USA DEAF BASKETBALL CONSTITUTION

ARTICLE I. DEFINITIONS

1.1 “USADB” means USA Deaf Basketball, the national governing organization for Deaf and hard of hearing basketball in the United States.

1.2 “USADSF” means the United States of America Deaf Sports Federation.

1.3 “USOPC” means the United States Olympic & Paralympic Committee.

1.4 “ICSD” means the International Committee of Sports for the Deaf.

1.5 “IOC” means the International Olympic Committee.

1.6 “PANAMDES” means the Pan American Deaf Sports Organization.

1.7 “DIBF” means the Deaf International Basketball Federation responsible for Deaf basketball competitions.

1.8 “NGB” means a national governing body recognized under the applicable Olympic, Deaf sport, or national sport governance framework.

1.9 “Organization” means USA Deaf Basketball.

1.10 “Athlete Representative” means an eligible current or former athlete selected under the Organization’s athlete-representation process.

ARTICLE II. NAME

2.1 The name of the organization shall be USA Deaf Basketball (“USADB”), organized as a nonprofit corporation in the state of California. The Organization shall succeed to the basketball-related purposes, activities, assets, and responsibilities assigned to it by the governing sport organizations and its organizational documents.

2.2 Jurisdiction. The Organization shall comply with applicable rules and regulations of USADSF, ICSD, IOC, DIBF, PANAMDES, USA Basketball, and other governing bodies whose authority applies to Deaf basketball. Subject to those authorities, the Organization shall administer national-team selection and representation of the United States in Deaf basketball international competitions.

ARTICLE III. PURPOSE

3.1 The purpose of USADB is to serve as the national governing body for Deaf and hard of hearing basketball in the United States, consistent with applicable eligibility standards.

3.2 USADB shall operate as a nonprofit, nonsectarian, and nonpartisan organization. Its mission is to support athletes, coaches, officials, and programs in preparation for and participation in national and international Deaf basketball competitions.

3.3 The Organization shall communicate with USADSF, ICSD, and other relevant basketball and Deaf sport organizations concerning policies affecting athletes and the development of Deaf basketball.

3.4 USADB shall promote equitable opportunity and support for men’s and women’s basketball and shall encourage broad participation across age and competitive levels.

3.5 USADB shall support youth basketball development, including camps, clinics, talent identification, coaching development, and pathways toward national-team participation.

3.6 USADB shall promote equal opportunity and fair treatment in coaching, staffing, administration, and participation, without unlawful discrimination.

ARTICLE IV. MEMBERS

4.1 Membership shall be open, subject to applicable eligibility and membership requirements, to Deaf and hard of hearing athletes and to Deaf, hard of hearing, or hearing coaches, trainers, managers, administrators, officials, volunteers, and other individuals supporting the Organization's mission. Membership is also open to organizations that support USA Deaf Basketball's mission.

4.2 Members shall pay dues or other approved fees when required. Members seeking eligibility for national teams or international events must remain in good standing and satisfy applicable financial, eligibility, registration, and conduct requirements.

ARTICLE V. AUTHORITY

5.1 USADB shall represent the United States in matters delegated to it by USADSF and applicable international Deaf sport authorities.

5.2 USADB shall recommend and/or select eligible athletes and teams to represent the United States in Deaflympics, Pan American Deaf Games, DIBF World Championships, and other sanctioned international basketball competitions, consistent with governing rules.

ARTICLE VI. CONFLICT OF INTEREST AND ETHICAL PRACTICES

6.1 Any officer, director, committee member, or other person with a financial or personal interest in a contract or transaction involving USA Deaf Basketball shall disclose the interest and shall not participate in the decision except as permitted by applicable law and the Organization's conflict-of-interest policy.

6.2 A transaction involving a disclosed conflict may proceed only when properly authorized by disinterested decision-makers and when the transaction is fair and reasonable to the Organization.

6.3 Conflicts include family, household, employment, business, coaching, and other relationships that could affect impartiality in athlete selection, coaching appointments, contracts, funding, discipline, or travel support. A conflicted person shall disclose the relationship, provide requested factual information, and leave deliberations and voting on that matter. The minutes shall record disclosure, recusal, and the independent decision.

ARTICLE VII. VOTING

7.1 The Executive Director and the Board shall oversee elections and balloting in accordance with these bylaws and adopted election procedures.

7.2 Each voting Board member present at a properly constituted meeting shall have one vote. The Executive Director shall vote only as permitted by these bylaws, including casting a tie-breaking vote where applicable.

