UNITED STATES SPECIALTY SPORTS ASSOCIATION, INC.
USSSA, LLC
POLICIES & PROCEDURES MANUAL

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United States Specialty Sports Association

0001- Procedure for Purpose of Operating the United States Specialty Sports Association

PURPOSE: To establish the creation of a Policy and Procedure Manual to assist in the operations of the United States Specialty Sports Association (USSSA).

PROCEDURE:

1. Any USSSA Official at the level of State Director or above may submit a proposed procedure for consideration.

2. The following steps must be taken in order for a procedure to be considered:

    a. The proposed procedure is to be sent to the National Sports Chair for any necessary revisions.
    b. The proposed procedure is then to be sent to the National Program Director for any necessary revisions.
    c. The proposed procedure is then forwarded to National Headquarters for final review by the Chairman of the Board.
    d. The proposed procedure is then forwarded to the Board of Directors for consideration.

3. If the Board of Directors approves the proposed procedure it will immediately be inserted into the Procedure Manual.

APPROVAL DATE: January 8, 1999

United States Specialty Sports Association

0002 -Procedure for Issuance of National Operating Procedures

PURPOSE: To establish a procedure for issuance of National operating procedures required for certain phases of the programs of the United States Specialty Sports Association. Such procedure shall establish policy and guidelines not covered in the USSSA By-Laws.

PROCEDURE:

1. All National operating procedures required for certain phases of the USSSA program shall be issued by the USSSA National Headquarters in accordance with approvals as set forth in this procedure.
2. The Policy and Procedure Manual will be available on the www.usssa.com site and will be updated as new policies and procedures are approved.

APPROVAL DATE: January 8, 1999

United States Specialty Sports Association

0003 - Procedure & Guidelines for Awarding Annual National Awards

PURPOSE: To establish a procedure and guidelines for Annual National Awards.

PROCEDURE:

1. DONALD DEDONATIS II/CEO AWARD
   The Donald DeDonatis II Award will be presented by the USSSA Chief Executive Officer/CEO, each year at the National Meeting of the Association. The award shall be presented to any individual determined by the CEO that has provided outstanding service above and beyond the call of duty to USSSA or National Headquarters. The person must have assisted the CEO or National Headquarters with a special project or helped develop new technologies and ideas that have significant impact on the way USSSA does business and one who exemplifies teamwork and leadership. The award shall consist of a plaque supplied by National Headquarters.

2. E. A. RAMSEY CHAIRMAN OF THE BOARD AWARD
   The E. A. RAMSEY Chairman of the Board Award is a two-category award. The two categories are Director and Executive. Only State and Area Directors are eligible for the Director category. Any person above the level of State Director is eligible for the Executive Category. The award is based on the overall outstanding performance of the individual during the season that just ended. The award shall consist of a plaque supplied by USSSA National Headquarters during the National Meeting of the Association.

3. OFFICIAL OF THE YEAR AWARD
   The Official of the Year Award is presented by the USSSA National Director of Officials, each year at the National Meeting of the Association. Any registered USSSA official shall be eligible for this award; however, the award should be based on the overall outstanding performance of the individual in the USSSA officials program during the season that just ended. The recipient of the Official of the Year Award is selected solely at the discretion of the USSSA National Umpire in Chief. The award shall consist of a plaque, supplied by the USSSA National Headquarters.

4. UMPIRE OF THE YEAR AWARD
   The Umpire of the Year Award is presented by the USSSA National Umpire in Chief, each year at the National Meeting of the Association. Any registered USSSA umpire shall be eligible for this award; however, the award should be based on the overall outstanding performance of the individual in the USSSA umpire program during the season that just ended. The recipient of the Umpire of the Year Award is selected solely at the discretion of the USSSA National

Umpire-in-Chief. The award shall consist of a plaque, supplied by the USSSA National Headquarters. All recipients of this award shall also be recognized in the USSSA National Hall of Fame Museum.

5. UMPIRE-IN-CHIEF AWARD
   The Umpire-in-Chief of the Year Award is presented by the USSSA National Umpire-in-Chief, each year at the National Meeting of the Association. Any registered USSSA Official/UIC shall be eligible for this award; however, the award should be based on the overall outstanding performance of the individual in the USSSA UIC/umpire's program during the season that just ended. The recipient of the UIC of the Year Award is selected solely at the discretion of the USSSA National Umpire-in-Chief. The award shall consist of a plaque, supplied by the USSSA National Headquarters.

6. USSSA DISTINGUISHED SERVICE AWARD

   The USSSA Distinguished Service Award is presented by the USSSA Chief Executive Officer during the National Meeting of the Association. The award may be presented to any person, business, company, corporation, sponsor, organization or association, outside of USSSA, that has a minimum of five years of continuous and outstanding support to the USSSA program. The recipient of the USSSA Distinguished Service Award is selected solely at the discretion of the USSSA Chief Executive Officer. The Award shall consist of a plaque supplied by USSSA National Headquarters. All recipients of this award shall also be recognized in the USSSA National Hall of Fame Museum.

7. USSSA AWARD OF MERIT
   The USSSA Award of Merit is presented by the USSSA Chief Executive Officer during the National Meeting of the Association. The award may be presented to any person, business, company, corporation, sponsor, organization or association outside of the USSSA, that has a minimum of three years of continuous and outstanding support to the USSSA program. The recipient of the USSSA Award of Merit is selected solely at the discretion of the USSSA Chief Executive Officer. The Award shall consist of a plaque supplied by USSSA National Headquarters.

8. USSSA COMPLEX OF THE YEAR AWARD
   The USSSA Complex of the Year Award is presented by the USSSA Chief Executive Officer each year at the National Meeting of the Association. In addition to the complex's performance during the season just ended, the overall programs of prior years shall also be considered. The recipient of this award is selected solely at the discretion of the USSSA Chief Executive Officer. The award shall consist of a plaque supplied by USSSA National Headquarters.

9. DWIGHT HALL DIVISION SPARK PLUG OF THE YEAR MEMORIAL AWARD
   The Dwight Hall Division Spark Plug of the Year Memorial Award shall be a seven-fold award. One award shall be made in each sport every year. The award shall be presented by each National Sports Chair, at the Annual National Meeting of the Association. Candidates for this award are restricted to State Directors, Assistant State Directors, Area Directors, Tournament Directors, Specialty Program State Coordinators and State Umpires-In-Chief. The award is based on the overall outstanding performance of the individual within his or her state and participation in division activities. Items such as attendance at State, Divisional and National Meetings, serving on committees and participating in training programs shall all be contributing factors in being considered for this award. The recipient of this award is selected solely at the discretion of the applicable National Sports Chair. Only one recipient per sport can be selected each year. The award shall consist of a plaque supplied by USSSA National Headquarters.

10. USSSA NATIONAL HEADQUARTERS AWARD OF EXCELLENCE
    Each year the employees of USSSA National Headquarters shall select a USSSA State Association as the recipient of the USSSA National Headquarters Award of Excellence. Criteria for the award is based on submission of paperwork on time, payment of invoices, neatness of paperwork and overall politeness. The award shall be presented during the National Meeting of the Association and shall consist of a plaque or other suitable award.

APPROVAL DATE: January 8, 1999

United States Specialty Sports Association

0004 - Clarification of Chain of Command

PURPOSE: To clarify the chain of command.

