



GOVERNING MANUAL

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NAGAAA Governing Manual

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VOLUME 1 – ARTICLES OF INCORPORATION

Article One – Name

1.1 The name of the organization is the North American Gay Amateur Athletic Alliance-Open Softball Division, Inc.

Article Two – Existence

2.1 The period of existence is perpetual

Article Three – Purpose

3.1 Said organization is organized exclusively for charitable, religious, educational and scientific purposes, including for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501 I (3) of the Internal Revenue Code, or corresponding section of any future federal tax code.

3.2 To be a nonprofit organization dedicated to the promotion of amateur sports competition, particularly softball, for all persons regardless of age, sexual orientation or preference, with special emphasis on the participation of members of the LGBT Community; and to otherwise foster national and international sports competition by planning, promoting and carrying out amateur sports competition.

3.3 To establish uniform rules and regulations for amateur sports competition organized or conducted by this organization.

3.4 To organize and conduct any regional championship playoffs among member teams and organize and conduct a Gay Softball World Series; the further purpose of the corporation being to organize, promote and conduct the best possible tournaments in LGBT athletics; and to otherwise foster national and international sports competition.

3.5 To encourage the education and training of the proper skills of athletics, particularly softball, by promoting clinics, seminars and training courses.

3.6 To plan, promote and carry out other exempt activities that serve the welfare of the public at large.

3.7 To raise, collect, administer and dispense funds for the purposes set forth in the Articles of Incorporation.

3.8 To carry out all of the purposes stated solely within the scope and meaning of Section 501 I of the Internal Revenue Code of 1954 or corresponding section of future tax code.

Article Four – Members

4.1 The corporation shall have no members.

Article Five – Directors

5.1 The general management of the affairs of the corporation shall be vested in the directors of the corporation.

5.2 The term of office of the initial directors shall be until the first meeting of the incorporators and the initial board of directors.

5.3 The number of subsequent directors and their qualifications, manner of election and term of office shall be specified in the Bylaws.

52
53 **5.4** The number of directors shall not be less than three (3).
54

55 **Article Six – Disbursements**
56

57 **6.1** No part of net earnings of the corporation shall inure to the benefit of, or be distributed to its members,
58 trustees, or other private persons, except that the organization shall be authorized and empowered to pay
59 reasonable compensation for services rendered and to make payments and distributions in furtherance of the
60 purposes set forth in the purpose clause hereof. No substantial part of the activities of the organization shall be
61 the carrying on of propaganda, or otherwise attempting to influence legislation; and the organization shall not
62 participate in or intervene in (including the publishing or distribution of statements) any political campaign on
63 behalf of any candidate for public office. Notwithstanding any other provisions of this document the organization
64 shall not carry on any other activities not permitted to be carried on (a) by an organization exempt from federal
65 income tax under section 501 (c) (3) of the Internal Revenue Code, or corresponding section of any future federal
66 tax code; or (b) by an organization, contributions to which are deductible under section 170(c) (2) of the Internal
67 Revenue Code, or corresponding section of any future federal tax code.
68

69 **Article Seven – Operations**
70

71 **7.1** This corporation shall not, except to an insubstantial degree, engage in any activities or exercise any powers
72 that are not in furtherance of the purposes of this corporation.
73

74 **Article Eight – Dissolution**
75

76 **8.1** Upon the dissolution of the organization, assets shall be distributed for one (1) or more exempt purposes
77 within the meaning of the section 5011 (3) of the Internal Revenue Code, or corresponding section of any future
78 federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public
79 purpose. Any such assets not disposed of shall be disposed of by the Court of Common Pleas of the county in
80 which the principal office of the organization is then located, exclusively for the purposes or to such organization
81 or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.
82

83 **VOLUME 2 – BYLAWS**
84

85 **CHAPTER 1 – MEMBERSHIP**
86

87 **1.01 Membership:** Upon proper petition and qualification, membership in this organization shall be granted or
88 denied by action of the Council. Petitions for membership are to be completed in the form and manner provided
89 by the committee assigned membership duties and to the committee's satisfaction before presentation to a
90 regular meeting of the Council. That committee shall offer a recommendation on the petition of the prospective
91 member to the Council.