ARTICLE VIII. EXECUTIVE BOARD

8.1 The Executive Board shall govern the Organization and establish policy. Responsibilities include maintaining the bylaws, approving policies and objectives, overseeing fiduciary matters, maintaining effective organizational relationships, and overseeing fundraising.

8.2 The Board shall focus on governance, strategic direction, accountability, and long-term organizational impact rather than routine day-to-day administration. Each Director shall work with the Executive Director and program leaders to carry out approved objectives.

8.3 The Board shall include an Executive Director, Men's and Women's National Team Director, Finance Director, Marketing & Communications Director, Compliance Director, and Operations Director. Each Director has one vote on Board matters. Terms, elections, vacancies, and succession shall be governed by procedures adopted under these bylaws. The Board may appoint non-voting advisers or coordinators. At least a majority of the voting Directors shall be Deaf or hard of hearing.

8.4 The Executive Director shall preside over Board meetings, implement Board-approved objectives, serve as an authorized spokesperson with the Director of Marketing & Communications, appoint committee chairs as appropriate, and represent USADB at approved USADSF or international meetings. The Executive Director may establish an advisory board as needed.

8.5 The Men's National Teams Director and Women's National Team Director shall coordinate men's and women's national teams, including coaching-staff selection, oversight, and evaluation, athlete recruitment; national-team selection approved criteria; tryouts, training camps, competition logistics and compliance, fundraising, and coordination with national-team coaches. Each Director shall coordinate with the Operations Director on logistics, Finance Director on budgets and payments, Marketing Director on communications, and Compliance

Director on eligibility and selection procedures. Coaching appointments, selection process, and spending outside delegated authority require Board approval.

8.6 The Youth Program Coordinator shall administer youth basketball development, camps, clinics, correspondence, talent identification, and youth international opportunities, subject to Board approval.

8.7 The Finance Director shall oversee financial reporting, annual budgeting and forecasting, tax filings, audits or reviews, and financial compliance, and shall provide monthly reports to the Board. The Financial Director shall serve as Treasurer. The Board shall approve an annual budget and independent financial review by a person not handling or approving the transactions reviewed.

8.8 The Marketing & Communications Director is a voting member of the Board and serves as the custodian of the USA Deaf Basketball brand. The Director oversees the USA Deaf Basketball name, logos, marks, brand standards, website, official social media accounts, press relations, and sponsor recognition. All materials using the USA Deaf Basketball name or marks require the Director's final approval before release. The Director gives the creator advance notice before editing another person's work. Any USA Deaf Basketball Board member official statements will be coordinated through the Marketing & Communications Director.

8.9 The Operations Director is a voting member of the Board and coordinates meetings. The Operations Director also works closely with the Men's National Team Director and Women's National Team Director in carrying out all procedures and policies. The Director serves as a liaison between USADSF and international Organizing Committee and games on operational matters; travel, team registration and event entries; logistics, equipment and inventory; calendar and deadlines; vendors; and athlete/staff documentation and deadlines. The Operations Director shall perform as the Board's secretarial functions, including notices, agendas, minutes, and records, without creating a separate voting seat.

8.10 The Compliance Director shall coordinate policies and procedures; bylaws and governance; coach and athlete criteria; Safe Sport compliance; USADSF compliance; athlete eligibility requirements; the Code of Conduct; grievance and complaint procedures, and background check requirements. The Compliance Director shall maintain compliance records, advise the Board of gaps, and coordinate required referrals. These duties do not authorize the Director to decide a matter in which the Director is conflicted or to override external jurisdiction,

8.11 The Athlete Representative shall provide an athlete voice in organizational decision-making, communicate athlete needs to leadership, encourage participation and inclusion, and advocate for athlete development. The Representative will not be a voting member of the Board.

ARTICLE IX. SAFESPORT

9.1 As a National Sport Organization affiliated with USADSF, USADB shall comply with applicable SafeSport rules, policies, and procedures required by its governing bodies.

9.2 Participation in USADB programs and sanctioned events shall be conditioned upon compliance with applicable SafeSport requirements by athletes, coaches, officials, staff, volunteers, and other covered persons.

9.3 Where a USADB policy conflicts with a controlling SafeSport requirement, the controlling SafeSport requirement shall govern to the extent required.