PROCEDURE:

All State Directors will report to their appropriate National Sports Program Chair. The National Sports Program Chair will report to the appropriate National Director of their sport or Chief Executive Officer if one is not available. Each Director will be responsible for resolving any conflict between any of the sports that arise in their jurisdiction.

APPROVAL DATE: March 14, 2000

United States Specialty Sports Association

0005 - Proposal of a New Sport

PURPOSE: To establish a procedure for proposing a new sport.

PROCEDURE:

1. Policy for proposing a new sport is as follows:

    a. Fill out a national application to introduce a new sport.

    b. Presentation and application presented to the Board of Directors in charge of new sports by May 1st.

    c. The Board of Directors will review and deem if there is merit to go to the Board of Directors for consideration of pilot program.

    d. If approved by Board of Directors, a New Sport Pilot Program would be introduced at the National Convention.

    e. The Board of Directors has the authority to expedite the process, if necessary.

2. The criteria for proposing a new sport is as follows:

    a. Proposal must show a guarantee that upon approval we will immediately have a sport with a sufficient number of participants to justify introducing a new sport.

    b. Proposal must come with a person qualified to be temporary chairman who has an established program and a willingness to do this with no guaranteed financial rewards.

    c. Proposal must show a business model that has some facts to show it can be financially successful within a specified period of time, which business model needs to take in to account whether USSSA has sufficient resources to support the new sport (such as IT support).

    d. Proposal must show a 3-5 year projection of what can be expected.

APPROVAL DATE: January 5, 2001

United States Specialty Sports Association

0006 – Suspensions

PURPOSE: Establish policy on suspensions through the USSSA chain of command.

PROCEDURE:

State Directors and National Sports Program Chairs only have the authority to suspend within their sport's jurisdiction. If the State Director or National Sports Program Chair feels it necessary to go out of his/her jurisdiction, he/she must contact the appropriate National Director or other appropriate person at National Headquarters to pursue suspension.

APPROVAL DATE: January 9, 2002

Section 1. Anyone that is debarred/suspended by USSSA under this Policy for any reason, shall not be allowed to participate in any capacity within the Association or to enter a USSSA facility until the suspension has ended, unless otherwise provided in the suspension notice.

Section 2. Tournament/League Directors have the authority to eject a player or team anytime during a Tournament/League. Ejections are not suspensions/debarments and are not appealable.

Section 3. The following are Section 3 Acts, which may result in a Section 3 Suspension/Debarment:

(a) Physically attacking anyone in connection with any USSSA activity.

(b) Anyone threatening a USSSA Officer, Director, Official, Employee, Independent Contractor or Participant in a USSSA sanctioned event, either in person or in a physical writing or email or through social media posts.

(c) Anyone, in connection with a USSSA activity fighting; using unsportsmanlike conduct; using abusive tactics, derogatory or unbecoming acts that are detrimental or not in the best interests of USSSA, either in person or in a physical writing or email or through social media posts. Actions that disrupt a USSSA event shall be considered unsportsmanlike conduct.

(d) Anyone failing to cooperate with USSSA in identifying the user or owner of an altered bat or in any other matter that might result in a suspension.

(e) Anyone returning a bat to play that has been removed from play by a USSSA Director or Umpire.

(f) Destroying of property or the abuse of hotel property or failure to pay hotel or motel bills in connection with a USSSA activity.

(g) Knowingly competing with or against ineligible or suspended players.

(h) Participating in or permitting a fraud to be perpetrated.

(i) Refusing to submit funds to the Association that are due to the Association.

(j) Competing under an assumed name.

(k) Submitting a check for any reason that cannot be negotiated for payment.

(l) Failing to arrive after entering a National or World Tournament unless reasonable advance notice is given.

(m) Using or publishing false or derogatory information to the detriment of USSSA, its Officers, Directors, Officials or Participants in a USSSA sanctioned event, either in person or in a physical writing or email or through social media posts.

(n) Participating after being informed that a Participant is suspended / debarred / ineligible.

(o) Anyone violating any Articles of the By-Laws, any USSSA Rule Book, Directives, Procedures, and Association Policies, and specifically this Policies and Procedures Manual.

(p) Anyone failing to submit information due the Association in a timely manner.

(q) Any Manager, Sports Official, Tournament or League Director that allows anyone other than a Participant, Manager, Coach, Trainer or Sponsor to be in the dugout, bench or field of play during a USSSA Sanctioned Activity and anyone other than a Participant, Manager, Coach, Trainer, Sports Official or Sponsor who is in the dugout, bench or field of play during a USSSA Sanctioned Activity. Managers, Coaches, Trainers and Sponsors must be 18

years of age or older to be allowed in the dugout, bench or field of play during a USSSA Sanctioned Activity.

(r) Any Sports Official, Tournament Director or League Director, who upon identifying an unacceptable risk to safe play at the site of a USSSA Sanctioned Event allows play to continue prior to removal of that risk to safety.

(s) Anyone wearing USSSA marked Sports Official clothing (including but not limited to shirts, pants, shorts, shoes, caps) or protective gear or otherwise holding themselves out as a USSSA Registered Sports Official when officiating or otherwise acting in any capacity for any event other than a USSSA Sanctioned Event.

(t) Failure to report any incident or charge, the failure to report of which would constitute a violation of the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 (Safe Sport Act).

(u) Any act that would be a violation of the Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017 (Safe Sport Act).

The Safe Sport Act requires that a covered individual who learns of facts that give reason to suspect that a child has suffered an incident of child abuse, including sexual abuse, shall as soon as possible make a report of the suspected abuse to the agency designated by the Attorney General. The term 'covered individual' means an adult who is authorized, by a national governing body, or an amateur sports organization that participates in interstate or international amateur athletic competition, to interact with a minor or amateur athlete at an amateur sports organization facility or at any event sanctioned by a national governing body, a member of a national governing body, or such an amateur sports organization. The term 'event' includes travel, lodging, practice, competition, and health or medical treatment. The terms 'amateur athlete', 'amateur athletic competition', 'amateur sports organization', 'international amateur athlete competition', and 'national governing body' have the meanings given the terms in section 220501(b) of title 36, United States Code. The term 'as soon as possible' means within 24-hour period.

Section 4.

Only State Directors, National Sports Program Chairs and National Directors have the authority to issue suspensions/debarments for Section 3 Acts and only for a period of one year from the time of the incident. Also, National Sports Directors have the authority to issue suspensions / debarments for Section 3 Acts for up to three years from the time of the incident. All reports of suspension must be in writing and submitted to the USSSA National Headquarters within 30 days of the suspension. Copies of such suspensions shall be sent to the party against whom it is directed. Any offense that occurs may be

acted upon by the State Director in the state in which the offense occurred. Should the State Director not take action, he or she shall submit the incident to the player or team's home State Director to be acted upon. Any Section 3 Debarment/Suspension beyond the one-year suspension imposed by State Directors and National Directors shall be ruled upon by the Association's Board of Directors or Debarment Committee at any time it convenes. Any Section 3 Debarment / Suspension imposed by National Sports Directors beyond the three-year suspension shall be ruled upon by the Association's Board of Directors or Debarment Committee at any time it convenes. In order for such action to be effective, reasonable notice (at least 30 days) shall be given to the offending person before the convening of the Board of Directors or Debarment Committee. Such notice shall be deemed sufficient if either mailed or emailed to the mailing or email address of the offending party last on file with the USSSA National Office or the USSSA State Director's Office or National Sports Director (and if none is on file, to the address or email address of the offending party's manager or coach); and contains a written statement of the offense and the length and terms of the requested additional debarment beyond the one year suspension.