- 92 a. Voting for new members shall occur during the New Business section of the meeting.
93 b. Approval for membership requires a majority vote of the Council in the meeting it is requested. If, by any
94 reason, a petitioning association is denied membership, the association will not be allowed to petition for
95 membership again until two (2) successive meetings (e.g., if rejected at the Winter Meeting, the
96 association will not be able to apply again until the next year's Winter Meeting).
97 c. Membership dues and deadlines are outlined in the Master Dues, Fines, and Fees Schedule (Chapter 70).
98

99 **1.02 Qualifications:** For any membership petition to be considered by the Council, the committee assigned
100 membership duties must affirm to the Council that all of the following qualifications have been met: (a) The
101 petitioning association has operated a league for two (2) consecutive calendar years preceding the meeting of
102 consideration of the membership petition with a minimum of four (4) teams registered in each of those years; (b)

103 The petitioning association identifies itself as a sports organization in the LGBT community of its metropolitan
 104 area; and (c) The petitioning association's representative attended the immediately two (2) preceding regular
 105 Meetings.

106 a. The two-year operating minimum criteria can be waived at the request of the committee and a two-thirds
 107 majority of the Council.
 108

109 **1.03 Interdependence of Members and NAGAAA:** Members of NAGAAA and the organization of NAGAAA are
 110 interdependent bodies, each mutually benefitting from one another and each with expectations to one another.
 111 Other than fulfilling the expectation of membership provided for in these bylaws or authorized by these bylaws, it
 112 is understood that NAGAAA has no power to compel or direct the governance or operations of Member
 113 Associations. The Board of Directors may interact with Member Associations to help mediate conflicts or resolve
 114 differences as requested. Additionally, the Board of Directors of NAGAAA shall, when receiving or engaging in
 115 communication with individual members of Member Associations, communicate through and direct issues to the
 116 Member Association's leadership.
 117

118 **1.04 Expectations of Membership:** Membership in this organization is critical to the operations and goals of
 119 this organization. Member associations, their individual members, and volunteers or staff members of the
 120 NAGAAA organization are expected to adhere to the common set of expectations.

121 a. Conduct: Each Member Association is expected to perform in and to the spirit of the NAGAAA Open
 122 Softball Division, Inc. Code of Conduct, policies and procedures. NAGAAA's Code of Conduct consists of
 123 four fundamental principles:

124 i. **Diversity:** We expect NAGAAA affiliates to honor all the diversity within the organization, treating
 125 everyone with dignity and respect.

126 ii. **Integrity:** We expect all NAGAAA affiliates to be straightforward, honest, and adhere to
 127 sportsmanship in all organizational dealings.

128 iii. **Objectivity:** We expect all NAGAAA affiliates should not allow bias, conflict of interest or outside
 129 influence to override their judgement.

130 iv. **Honorable Behavior:** We expect all NAGAAA affiliates to comply with relevant laws and
 131 regulations and avoid any action that could negatively impact the reputation of our organization.

132 b. Association Participation: Each Member Association must comply with and report the information of its
 133 activities and leadership as determined by the Board of Directors and pay all dues, fines, and fees by the
 134 date due. Member Associations are required to attend the meetings of this organization. Failure to report
 135 all required information, attend as required, and/or pay all monies due may result in suspension of voting
 136 rights and/or suspension or termination of membership, including possible other sanctions, until such
 137 time as compliance is achieved.

138 c. Athletic Participation: Each Member Association shall register the minimum number of regular season
 139 teams in a qualifying season in a calendar year and shall register the minimum number of teams for the
 140 Gay Softball World Series (GSWS). Additionally, each Member Association shall have a player registration
 141 system that requires players to declare whether the association is their GSWS-qualifying association and
 142 any other associations in which the player have, will or may play. Requirements and exceptions to this
 143 requirement shall be stated in policy documents of this organization.

144 d. Legal Issues: No Member Association or individual may enter into a legal agreement using the
 145 incorporated name of this organization without the written consent of the Board of Directors. Members
 146 of this organization will adhere to the Conflict of Interest Policy of this organization. All Members
 147 Associations, voting representatives, committee chairs and members, board directors, staff, and
 148 volunteers shall return all organizational property and materials to the Commissioner within ninety (90)
 149 days after the end of term of service to the organization.

150 e. Privacy: Use of the directories of this association is limited to official NAGAAA business only.
 151 Reproduction, sale, rental, lease, or use of the directories or any of its contents by any person or group
 152 other than the Board of Directors or member associations is strictly prohibited.

