sweden (Sprint)	August 25-26	July 25	July 23
Yokohama, Japan	September 29-30	August 29	August 27
Auckland, New Zealand (Grand Final)	October 20-22	September 19	September 17

Race dates and deadlines are subject to change so please check the ITU website for the most recent race date. If race dates change, so will the deadline so please contact the NTPM.

1st offense: $1000 fine
2nd offense: $3000 fine
3rd offense: Ineligible for any ITU event starts for 6 months from race date

***Above payments must be received within 14 days of the event date. If athlete neglects to make payment by the due date, they will be ineligible for future entry until a hearing with the Judicial Committee is requested and a decision is rendered. Failure to appear in front of the Judicial Committee constitutes the waiving of elite license rights and immediate six month suspension.**