The offending party may prepare a written explanation and provide written evidence for the Board of Directors or Debarment Committee as to why the additional suspension or debarment should not be imposed. The decision of the Board of Directors or Debarment Committee shall be final and binding and not be the subject of an appeal.

Section 5. The USSSA Board of Directors, the Chief Executive Officer, National Sports Directors and State Directors have the authority to issue indefinite suspensions for anyone who fails to meet financial responsibilities.

Section 6. Anyone who has been disbarred/suspended or declared ineligible, may use the appeal process procedure as set forth herein, except as otherwise limited by the provisions of these Policies and Procedures (such limiting provisions include, but are not limited to, those found in section 7, below).

Section 7. The following Section 7 Acts may result in Section 7 Suspension / Debarment:

(a) Filing a Lawsuit. Any person who files a lawsuit against USSSA, any of its Directors, Board Members or affiliates regarding a matter that is in any way associated with USSSA activities, is suspended permanently from all USSSA activities upon filing of such a lawsuit. A Person for purposes of this paragraph includes any natural person, the parents or guardians of a natural person who is a minor on behalf of whom a lawsuit is filed, any Entity (including, but not limited to corporations, non-profit organizations, partnerships, trusts and limited liability companies) recognized under state or federal law, any beneficial or other owner of an Entity that brings suit under state or federal law and anyone that controls or is part of the group that controls the Entity. To the extent that the terms of this paragraph are unclear or ambiguous, the USSSA Board of Directors in its sole and absolute discretion shall determine their meaning in a way that excludes those who might have participated in any lawsuit against the USSSA.

In its sole and absolute discretion, the USSSA Board of Directors may commute a suspension under this paragraph, if it is determined in the Board of Directors' sole and absolute discretion that there is no reason to believe that the Person will attempt to resolve any future dispute by the hiring of lawyers or the filing of a law suit or that the suspension is in any other way inappropriate for the best interests of the USSSA.

To the extent that application of this section 7(a) would violate state, local or federal law, this section 7(a) shall not apply.

(b) Threatening to, or using, an Attorney to resolve disputes.

Any Participant, Official, Team, Sponsor, Related Party (including but not limited to parents, spouses, siblings and children of Participants, Officials, etc.) or any other person who threatens in writing a legal action against USSSA, USSSA Directors, USSSA Board of Directors Members, or USSSA Affiliates regarding a matter that is in any way associated with USSSA or has a lawyer contact on their behalf USSSA, a USSSA Director, a member of the USSSA Board of Directors, or USSSA Affiliates regarding a matter of disagreement that is in any way associated with USSSA may be suspended from all USSSA activities until such threatened legal actions or legal disagreements are resolved to the satisfaction of the USSSA Board of Directors. In addition, that Person's (or any related Party's) team and each of its members and other Persons related to that team may be suspended from all USSSA activities until such threatened legal actions or legal disagreements are resolved to the satisfaction of the USSSA Board of Directors.

Anyone who threatens legal action or the use of a lawyer to address disputes with USSSA may be suspended/debarred indefinitely under Policies or Procedures which address such acts. There will be no right to appeal from such Suspensions, except as provided under such Policies or Procedures.

Threatening legal action or threatening to retain a lawyer regarding a USSSA related dispute in a verbal communication with a USSSA Director, Board Member or Official is unsportsmanlike conduct that may result in suspension or removal from a USSSA activity.

(c) Charged with, or convicted of, a violent felony or of a sexual nature involving a minor; charged with or convicted of any crime included on USSSA's Eligibility Matrix. For USSSA's adult programs, anyone (i) charged with a violent felony, or (ii) charged with any crime of a sexual nature involving a minor, or (iii) listed on any state or national sex offender registry shall be suspended/debarred until such time as those charges are withdrawn or the person is found innocent of those charges. Anyone convicted of such crimes shall be suspended/debarred for life from all USSSA sanctioned activities and facilities. For USSSA's youth programs anyone charged with a crime included on USSSA's Eligibility Matrix USSSA Standard Background Check Matrix_branded (2).xlsx will be subject to suspension pending resolution of the charges. Anyone

convicted of a crime included on USSSA's Eligibility Matrix or which results in the individual being required to register as a sex offender will be suspended from participation for the time periods included on USSSA's Eligibility Matrix. The appeal of such a suspension may be made by use of the Procedures for Appeal below.

(d) Involved with using or altering equipment. Anyone who has a suspension resulting from an altered bat or ball rule may be suspended for life as determined by the USSSA rules and that determination may be made by the Chief Executive Officer or the Board of Directors. The appeal of such an issue shall be governed as set forth in the appropriate rule books.

(e) Competing Against USSSA. Anyone who has or does compete (and any Related Parties including but not limited to parents, spouses and children of Participants, Officials, etc.) with USSSA may be indefinitely suspended by the Board of Directors. Rights of appeal for such suspensions/debarments shall be governed by the Policy or Procedure which implements this authority to suspend/debar for those who compete against USSSA.

Section 8. The State Director upon learning that a Section 7 Act has resulted in a Section 7 Debarment/Suspension within his state should in a timely manner report such in writing to the USSSA National Headquarters.

APPEAL RIGHTS/PROCESS

Section 1. Definition of an Appealable Issue:

Except where otherwise provided herein, an Appealable Issue shall be:

(a) Any sanction imposed or decision made that negatively impacts the appellant, but only to the extent that it violates the Association's By-Laws, Playing Rules, Directives, Policies and Procedures.

(b) Any aspect of an act of a Section 3 Act (as defined above) or a Section 7 Act (as defined above) resulting in a Section 3 Debarment/Suspension (as defined above) or a Section 7 Debarment/Suspension (as defined above), unless otherwise identified as not appealable under the Association's By-Laws or Policies and Procedures.

Section 2. Appeal Policy for Section 1 Appealable Issue.

All stages of the appeal of an Appealable Issue shall be in writing on appropriate forms supplied by the Association, and no substitution thereof shall be utilized. In such writing,

the appellant (i.e., the person appealing) must specify on the appropriate form the specific relief he expects to obtain through use of the appeal procedure. Failure by the appellant to comply with all substantial procedural requirements of the appeal process without just cause will terminate the right to further appeal.

Failure of the Association to comply with all substantial procedural requirements of the appeal procedure without just cause will, at the option of the appellant, advance the appellant to the next step in the appeal process. Failure of the Association, without just cause, to comply with all substantial procedural requirements of the final step of the appeal procedure shall result in a continuing right to the final step in the appeal process.

In those instances where an appeal is to an individual whose title is concurrent with the title of the person being appealed to in any given step of the appeal procedure, then that step shall be avoided and the next step shall be instituted automatically; however, the initial appeal must always be made within 15 days after the occurrence.

Where conflict of interest relative to the parties' hearing in any given step exists in the view of the Chief Executive Officer or his designee, the Chief Executive Officer shall designate members of the Association to hear that step of the appeal process.

Section 3. Procedure for Appealable Issue.