- 153 f. Local Tournaments: Member Association Tournament Directors/League Officers utilizing NAGAAA ratings
 154 in a local tournament must verify those ratings are current and accurate. Team rosters must include the
 155 person's name, date of birth, and each rating question. All local tournaments must have a clearly defined
 156 protest process.
 157

158 **1.05 Suspension/Termination of Membership:** Member Associations and/or individual members of Member
 159 Associations may be suspended, for a time certain or indefinitely, and/or terminated from membership in this
 160 organization by a two-thirds (2/3) vote of the Council following a hearing before the Council, in a form and manner
 161 provided for by the Ethics Committee, unless provided for differently by express language in these bylaws. A
 162 period of suspension may be ordered by the Council which may include specific restorative and accountability
 163 requirements and/or other sanctions, which if not met, may result in termination of membership. Automatic
 164 suspensions for failure to pay membership dues by the deadline established may be issued and repealed by the
 165 Commissioner.
 166

167 **1.06 Reinstatement of Membership Following Suspension or Termination:** The Council may reinstate a
 168 suspended Member Association following a review by the committee assigned membership duties of the
 169 complaint leading to suspension and any corrective actions taken regarding the nature of the complaint. The
 170 Council may reinstate a suspended and/or terminated individual member of a member association following a
 171 review by the Ethics Committee of the complaint leading to suspension and/or termination and any corrective
 172 actions taken regarding the nature of the complaint. Member Associations or Individuals suspended for a time
 173 certain are automatically reinstated to good standing following the expiration of the time of suspension provided
 174 that qualifications for membership continue to be met. Terminated Member Associations shall only be eligible for
 175 reinstatement through the process of petitioning for membership in the organization.
 176

177 CHAPTER 2 – COUNCIL

178
 179 **2.01 Authority and Purpose:** The Council shall be the legislative body of this organization. All committees,
 180 boards, officers, staff, and volunteers are subordinate to the authority of the Council. The Council is limited in its
 181 power only by the provisions of these bylaws, the Articles of Incorporation, and the Laws of the State of Wisconsin.
 182 The Council is created to give policy direction to the operations of NAGAAA; act on legislative proposals
 183 appropriate for the fulfillment of policy functions; elect officers of the organizations; create committees that assist
 184 the officers in the operations of the organization; act on matters relating to membership; and to support and
 185 promote the work of this organization.
 186

187 **2.02 Composition:** The Council shall be composed of one (1) voting representative from each member
 188 association and the voting members of the Board of Directors. The voting representative from each member
 189 association shall furnish credentials in the form and manner provided by the committee assigned membership
 190 duties attesting that he/she and any listed alternates represent the Member Association on the Council. Failure to
 191 provide such attestation shall be cause for immediate revocation of voting and voice rights on the Council until
 192 such time as remedy is made. Voting representatives, properly credentialed, remain as voting representatives,
 193 until such time as new credentials are furnished by a member.

- 194 a. A voting representative or alternate voting representative from a member association shall be or have
 195 been in the twelve months prior to the Council meeting: a board member of that association, a player
 196 declaring that association their qualifying association, and/or an active member of that association.
 197

198 **2.03 Parliamentary Authority:** The rules contained in the latest edition of *Robert's Rules of Order Newly*
 199 *Revised* shall govern the organization and all its bodies in all cases to which they are applicable and in which they
 200 are not inconsistent with these bylaws and any special rules of order the organization may adopt. Attendance by a
 201 majority of those Council members granted the right to vote constitutes a quorum for any meeting of the Council.
 202 All main motions shall be delivered in writing, in the form and manner provided for by the Secretary.
 203

204 **2.04 Right of Vote:** Each voting representative of the council and the members of the Board of Directors shall
205 be entitled to one (1) vote. The Commissioner shall only be allowed to cast a vote in elections for officers of this
206 organization or, on other matters, to cast a vote to affect the outcome. No member association shall be entitled to
207 more than one (1) vote by its designated voting representative or alternates on any question pending before the
208 Council or any of the subordinate functions (e.g., committees) of this organization, not including the Board of
209 Directors.

210
211 **2.05 Right of Voice:** The right of voice at the meetings of the council is extended to the voting representatives
212 of each member, the board of directors, committee chairs not serving as voting representatives, staff, volunteers,
213 and any other person as approved by the council or by the board of directors. Committee chairs not serving as
214 voting representatives shall be given the privilege of proposing questions and matters of business to the council
215 but shall not be allowed voting rights.

216
217 **2.06 Meetings:** The Council will conduct two (2) Regular Meetings in a calendar year. The annual Winter
218 Meeting will be held on or before March 31 in any year and shall not be held on the same weekend as the annual
219 Championship game of the National Football League. The annual Summer Meeting will be held in conjunction with
220 the GSWS in that year's host city and shall end no later than Columbus Day of any year. Special Meetings may be
221 petitioned for by at least two (2) members of the Board of Directors or by the signatures of a majority of the
222 members of the Council, in a form and manner provided for the Governance Committee. Said petition must
223 include whether the meeting will be in held by physical attendance of the voting representatives or electronic
224 means and include all items of business to be discussed at the special meeting. Only those items of business listed
225 on the petition for the special meeting shall be considered at that meeting.