9.4 Internal reporting or grievance procedures do not replace or delay required reports to law enforcement, child-protection agencies, the U.S. Center for SafeSport, USADSF, or other competent authorities. USA Deaf Basketball shall respect the jurisdiction of those authorities and shall not conduct a parallel merits investigation where prohibited. Applicable interim protective measures and reporting duties remain in force.

ARTICLE X. MEETINGS

10.1 Regular Board meetings shall be held as often as necessary for effective governance and, unless otherwise approved. Meetings may be conducted by video conference or other lawful electronic means. A quorum shall be met with two-thirds of Directors present. The voting board members are the Directors of the Board as listed in article VIII.

10.2 Special meetings may be called by the Executive Director/Board President or by a majority of Board members. Notice shall state the purpose of the meeting and shall be provided in accordance with adopted procedures.

10.3 Meeting agendas shall be distributed sufficiently in 7 days of advance to permit meaningful participation. The Board may adopt specific notice periods by policy.

ARTICLE XI. ELIGIBILITY OF AMATEUR ATHLETES

11.1 USADB shall provide equal opportunity for eligible athletes, coaches, trainers, managers, administrators, and officials to participate in amateur athletic competition without unlawful discrimination. Athletes competing internationally must satisfy the applicable hearing-loss, classification, citizenship, age, registration, and other eligibility requirements established by the relevant governing bodies.

11.2 Before declaring an athlete, coach, manager, administrator, or official ineligible, USADB shall provide appropriate written notice and an opportunity to be heard, subject to applicable expedited procedures.

11.3 Eligibility hearings shall provide a reasonable opportunity for the affected individual and USADB to present relevant evidence and argument. A written decision shall be issued after the hearing.

11.4 When delay would materially interfere with a competition or other legitimate need, the Board may establish an expedited eligibility process consistent with due process and applicable governing rules.

ARTICLE XII. GRIEVANCE PROCEDURE

12.1 A member may submit a written grievance concerning a matter within USADB's authority or an alleged violation of these bylaws or an approved organizational policy.

12.2 A grievance should identify the relevant facts, provisions, dates, persons involved, and requested remedy. The Organization may establish a standard grievance form and filing deadline.

12.3 Upon receipt, the grievance shall be referred to the appropriate officer or committee for review and an effort at informal resolution where appropriate.

12.4 If informal resolution is unsuccessful or inappropriate, the member shall receive an opportunity to be heard by the Board or designated decision-maker. The finality of the decision shall be subject to applicable USADSF, SafeSport, and other governing appeal rights.

12.5 The Board may suspend or expel a member for violations of these bylaws, approved policies, or applicable conduct requirements, using procedures consistent with due process.

ARTICLE XIII. CONDUCT OF USADB AND ITS MEMBERS/ATHLETES

13.1 USADB and its participants shall not discriminate on the basis of race, creed, religion, sexual orientation, national origin, sex, age, disability, marital status, political affiliation, or any other status protected by applicable law.

13.2 Participants shall conduct themselves appropriately at practices, competitions, meetings, travel, camps, and other Organization activities. Coaches and team leaders are responsible for promoting appropriate team conduct.

13.3 USADB shall maintain a whistle-blower process encouraging Board members, officers, staff, athletes, volunteers, and others to report misconducts, rule-violations, and any serious concerns in good faith. Anyone can make a report to any member of the USA Deaf Basketball board member. All reports will be shared with the entire Board of Directors and the Governance Director will start the process of investigating the matter with a committee approved by the Board of Directors who will make a report and recommendation of the findings of the report. More information about the process can be found in the appendix.

13.4 Retaliation against a person who makes a good-faith report of misconduct, discrimination, fraud, policy violations, or other legitimate concerns is prohibited and may result in discipline. Please refer to the Whistle-Blower-Policy for more information about the policy against retaliation.

ARTICLE XIV. OPERATING PROCEDURE

14.1 The Executive Board may adopt operating procedures, policies, manuals, and guidelines for USADB, provided they are consistent with these bylaws, the articles of incorporation, applicable law, and controlling requirements of USADSF and international governing bodies.

ARTICLE XV. CONFLICT OF INTEREST AND CODE OF ETHICS

15.1 The Board shall maintain and periodically communicate a conflict-of-interest policy consistent with applicable law. Board members and employees shall disclose actual or potential conflicts and avoid using organizational information, position, or resources for improper personal gain.

15.2 The Board shall adopt a Code of Ethics. Violation may constitute grounds for discipline or removal. The removal process will include a written notice, a chance to respond, and a two-thirds Board vote to determine the result. Board members shall act in the best interests of USADB, make reasonable inquiry before voting, and help ensure that employees, athletes, volunteers, and fellow Board members are free from discrimination and harassment.