A Participant has the right to timely appeal a permanent suspension and debarment within thirty (30) days of delivery of written notice of same to the Participant by taking the following steps:

A. The Participant may, within thirty (30) days of the date of delivery of the written notice of suspension/debarment, submit a written appeal to the Committee for the particular sport in which Participant is involved. If there is not a Committee for Participant's particular sport Participant shall appeal to the National Sports Program Chair. The Committee or the National Sports Program Chair, as the case may be, shall render a decision within fifteen (15) days of receipt of all pertinent information.

B. The Participant's appeal may include one or more of the following:

- A detailed statement concerning the conviction, the charges and the circumstances surrounding or leading to the charges;
- A detailed statement and description of any extenuating circumstances which the Participant requests USSSA consider in the appeal;
- Written statements of good character;

- Official documentation that the Participant has successfully completed and has been discharged from probation or any diversionary or rehabilitation program;

- Other evidence that the Participant does not pose a risk or threat;

- These suggestions are not exhaustive. USSSA will consider any and all reasonable and pertinent information and documentation submitted by the Participant.

C. If Participant's appeal is denied by the Sports Committee or National Sports Program Chair, as the case may be, the Participant has the final right to appeal to the Board of Directors to determine the ultimate outcome of the appeal. The notice of appeal shall be sent to the Chairman of the Board, with a copy to the Chief Executive Officer of USSSA, and a copy to the General Counsel for USSSA at the following addresses:

Chairman of the Board

USSSA

5800 Stadium Parkway
Melbourne, FL 32940

Chief Executive Officer

5800 Stadium Parkway
Melbourne, FL 32940

General Counsel

Wendy Anderson, Esq.
P.O. Box 2164
Winter Park, FL 32790

D. The Board of Directors shall consider the appeal at its next scheduled Board meeting. The decision of the Board of Directors shall be final and conclusive.

E. The Participant has the right, but not the obligation, to retain independent legal counsel to represent the Participant at his/her own expense.

Note: Anyone debarred/suspended or declared ineligible for a period greater than five years shall have the right to apply one time every five years for reinstatement to

membership in the Association, following the one-year anniversary of the suspension, provided he gives the Chief Executive Officer or Board of Directors, 30 days' written notice of his intention to so reapply. The Chief Executive Officer or Board of Directors shall act on such applications at the Annual Meeting of the Association.

Section 4. Other actions or issues, such as Section 7 Debarment/Suspensions (as defined above) shall be appealable only as provided in the rules set forth for such issues as found in the appropriate By-Laws, Playing Rules, Directives, Policies or Procedures of the Association, and specifically this Policies and Procedures Manual.

Revised October 28, 2020

Revised April 27, 2021

Revised November 15, 2021

Revised August 29, 2022

Revised November 13, 2022

Revised August 28, 2023

Revised November 21, 2024

Revised January 25, 2025

United States Specialty Sports Association

0007 - Guidelines for USSSA Rules

PURPOSE: To establish guidelines for USSSA sanctioned activity for use by Area Directors, Officials and other USSSA Affiliated Persons in determining when it is appropriate, if ever, not to follow USSSA rules in USSSA sanctioned activities. The clear intent is that while the USSSA rules are important, safety and obeying the law are more important.

PROCEDURE:

While USSSA sanctioning of events is generally conditional on following USSSA rules, USSSA expects USSSA Affiliated Persons (including but not limited to USSSA Directors) to use their experience and judgment to provide a reasonable and safe environment for USSSA activities. In addition, USSSA expects all USSSA sanctioned activities to be conducted in accordance with all applicable local, county, state and federal laws, rules and regulations. As such, where the provision of a reasonable and safe environment with respect to a USSSA sanctioned activity in the judgment and experience of USSSA Affiliated Persons dictates an action contrary to a USSSA rule, or where the law dictates an action contrary to a USSSA rule, the USSSA rule should be followed only to the extent that it does not conflict with the provision of a safe environment or law. Any deviation from a USSSA rule must be approved by the National Sports Chair.

APPROVAL DATE: March 26, 2004

United States Specialty Sports Association

0008 - National Convention Travel Reimbursement for State Directors

PURPOSE: To establish a procedure for National Convention travel reimbursement for state directors.

PROCEDURE: Only State Directors will receive travel reimbursement.

Maximum travel reimbursement for State Directors will be $1,000. Travel reimbursement will be $1.50 per team for State Directors.

Travel reimbursement will be based on convention attendance. All persons receiving travel reimbursement must be in attendance for the entire duration of the National Meeting and have occupancy in the host hotel for the duration of the event.

APPROVAL DATE: August 17, 2006

REVISED DATE: May 13, 2016

REVISED DATE: November 4, 2019

United States Specialty Sports Association

0009- Awarding Championship Tournaments

PURPOSE: To establish a procedure for approving and awarding championship tournaments (World, World Series, National and Divisional) in all USSSA sports.

PROCEDURE:

1. Each USSSA sport through its National Sports Program Chair shall make recommendations for locations and dates of all championship tournaments above the state and NIT level.

2. All recommendations will then be reviewed and approved/disapproved by the National Director of the appropriate sport at National Headquarters.

3. Final tournament dates and locations will then be posted at www.usssa.com.

APPROVAL DATE: August 17, 2006

United States Specialty Sports Association

0010 - Travel and Reimbursement

PURPOSE: To establish procedure for USSSA travel and reimbursement.

PROCEDURE:

1. **EXPENSES**

   a) This policy will apply to all individuals and/or employees of USSSA who expend funds for the purpose of transacting approved Association business. Responsibility for compliance with this policy is that of the Chief Executive Officer.

   b) The policy is to establish the basis for the reimbursement of expenses legitimately incurred while transacting Association business and reporting these expenses on a properly approved expense report. All approved expenses must be reported to National Headquarters within 30 days of actual travel, with the exception of the month of November, which requires that all prior expenses be reported by November 30.

   c) Responsibility for controlling expenses rest with the individual's supervisor. This includes instructions and counseling prior to the expenditure of funds and review and approval of reported expenses to insure that they have proper original receipts attached and reported on the proper forms.

   d) Anyone approved for traveling on Association business must obtain travel arrangements at the lowest possible cost available. Personal expenses for spouses related to transportation, meals, lodging, etc. are not reimbursable.

1. **FLIGHT RESEVERVATIONS**

   a) All flights must be booked through the USSSA National Office unless otherwise approved through the Chief Executive Officer. Special care should be taken to make reservations as far in advance as possible to allow for any super saver or discounts that may be offered.

   b) If any airline ticket cost exceeds $500.00 in value, it must be approved in advance by the Chief Executive Officer.

3. **AUTOMOBILE POLICIES**

   a) Anyone required to use their personal automobile for the purpose of transacting approved Association business will be reimbursed for use of the vehicle. USSSA National Office shall use the Internal Revenue Service mileage reimbursement rate amount per mile. Travel by personal automobile

will be reimbursed provided that such cost will not exceed the fare by the appropriate means of commercial air transportation.

b) Unless approved by the USSSA National Office, all rental automobiles must be booked by the USSSA National Office. Rentals may be used in order to transact approved Association business. The decision to use a rental car should be made only after taking into consideration the cost involved, the requirements of the traveler's business schedule, effective use of the traveler's time, and the availability of Association owned and personal automobiles. If a person books their own cars they are entitled to be reimbursed no more than $55.00 a day. If the person renting the car has personal liability insurance, optional collision damage and personal accident insurance coverage are not to be accepted on any rental.

c) Uber, Lyft or taxi service may be used in order to transact approved Association business. The decision to use taxi service should be made only after taking into consideration the cost involved, the requirements of the traveler's business schedule, effective use of the traveler's time, and the availability of Association owned and personal automobiles.