226
227 **2.061 Notice of Meetings:** Written or printed notice stating the date, time and place of each Regular Meeting or
228 a Special Meeting to held in physical attendance of the voting representatives will be delivered by electronic
229 means to each Member Association at least thirty (30) calendar days prior to the convening of said meeting. Notice
230 shall be delivered in the same manner for a Special Meeting to be held by electronic means at least seventy-two
231 (72) hours prior to the convening of said meeting. A proposed agenda and items of business that have
232 been appropriately submitted in the form and manner provided by the Governance Committee shall be delivered
233 at least fourteen (14) calendar days prior to the convening of said meeting.

234
235 **2.07 Deadline for Submission of Items of Business:** For all Regular Meetings of the Council, member
236 associations may submit items of business for consideration by the council in the form and manner provided for by
237 the Governance Committee no later than thirty (30) days prior to the convening of the regular meeting. Any
238 motion, having the effect of adding an item of business for consideration not so submitted, shall require a majority
239 of the Council members present to allow the item to be considered. Petitions to the Ethics Committee on matters
240 of discipline are subject to other deadline rules as authorized in the policies of this organization. The Secretary
241 shall provide notice to the member associations of these deadlines.

242
243 **2.08 Elections:** The Council shall elect members of the Board of Directors to specific office. Elections shall be
244 held at the Winter Meeting. Individuals active in member associations, the Council, and any active NAGAAA official
245 shall be eligible to nominate persons for office. Nominees shall be subject to background check. The Board of
246 Directors shall create a policy governing the nominations and background check requirements and communicate
247 said policy to the Council, which shall include the following provisions: 1) Nominations may be submitted beginning
248 at the adjournment of the Summer Meeting and shall end no earlier than 11:59pm (PST) of the forty-fifth (45)
249 calendar days prior to the convening of the following Winter Meeting.; 2) Persons nominated shall have fifteen
250 (15) calendar days, after the close of nominations, to accept or decline the nomination.

251 a. **Election of Directors:** The Council shall elect the directors of this organization. Each nominee will be given
252 the opportunity to address the Council prior to the first ballot. Votes will be conducted by secret ballot
253 unless a nominee is unopposed for election at which time a motion for a unanimous ballot shall be in
254 order. A majority of the votes cast, including abstentions, is required for election. If no nominee receives a

majority on the first ballot, the nominee receiving the least votes shall be removed and a second ballot conducted in the same manner as the first. Ballots will continue to be conducted in the same manner as the first until such time as a nominee receives a majority of the votes cast. In the event of a tie on any ballot, the nominees engaged in the tie shall remain on the following ballot. In the event where two (2) successive ballots have been cast on which there were only two (2) nominees and neither nominee has received a majority of the votes cast, including abstentions, the third ballot cast in this manner shall be the final ballot cast where only a plurality of votes for a nominee is required to be elected, except no nominee shall be elected on any ballot cast in this manner which resulted in a tie. Any ballot recording a tie shall require a following ballot until a plurality is reached.

2.09 Appeals of Fines and Penalties: The Council will hear all appeals of fines assessed, except protest fines, or penalties assigned at the next semi-annual meeting after which the fine is incurred. Appeals shall be referred to the Ethics Committee which shall have jurisdiction to preside over the appeal. Appeals will not be matters of business before the council at said meeting, unless an appeal is filed by the fined or penalized entity, in the form and manner provided for by the Ethics Committee.

CHAPTER 3 – COMMITTEES

3.01 Committees: The following committees are created which the Board of Directors shall engage to assist in the execution and management of this organization. The objectives, structure, reporting, and priorities of these committees shall be approved by the Board of Directors.

- a. Governance
- b. Ethics
- c. Athletics

3.011 Finance and Audit Committee: The Finance and Audit Committee is a permanent committee which shall be constituted of no less than three (3) members with accounting and financial experience appointed by the Commissioner. The committee shall meet three times in a calendar year – at the Winter and Summer Council meetings and at a fall meeting of the committee’s choosing. The committee is charged with budget management and development in conjunction with the Board of Directors and any other duties as assigned by the Board of Directors.

3.02 Other Committees: The Board of Directors may create or dissolve a committee by majority vote. Creation of the committee shall specify the objective of the committee.