15.3 The Board of Directors shall approve an annual financial-controls policy identifying bank signers, spending limits, contract authority, and reimbursement procedures. No persons shall approve their own payment, reimbursement, or travel support. Bank statements shall be reconciled monthly and reviewed by the Board periodically.

ARTICLE XVI. AMENDMENTS TO THE BYLAWS

16.1 Proposed amendments shall be submitted to the designated governance committee or Board Director sufficiently in advance of a Board meeting for review.

16.2 The proposed amendment and any committee recommendation shall be provided to Board members before the vote. Unless a higher threshold is required by law or governing documents, adoption shall require a two-thirds vote of the Board members entitled to vote and present or otherwise lawfully participating.

ARTICLE XVII. DISSOLUTION OF ORGANIZATION

17.1 Upon dissolution, the Organization's assets shall be distributed only for one or more purposes qualifying under Section 501(c)(3) of the Internal Revenue Code, or to an organization serving an appropriate exempt public purpose, consistent with the articles of incorporation and applicable law.

17.2 No member shall be personally liable for the debts or obligations of the Organization solely by reason of membership.

ARTICLE XVIII. APPENDIX

Appendix A — Policy for Leaders Attending USADB International Events: This appendix should establish how fundraising and organizational funds are allocated for approved international basketball events, including eligible leaders, national-team coaches, athlete support personnel, and other Board-approved attendees.

1. Objective Establish transparent rules for allocating funds raised by USADB members and teams for international events.

2. Fundraising Funds shall be used consistently with donor restrictions and approved fundraising purposes. Individual athlete fundraising should generally be credited toward that athlete's approved expenses unless the athlete authorizes another use.

3. Attendees The Board should designate mandatory and non-mandatory attendees for each international event based on the competition, staffing needs, national-team structure, and available funding. At least one attendee must take on the communications and media responsibilities.

4. Funding Priority The Board should establish a transparent funding hierarchy, generally prioritizing required coaching/team personnel and essential national-team leadership before discretionary support for other attendees.

5. Fundraising Obligations Persons receiving organizational support may be required to participate in fundraising, team support, administrative work, or other event-related responsibilities as determined in advance.

6. On-Site Expectations Non-mandatory attendees receiving financial support should provide the agreed support during the event, which may include team operations, communications, photography/video, logistics, athlete services, or other assigned duties.

Appendix B— Whistle-Blower-Policy:

1. Applicability:

USA Deaf Basketball takes seriously any reports of misconduct and rules violations, as well as the rights of any individuals reporting misconduct or rules violations to be free of retaliation for making a report. This policy applies to those who choose to serve USA Deaf Basketball, including athletes, volunteers, board of directors, committees members, hearing panel members, task force members, coaches, and any other "constituents", noting any good faith reporter or reasonable parties are protected under this policy.

2. Purpose:

This Whistle-Blower Policy is intended to support a strong culture of integrity and ethical conduct at USA Deaf Basketball by encouraging and valuing the right to report any alleged violation of any applicable law or policy or any potential ethics issue.

The freedom to speak up means being able to raise concerns in whatever way is most comfortable and effective and feeling free to cooperate in investigations that follow. It also means that USA Deaf Basketball has zero tolerance for retaliation of any kind against people who speak up in good faith.

3. Alleged Violations Covered by this Policy:

The policy is for use where there may be a violation of :

a. The Ted Stevens Olympic and Amateur Sports Act
b. The USADSF Bylaws/Constitution
c. USA Deaf Basketball Bylaws/Constitution
d. State, Federal, and local laws and regulations
e. Accounting or financial fraud or malfeasance

Mandatory reporting: Some violations must be reported. Specifically, please be familiar with local, state, or federal laws, the requirements in the USA Deaf Basketball rules, the U.S. Center for SafeSport Code for the USADSF/USOPC and all other related USA Deaf Basketball guidelines. If an Affiliated Individual suspects any criminal activity against a person or property, they should report this directly to law enforcement immediately.

Nothing in this policy changes or replaces any mandatory reporting obligations under the SafeSport Code for the Olympic and Paralympic Movements- talk to the USA Deaf Basketball Directors or contact the U.S. SafeSport, if you have any questions about those obligations.

4. Reporting:

How to Report: USA Deaf Basketball has an open-door policy and encourages Affiliated Individuals to share questions, concerns, suggestions or complaints in the way and to the people which they are most comfortable without being discouraged to do so. This means Affiliated Individuals have options for how to report any concern about a potential ethical policy, financial or legal violation.