4. PERSONAL MEALS

a) Reimbursement for the cost of personal meals will be made provided such meals occur after the start of and prior to the end of the trip and are not included as part of the transportation arrangements. Reimbursement for meals will be at the actual rate provided it is considered reasonable for the circumstances. Receipts are required for all personal meals regardless of the amount to be reimbursed.

5. BUSINESS MEALS

a) Normally, business meals occur at places considered to be conducive to carry business discussions and where a proper business purpose exists. Business meals should be reported on the appropriate expense report noting the names of people attending and the business purpose. Receipts are required for all business meals regardless of the amount to be reimbursed.

6. LODGING EXPENSES

a) Only lodging cost, room taxes and telephone calls approved by this procedure may be charged on the lodging bills.

b) Any personal expenses charged to the lodging bill must be paid by the traveler at check-out time and only reimbursable items are to be reported on the expense report and in accordance with guidelines set by these procedures and policies.

7. APPROVAL PROCESS/DISTRIBUTION OF COST

a) All approved expenses associated with this policy will be reimbursed within thirty (30) working days after receipt of a properly filled out, signed and approved expense report.

b) All costs will be charged to accounts established under the Fiscal Year Approved Operating Budget.

8. NATIONAL MEETING EXPENSE

a) No member of the Board of Directors or their spouse will be required to pay a convention registration fee. However, Board members will be required to fill out the proper registration forms.

b) All other expenses will be reimbursed in accordance with this policy, paragraphs 1-8.

APPROVAL DATE: August 17, 2006

REVISED DATE: May 13, 2016

United States Specialty Sports Association

0011 - Reporting Travel

PURPOSE: To establish a procedure to follow-up report/update on travel approved by National Headquarters

PROCEDURE:

Individuals assigned by Headquarters to represent USSSA in any official capacity should file a written report with Headquarters within 10 days of completion of the assignment. An email will suffice.

The written trip report should include:

- Date and location
- Attendees
- Purpose of meeting
- Brief description of meeting
- Recommendation or actions deemed necessary as a result of the meeting

APPROVAL DATE: May 5, 2007

REVISED DATE: May 13, 2016

United States Specialty Sports Association

0012 - Director Appointments/Removals

PURPOSE: To establish a consistent manner in which current USSSA Directors' appointments are withdrawn or not reappointed and a new director is appointed to fill the vacancy. To establish a procedure of notification of the National Office and executives, through the chain of command of the sport, of the newly appointed Director and the removal of rights of the Director not being reappointed.

PROCEDURE:

1. All the following information must be submitted in order for the process to begin:
   - Director's name, state & position
   - Suggested date for withdrawal/non-reappointment
   - New Director to be appointed, accompanied by future plan

2. All the information must be sent to the USSSA National Office at least five (5) business days prior to the suggested date of withdrawal/non-reappointment. The person calling for withdrawal/non-reappointment may email the information to support@usssa.com.

3. This administrative procedure is for purposes of proper administration of director appointments, withdrawals and reappointments only, and shall in no event confer any rights upon a Director who is otherwise properly removed or not reappointed under USSSA rules, procedures, By-Laws, or policies.

APPROVAL DATE: September 2008

REVISED DATE: May 13, 2016

United States Specialty Sports Association

0013 - Protest Fees

PURPOSE: To establish a protest fee for all sports.

PROCEDURE:

The protest fee is a maximum of $100 cash. In case of an eligibility protest, the protest fee will be a maximum of $100 cash per player. The fee shall be returned if the protest is upheld.

APPROVAL DATE: January 2009

United States Specialty Sports Association

0014 – Promissory Notes for Past Due Balances

PURPOSE: To address delinquent balances and provide a method to assist in the collection process of overdue balances.

PROCEDURE:

Any USSSA director who owes USSSA National Headquarters an excessive amount for more than 90 days may be required to sign a Promissory Note AND may no longer collect monies on behalf of USSSA or in conjunction with USSSA activities – all such monies shall be paid to USSSA National Headquarters until the total amount owed to USSSA National Headquarters has been reduced to zero. In addition, any USSSA director that owes monies to USSSA National Headquarters and is determined by USSSA Board of Directors to be a financial risk will be subject to the same procedures.

APPROVAL DATE: January 10, 2009

United States Specialty Sports Association

0015 – Disruptive Actions

PURPOSE: To establish a procedure for identifying disruptive actions.

PROCEDURE:

Actions that disrupt a USSSA event or activity are considered to be Unsportsmanlike Conduct and may result in a person being removed from a USSSA facility and/or being suspended from USSSA activities. In addition, it is inappropriate for those who support, own or are associated with a USSSA competitor association to promote a competitor association while attending a USSSA event or activity. Such promotion of a competitor association would be considered a disruptive action.

APPROVAL DATE: November 15, 2009

United States Specialty Sports Association

0016 – Ineligible Participants due to Competing Interests

PURPOSE: To establish a procedure for identifying ineligible participants for USSSA events due to competing interests.

PROCEDURE:

The USSSA Board of Directors has determined that as a general rule it is inappropriate to have Persons participate in USSSA who are, or who have been, in competition with USSSA activities. While most USSSA participants have an interest consistent with that of USSSA in not disrupting a USSSA event and in seeing USSSA prosper, those who are or have been USSSA competitors do not. Effective December 1, 2009, any USSSA competitor or former competitor (as well as the Executives and equity owners of such USSSA competitors) may be ineligible to participate in USSSA events. Participation includes sponsoring, owning, coaching, playing, etc. Ineligible persons under this procedure may also include those persons who are closely related (spouses, children, parents, siblings, businesses owned or controlled, etc) to such USSSA competitors, their Executives or equity owners. The determination of when such persons are ineligible will be made in the sole discretion by the USSSA Board of Directors. Other than an appeal stating that a person is not a USSSA competitor nor closely related to one, the sole appeal is to the Board of Directors.

APPROVAL DATE: November 15, 2009

United States Specialty Sports Association

0017 – Logo Use

PURPOSE: To establish a policy for the acceptable use of the USSSA logos created by the National Office.

PROCEDURE:

All USSSA logos created by the National Office may be reproduced by USSSA directors on printed materials for the promotion of USSSA events, including brochures, banners, awards, screen printed tournament shirts, etc, for specific USSSA events. In addition, USSSA directors may use all USSSA logos created by the National Office on their USSSA specific websites. Only the current USSSA logo is to be used. No alterations or modifications can be made to the USSSA logo.

Violations by USSSA directors or members are subject to a fine of up to $500 per violation and possible suspension or termination. In addition, any unauthorized reproduction of a USSSA logo could result in legal actions being taken against all violators.

APPROVAL DATE: January 18, 2010

REVISED DATE: May 13, 2016

United States Specialty Sports Association

0018 – Non-Compete or Non-Disclosure Agreements

PURPOSE: To identify when agreements may be executed.

PROCEDURE:

Because USSSA is by definition in the sports, sports association/sanctioning, sports information, etc. business, no one is authorized to execute any kind of non-compete agreement on behalf of USSSA or any USSSA related entity or person, unless approved by a majority vote of the USSSA Board of Directors. In the event that someone that is associated with USSSA or a related party does execute such an agreement with a non-compete provision, such provision shall be null and void and not enforceable against USSSA, any USSSA related entity or person (including the person that executed such document/agreement).

In addition because one sided indemnities or indemnities that protect other parties from being liable for their wrongful acts are inherently unfair, no one has the authority to execute an indemnity and/or hold harmless agreement or provision on behalf of USSSA or any USSSA related entity or person that indemnifies or holds harmless anyone for anything that is not a result of USSSA wrongdoing and may then only indemnify or hold harmless such other party to the extent that such other party agrees to indemnify or hold harmless USSSA or the USSSA related entity or person indemnifying the other party for its wrongful acts, unless approved by a majority vote of the USSSA Board of Directors. In the event that someone that is associated with USSSA or a related party does execute an agreement with such an indemnity and/or hold harmless provision without the approval of the majority of the USSSA Board of Directors, that provision shall be null and void and not enforceable against USSSA, any USSSA related entity or person (including the person that executed such document/agreement).

APPROVAL DATE: January 10, 2014

United States Specialty Sports Association

0019 – Gender Classification

I. PURPOSE

The United States Specialty Sports Association, Inc. ("USSSA") is committed to providing a safe and respectful environment for all athletes. To ensure that all athletes have the opportunity to participate and to promote and preserve fairness in competition, USSSA has adopted the following guidelines to govern the eligibility of transgender athletes. For the purposes of this policy, a "transgender athlete" is defined as an athlete whose consistent gender identity or expression does not match the sex assigned to him or her at birth as reflected on the athlete's birth certificate or other recognized forms of identification (i.e. driver's license or passport).

II. ELIGIBILITY

A. Participation in Sex Separated Sport Teams or Mixed Gender Sport Activities

The following policies clarify participation of transgender athletes, whether or not taking hormone treatment, related to gender transition:

1. Any transgender athlete may participate in sex-separate sports activities in accordance with their assigned birth gender.
2. A female to male transgender (FTM) athlete may participate on a men's or women's sports team.
3. A male to female transgender (MTF) athlete related to gender transition may not compete on a women's team.

B. Other Requirements

For the avoidance of doubt, the eligibility conditions set forth in this policy are without prejudice to all other eligibility requirements that are applicable to all players (transgender or otherwise) under USSSA policies and rules of play for the applicable sport, and/or applicable law which must also be satisfied at all relevant times. Nothing in this policy will be deemed to permit, excuse or justify non-compliance with any of those requirements.

C. . Non-Binary Athletes

Non-binary individuals are those who experience their gender identity and/or gender expression as falling outside the traditional categories of male or female. USSSA does not currently include specific programs for people whose gender identity and/or gender expression is non-binary. USSSA strives to be inclusive in its programs and will make reasonable efforts to assist non-binary participants in accordance with the parameters of this policy.

III. REVIEW

This policy is maintained by the Board of Directors of USSSA. The policy will be reviewed on an annual basis.

Revised 11/30/2020
Revised 11/21/2024
Revised 08/21/2025

United States Specialty Sports Association

0020 – Federal, State and Local Concussion Laws

PURPOSE: USSSA, as a sanctioning body of athletic events, shares the concerns being raised on a national and local level regarding concussions and concussion symptoms in participants, coaches/managers and umpires/referees in USSSA sanctioned activities. USSSA encourages its directors, umpires, coaches, referees, teams, team managers, and all adults involved in youth activities and participants to learn all they can about concussions in athletics and requires each of them and each of the USSSA directors to follow all federal, state and local laws (including concussion training and reaction laws) with regard to athletic competition sanctioned by USSSA. In addition, USSSA hereby adds the following to the rule books of each USSSA sport which does not defer to another organization for its rule book.

PROCEDURE:
Upon becoming aware that a participant or coach/manager of his team has received a suspected concussion, the Team Manager or Coach will not allow that person to participate in any USSSA sanctioned event and if occurring during a USSSA sanctioned event, shall have that person removed from the playing field of any USSSA sanctioned event. Without a written medical clearance from a licensed medical doctor to return to play, such persons will not be allowed to return to the USSSA playing field in a USSSA sanctioned event. For officials/umpires/referees, the medical written consent must be presented to the Team Manager and retained permanently by the USSSA State Director. For participants and coaches/managers, the medical written consent must be presented to the Team Manager or Coach and retained permanently by the Team Manager. Any Team Manager or Coach, who allows a coach/manager or participant back on a USSSA sanctioned event playing field without first obtaining the required written consent, may be suspended by the State Director for up to one year and upon request of the State Director, may be suspended for a longer duration by the USSSA debarment committee. State Directors allowing an official/umpire/referee back in the field of play without the necessary consent will be subject to being disciplined as determined by the USSSA Board of Directors.

In the event of severe head trauma in a USSSA sanctioned activity, the injured person will not be moved and an ambulance will be called, unless otherwise directed by a qualified medical professional. The parent or guardian of the injured person, however, will not be bound by this protocol and may choose a different approach consistent with their legal rights as the parent or guardian.

APPROVAL DATE: November 18, 2016

Revised: August 29, 2022

United States Specialty Sports Association

0021 - Procedure & Guidelines for USSSA National Hall of Fame Election, Qualifications, Awards and National Meeting Travel & Lodging

PURPOSE: To establish a procedure and guidelines to govern the Hall of Fame election, and establish Hall of Fame qualifications, awards and National Meeting travel and lodging guidelines.

Section 1. The Association may honor certain individuals by electing them to the Association's Hall of Fame. This shall be considered as the highest honor the Association can bestow on any individual.

Section 2. The procedure, which governs the Hall of Fame election, is as follows:

(a) A State Director, or any member of the Program National Committee or the Association's Board of Directors must recommend a candidate for the Hall of Fame to the USSSA National Headquarters.

Such recommendations must be submitted in writing no later than June 1st of each year using the official USSSA Hall of Fame nomination form. All recommendations are only good for one year. Unsuccessful candidates must be resubmitted each year. Any candidate who is nominated by a person who resides outside of the State from where the candidate resides must have the approval of the candidate's State Director in order for the candidate's application to be processed. This does not apply to candidates in the Executive or Director category.

(b) A person must be properly recommended in one of the following categories in order to be considered for nomination:

- Adult Male Player
- Adult Female Player
- Manager
- Sponsor
- Executive
- Director
- Umpire
- Longevity
- Special Service (manufacturer, sports writer, announcers, or other individuals who have contributed to the USSSA program in a special way, but who do not qualify to be nominated in any of the other categories).

(c) Special qualifications for each category are as follows:

- **Adult Male Player:** Must have been selected to an All-World Team at least three times, or to any combination of All-World, or Regional, Divisional, or National All-Tournament teams at least five times.
- **Adult Female Player:** Must have been selected to an All-World Team at least three times, or to any combination of All-World or Women's "A" National, Divisional, or Regional All-Tournament teams at least five times.
- **Team Manager:** Must have managed teams in five World Tournaments or in seven of any combination of World, Regional, Divisional, National, or Women's "A" National.
- **Executive or Director:** Must have been on a National Committee for five years.
- **Umpire:** Must have officiated in at least five of any combination of World, Regional, Divisional, or National Tournaments.

(d) A Hall of Fame nominee does not have to be retired to be nominated or elected; however, all nominees must be 33 years of age or more. The age requirement shall not apply to any nominee who is deceased.