An Affiliated Individual can make a report to USA Deaf Basketball at this email address: Board@usadeafbasketball.org. This email address will be monitored by the Board of Directors including the Executive Director and Compliance Director.

Please remember that as a reporter, Affiliated Individuals do not need to (and should not) investigate the matter of concern or determine fault or how to fix it. The Affiliated Individual does their part by making it known so the right people can take action.

No Retaliation: USA Deaf Basketball has zero tolerance for retaliation against people who make good faith reports of potential ethical policy, financial or legal violations, or who cooperate with investigations of those reports. That means no Affiliated Individual may threaten, harass, discriminate against, or take any negative employment (where applicable) or participation related action (e.g., discharge, demotion, suspension, non-assignment, negative review) on that basis, any such action will be considered a violation of this Policy.

In addition to the above, prohibited retaliation includes any adverse or discriminatory action, or the threat of an adverse or discriminatory action, including removal from a training facility, reduced coaching or training, reduced meals or housing, and removal from competition, carried out against a protected individual as a result of any communication, including the filing of a formal complaint, by a protected individual as a result of any communication, including the filing of a formal complaint, by a protected individual or a parent or legal guardian of the protected individual relating to (although does not need to be related to) the allegation of physical abuse, sexual harassment, or emotional abuse, with:

a. The U.S. SafeSport

b. a coach, trainer, manager, administrator, or official
c. the Attorney General
d. a Federal or State law enforcement agency
e. The Equal Employment Opportunity Commission

USA Deaf Basketball and its Affiliated Individual are prohibited from retaliating against any individual who:

a. Reports any allegation of child abuse of an amateur athlete who is a minor to law enforcement consistent with section 226 of the Victims of Child Abuse Act of 1990.
b. Reports any allegation of child abuse of an amateur athlete who is a minor to U.S. SafeSport, whenever such individual learns of facts leading them to suspect reasonably that an amateur athlete who is a minor has suffered an incident of child abuse or
c. Makes any other report relating to abuse including emotional, physical, and sexual abuse.
d. Makes a report involving concerns not explicitly related to physical abuse, sexual harassment, or emotional abuse.
e. Reports any allegations and other individuals involved (i.e., cooperating witnesses, victims)

Any such retaliation can be reported as described above in the same way as any other policy violation. It will be treated as a violation of this Policy, USA Deaf Basketball's Code of Conduct, and other USA Deaf Basketball and USADSF rules and policies, and may lead to serious consequences including termination of involvement or participation for anyone involved in retaliation.

Acting in Good Faith: USA Deaf Basketball needs to make sure that no one in the basketball community is fearful of speaking up or reporting any violations, USA Deaf Basketball also needs to make sure that no one in the basketball community is fearful about false reports that may harm them. With that in mind, anyone making a report must act in good faith and have some basis for believing there may be a violation. Anyone that knowingly makes a false report or statement, may lead to serious consequences.

5. Response and Investigation:

USA Deaf Basketball is committed to ensuring that no good faith report goes ignored. Once a report is made in one of the ways listed above, the person receiving the report is responsible for forwarding it to the USA Deaf Basketball Board of Directors which will then follow appropriate procedures which includes having a committee and investigating the matter and reporting it to the Board of Directors.

6. Confidentiality:

In many cases, a reported matter will need investigation in order to reach the right resolution. Cooperation as a reporter or otherwise may be very helpful and much appreciated. Reports will be treated as confidentially as possible; some information may have to be disclosed to certain parties in order to conduct a thorough investigation, to comply with the law, and to provide accused individuals access to due process.

If a matter is reported anonymously and the reporter chooses to remain anonymous as it is investigated, USA Deaf Basketball will maintain the anonymity of the reporter to the extent possible while still complying with the law, requests of law enforcement, mandatory reporting requirements, and its obligations as a National Governing Body.

7. Follow Up:

If an Affiliated Individual reports an alleged violation of ethics, USA Deaf Basketball policy, or applicable laws, USA Deaf Basketball will report back to the Affiliated Individual on the progress and investigation results as appropriate. And of course, the Affiliated Individual is always free to follow up to learn more from the person they reported to. Confidentiality and legal obligations may affect the details available.

If the investigation of a report that was made in good faith is not to the satisfaction of the reporter, then the reporter may report that, too.

Adopted November 1, 2026.