(e) A nominee in all categories except the player category must have completed a minimum of seven years USSSA service in the specific category for which he or she is being nominated. A nominee in the Player Category must have completed a minimum of 10 years as a player in the USSSA program. The years of service requirement shall not apply to any nominee who is deceased.

(f) The Hall of Fame Committee may nominate up to five different categories each year. No more than two candidates shall be nominated for each category.

(g) All qualified nominees shall be placed on a ballot and voted on by the Board of Directors prior to or during the Annual National Meeting of the Association.

(h) A person can be elected into the Hall of Fame only once.

(i) Upon the recommendation of the Hall of Fame Committee, The Board of Directors may select up to three (3) players in each of the male and female categories annually for induction into the Hall of Fame. Three (3) additional applicants may also be selected from the remaining categories if recommended by the Hall of Fame Committee and approved by the Board of Directors. Said applicant must meet all requirements as prescribed herein.

(j) Hall of Fame recipients shall be officially inducted into the Hall of Fame at the Annual National Meeting of the Association the following year after their nomination.

Section 3. Notwithstanding Section 1 and Section 2 of this Policy and Procedure, if a nominee has given 20 years of combined service in the categories of Player, Umpire, Manager, Director, Executive Board or Executive Committee, or Special Category, he or she may, upon vote of the USSSA Board of Directors, be eligible for induction into the USSSA Hall of Fame in the Special Service Longevity category. No more than one person so qualified may be elected to the Hall of Fame each year in this category.

Section 4. The Hall of Fame recipients shall receive the following:

(a) Travel and lodging expenses shall be paid for the recipient to attend the National Meeting for the purpose of being inducted.

(b) A certificate shall be presented to the recipient.

(c) A Hall of Fame ring shall be presented to the recipient.

Section 5. The plaque, with the recipient's likeness, shall be placed in the USSSA Hall of Fame.

Section 6. A member of the Hall of Fame may be removed from the Hall of Fame by a majority vote of the Board of Directors at any duly called meeting of the Board of Directors.

United States Specialty Sports Association

0022 – Conflict of Interest

1. Purpose. The purpose of the conflicts-of-interest Policy is to protect USSSA's interest when it is contemplating entering into a transaction or arrangement that might benefit the private interests of certain persons covered by the Policy. This Policy is intended to supplement, but not replace, any applicable state laws governing conflicts of interest applicable to nonprofit corporations.

2. Definitions.

(a) Interested Person.

(1) General Rule. Any person who is a "disqualified person" within the meaning of Treas. Reg. §53.4958-3 is an "interested person" for purposes of this Policy. Thus, any person who is, or during the preceding 5 years was, in a position to exercise substantial influence over the affairs of USSSA is an "interested person." If an individual or entity is an interested person with respect to USSSA or any entity affiliated with USSSA, he or she is an interested person with respect to all affiliated entities.

(2) Particular persons. Any person who is, or who was during the past 5 years, a director, principal officer, or member of a committee with board delegated powers, and who has a direct or indirect financial interest, as defined below, is an "interested person." In addition, the spouse, ancestors, siblings, and descendants (and spouse of any ancestor, sibling, or descendant) of any such person is an interested party. Finally, any business, trust, or estate, at least 35% of which is owned by one or more interested persons, is itself an interested person. Other factors, e.g., being the founder of USSSA, a substantial contributor to USSSA, or a key executive who is not an officer, will also be taken into account in determining whether an individual or entity is an interested person.

(b) Financial Interest. A person has a financial interest if the person has, directly or indirectly, through business, investment or family-

(1) an ownership or investment interest in any entity with which USSSA has a transaction or arrangement;

(2) a compensation arrangement with USSSA or with any entity or individual with which USSSA has a transaction or arrangement; or

(3) a potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which USSSA is negotiating a transaction or arrangement.

(c) Compensation includes direct and indirect remuneration, as well as gifts or favors that are substantial in nature.

3. Procedures.

(a) Duty to Disclose. In connection with any actual or possible conflict of interest, an interested person must disclose the existence and nature of his or her financial interest, and must be given the opportunity to disclose all material facts, to the directors and members of committees with board delegated powers that are considering the proposed transaction or arrangement.

(b) Determining whether a conflict of interest exists. After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he/she shall leave the governing board or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board or committee members shall decide if a conflict of interest exists.

(c) Procedures for Addressing the Conflict of Interest.

(1) An interested person may make a presentation at the board or committee meeting, but after the presentation, he or she shall leave the meeting during the discussion of and the vote on the transaction or arrangement that results in the conflict of interest.

(2) The chairperson of the board or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.

(3) After exercising due diligence, the board or committee shall determine whether USSSA can obtain a more advantageous transaction or arrangement with reasonable efforts from a person or entity that would not give rise to a conflict of interest.

(4) If a more advantageous transaction or arrangement is not reasonably attainable under circumstances that would not give rise to a conflict of interest, the board or committee shall determine by a majority vote of the disinterested directors or committee members whether the transaction or

arrangement is in USSSA's best interest and for its own benefit, and whether the transaction is fair and reasonable to USSSA. The board or committee shall make its decision as to whether to enter into the transaction or arrangement in conformity with such determination.

(5) Each agreement with an interested person shall contain an appropriate provision permitting the agreement to be modified or terminated in the event that the Internal Revenue Service determines that any transaction that is the subject of the agreement is an excess benefit transaction within the meaning of §4958 of the Internal Revenue Code.

(6) For purposes of this Policy, a disinterested person is one who is not an interested person with respect to the transaction, who is not in an employment or other financial relationship with any disqualified person with respect to the transaction, and who does not have any other material financial interest that may be affected by the transaction.

(d) Violations of the Conflicts-of-Interest Policy.

(1) If the board or committee has reasonable cause to believe that a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.

(2) If, after hearing the response of the member and making such further investigation as may be warranted in the circumstances, the board or committee determines that the member has in fact failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

4. Records of Proceedings. The minutes of the board and all committees with board authority shall contain-

(a) the names of the persons who disclosed or otherwise were found to have a financial interest in connection with a transaction or arrangement, and the nature of the financial interest; and

(b) the names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection therewith.

5. Compensation Committees. A voting member of the board of directors, or of any committee whose jurisdiction includes compensation matters, and who receives compensation, directly or indirectly, from USSSA for services is precluded from discussing and voting on matters pertaining to that member's compensation. However, such a person is not prohibited from providing information to the board of directors or any committee regarding compensation of similarly situated persons.

6. Annual Statements. Each director, principal officer and member of a committee with board delegated powers shall annually sign a statement which affirms that such person-

(a) has received a copy of this conflicts of interest Policy;
(b) has read and understands the Policy;
(c) has agreed to comply with the Policy; and
(d) understands that USSSA is a charitable organization and that in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

7.Periodic Reviews. To ensure that USSSA operates in a manner consistent with its charitable purposes and that it does not engage in activities that could jeopardize its status as an organization exempt from federal income tax, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects:

(a) whether compensation arrangements and benefits are reasonable and are consistent with the results of arm's-length bargaining;

(b) whether acquisitions of goods or services result in inurement or impermissible private benefit;

(c) whether partnership and joint venture arrangements conform to written policies, are properly recorded, reflect reasonable payments for goods and services, further USSSA's charitable purposes and do not result in inurement or impermissible private benefit; and

(d) whether agreements to provide goods or services further USSSA's charitable purposes and do not result in inurement or impermissible private benefit.

8. Use of Outside Experts. In conducting the periodic reviews provided for in Section 7, USSSA may, but need not, use outside advisors. If outside experts are used, their use

shall not relieve the board of its responsibility for ensuring that periodic reviews are conducted.

9. No Conflict. Any interested person who enters into an agreement with USSSA which has been approved by the Board of Directors or is otherwise in compliance with USSSA's By-Laws and policies shall not be considered in violation of this Policy (each, an "Approved Agreement" and collectively, "Approved Agreements"). Any interested person who receives compensation from a USSSA revenue source other than pursuant to an Approved Agreement must disclose such revenue source to USSSA's Board of Directors. Failure to disclose such arrangement or agreement which results in revenue to the interested person can result (i) in payment of such amounts to USSSA, or (ii) removal from the Board of Directors, as determined by the Board.

United States Specialty Sports Association, Inc.

0023 – Whistleblower Protection

STANDARDS OF CONDUCT

United States Specialty Sports Association, Inc. ("USSSA") requires that all persons covered by this policy adhere to and follow standards of conduct that are ethical, honest, and above reproach. The reputation of USSSA is of paramount importance, and USSSA expects all persons covered by this policy to govern themselves accordingly. To be clear, USSSA prohibits persons covered by this policy from engaging in any conduct that is dishonest, fraudulent, or illegal.

COVERED PERSONS

This policy covers directors, officers, and employees of USSSA. When USSSA contracts with parties other than Covered Persons to perform services for USSSA, USSSA officials responsible for establishing and overseeing the contractual relationship shall determine, using reasonable and prudent judgment, the extent to which the principles of this policy should be incorporated into the contractual relationship.

ETHICS AND COMPLIANCE OFFICER

The Board of Directors of USSSA has established that Jennifer Birmingham serves as the Ethics and Compliance Officer for purposes of this policy.

REPORTING

If you are a Covered Person under this policy, you may report violations or suspected violations directly to the Ethics and Compliance Officer, who may be contacted by email at jennifer.birmingham@icloud.com or telephone at (407) 628-9081 ext. 115. In the event that your concerns relate to the Ethics and Compliance Officer or you have a good faith reason to believe that your concerns will not be appropriately considered by the Ethics and Compliance Officer, you may report your concerns to the Chairman of the Board, who may be contacted by email at craig.scriven@usssa.org. USSSA encourages any person covered by this policy who observes a violation or suspected violation of this policy to report the matter as promptly as possible for the benefit and protection of USSSA.

GOOD FAITH

Any person reporting a violation or suspected violation of this policy must do so having a good faith belief that a violation has occurred or may have occurred. Reporting

a matter as a violation or suspected violation that is known by the reporting person to be false is, itself, a violation of this policy, and shall subject the falsely reporting party to appropriate disciplinary action.

CONFIDENTIALITY

Violations or suspected violations may be submitted on a confidential basis by the complainant. Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

INVESTIGATION

The Ethics and Compliance Officer shall, under the advice of legal counsel, perform an appropriate investigation of all matters reported under this policy and respond appropriately. The Ethics and Compliance Officer shall timely inform the Board of Directors of each complaint or report of a violation or suspected violation, together with its status until resolved. For matters reported to the Chairman of the Board, the Chairman of the Board shall, under the advice of legal counsel, perform the investigation, respond appropriately, and inform the Board of Directors accordingly.

NO RETALIATION

USSSA expressly prohibits retaliation of any type against persons covered by this policy for reporting a violation or suspected violation in good faith or for cooperating in any investigation of a reported matter. Any employee, officer, or director engaging in prohibited retaliation shall be subject to appropriate disciplinary action up to and including termination of employment or office. Any person covered by this policy who believes he or she has been subjected to prohibited retaliation should immediately report the incident to the Ethics and Compliance Officer as described above.

CONFLICTS OF INTEREST PROHIBITED

No party who is implicated in a reported violation or suspected violation shall serve in any role related to directing the investigation of such matter or determining the appropriate response of USSSA with respect to such matter.

Rev 113020
Rev 82125

United States Specialty Sports Association

0024 – Procedure to Change the USSSA Policies & Procedure Manual

This Policies & Procedures Manual may be amended at any meeting of the USSSA Board of Directors. Any member of the Board may submit a motion to amend the Manual. A majority vote is required for the motion to go into effect.

Adopted November 15, 2021

United States Specialty Sports Association

0025 – Procedure to Implement and Announce Changes to the USSSA Policies & Procedures Manual

Within seven days of a change to this Policies & Procedures Manual, the USSSA National Recorder will provide copies to each Board member and National Sports Program Directors.

Within 14 days of a change to this Policies & Procedures Manual, USSSA National Sports Program Directors will be responsible for disseminating changes to National Sports Committee members. Also, within 14 days, USSSA National Headquarters, with direction from the CEO, will be responsible for updating the Manual on the USSSA national website.

Adopted November 15, 2021

United States Specialty Sports Association

0026 – Youth Protection Policy

USSSA is committed to the welfare and safety of the minor athletes who participate in our sanctioned programs, tournaments and events. Consistent with this commitment, USSSA requires a mandatory annual criminal background check for all persons who seek to form a team, or otherwise volunteer or participate in USSSA sanctioned youth programs. It is the objective of this policy to provide a safe environment for children by prohibiting individuals with records of particular criminal conduct from volunteering in our youth programs.

BACKGROUND CHECKS

USSSA has partnered with JD Palatine (JDP) to screen all adults who are interested in volunteering or participating in our youth programs. All background checks will cover:

- SSN ID Search
- JDP National Criminal Search + Developed Names – All Hits Confirmed at County Level Included
- JDP National Sex Offender Records Search
- County Criminal Records Search – Current County of Residence – Provided Name.

ELIGIBILITY

Adults who seek to volunteer for USSSA sanctioned youth programs will be deemed ineligible if a criminal background check reveals any of the following:

A. A conviction or a disposition/resolution of a criminal proceeding other than an adjudication of not guilty or full dismissal of the charges for any of the offenses included in USSSA's Eligibility Matrix, which can be found here USSSA Standard Background Check Matrix_branded (2).xlsx
B. Registration on any Sex Offender Registry
C. The individual is subject to pending charges which could result in a violation of USSSA's Eligibility Matrix.

NOTE: As of January 24, 2024, the states of Alabama, California, Connecticut, Florida, Massachusetts, Mississippi, Nevada, New Hampshire, Oklahoma, Oregon and Pennsylvania have specific background check laws for volunteers of non-school associated activities including youth sports and athletics. Separate and additional background check processes must be completed in these states before individuals will be permitted to volunteer or participate in USSSA sanctioned youth programs.

NOTE: If USSSA learns that an individual who seeks to or is participating in USSSA sanctioned youth programs is under investigation or has a pending charge against him/her which would violate USSSA's Eligibility Matrix, that individual will be suspended

and deemed ineligible to participant until the outcome of the investigation or pending charges is complete and the allegations are resolved in favor of the individual.

REVIEW AND APPEAL

USSSA will review and evaluate the results of all background checks to determine eligibility. If the results of any background check disqualify an individual from participation in USSSA sanctioned youth programs, the individual may appeal the decision by following procedures which can be found in 0006-Suspensions, Appeal Rights/Process section.

Adopted January 25, 2025