3.03 Appointments: The Commissioner will appoint one (1) member of each committee as its chairperson and one (1) member as the vice-chair of the committee. The Commissioner shall appoint the chair and vice-chair at the vacancy of each of those offices and those appointees shall serve until such time as the appointee resigns or is removed by the Commissioner. The chairperson shall be responsible for the operation of the committee. Appointed membership on committees, excluding the chair and vice-chair, shall be appointed for a term commencing of the annual Winter Meeting until the commencement of the next annual Winter Meeting. Members of the committee shall be those voting representatives of the council or alternates who attend a meeting of the committee or members appointed by the Commissioner. No member association is granted more than one (1) vote in any committee or taskforce.

3.04 Meetings and Quorum: Committee meetings not held in conjunction with regular or special meetings of the Council shall be noticed by the chair to the members at least 24 hours prior to the meeting’s convening. Notice of Committee meetings held in conjunction with a regular or special council meeting is satisfied by the presentation of a proposed agenda indicating such. A quorum of a committee is always present in a meeting called in accordance with these bylaws. Committee meetings may be held by electronic or telephonic means.

306 **3.05 Referral to Committee:** The Commissioner shall refer all items of business to the appropriate committee.
 307 Any item of business for which a committee recommends approval, and which obligates a fiscal expenditure by
 308 this organization shall be referred to the Finance and Audit Committee before any action of the council on that
 309 recommendation.
 310

311 **3.06 Status of Committee Reports:** On any item of business referred to a committee which requires approval
 312 of the Council to be enacted, the committee of referral may recommend any legal motion of action on that item.
 313 The recommendations, if any, of any committee to which the item was referred shall be reported to the Council for
 314 its consideration. The recommendation, if any, in the report of the last committee to which the item was referred
 315 shall be the pending main motion before the Council during consideration of the committee report.
 316

317 **CHAPTER 4 – BOARD OF DIRECTORS**

318
 319 **4.01 Authority:** The Board of Directors shall be the administrative and management body of the organization,
 320 subject to the policy direction of the Council.
 321

322 **4.02 Composition and Terms of Office:** The Board of Directors shall consist of a Commissioner, Secretary,
 323 Treasurer, Business Development Director, Director of Competition, Athletic Director, and Operations Director.
 324 Directors shall serve two (2)-year terms. Each Director shall serve until his or her successor has been qualified and
 325 elected, unless such Director shall sooner be removed from office. The Commissioner, Treasurer, and Athletic
 326 Director positions shall be elected in odd numbered years. The Secretary, Director of Competition, Operations
 327 Director, and Business Development Director positions shall be elected in even numbered years.
 328

329 **4.03 Removal and Vacancies:** A Director may be removed from office by a two-thirds (2/3) Council vote for
 330 illegal conduct, failure to perform the duties of office, or violation of the expectations of a member. Actions for
 331 removal shall be in the jurisdiction of the Ethics Committee and shall conform to a process provided for by the
 332 Ethics Committee. For a vacancy in any office, other than that of Commissioner, the vacancy shall be filled by
 333 nomination and election by the remaining Board of Directors for the balance of the term. For a vacancy in the
 334 office of Commissioner, the vacancy shall be filled within 30 days by nomination and election by the remaining
 335 Board of Directors, from among the current Directors who have been duly elected to office, for the balance of the
 336 term of the Commissioner. In event of a tie on any ballot, should more than two (2) nominees exist, the nominee
 337 with lowest votes cast, excluding ties, on that ballot shall be removed from future ballots and the remaining
 338 directors shall vote again on a successive ballot and repeat this process on successive ballots until such time as
 339 nominee is elected by a majority of the remaining directors. Vacancies, in offices other than the Commissioner,
 340 shall be filled as soon as practicable and the Board of Directors may not number less than three (3) officers at any
 341 time. A vacancy in any office shall be reported to the Council forthwith.
 342

343 **4.04 Director's Duties:** Unless expressly provided for in these bylaws, the duties of Office for each individual
 344 Director shall be determined by the Board of Directors and listed in the policies of this organization.
 345 a. Commissioner: The Commissioner shall oversee all operations of the NAGAAA Board and the organization,
 346 including implementation of policies and procedures, enforcement of rules, administration of priorities
 347 and initiatives. The Commissioner shall preside over meetings of the Council and propose the agenda and
 348 schedule of meetings. The Commissioner will appoint all tournament personnel, chairs of committees,
 349 taskforces, and any other special groups. The Commissioner shall perform any other duties or functions as
 350 assigned by the Board of Directors.
 351 b. Secretary – The Secretary shall maintain, update, and record all official governance documents of the
 352 organization. The Secretary shall maintain and execute official communication with the Member
 353 Associations, Council voting representatives, Committees, and Board of Directors. The Secretary shall
 354 perform any other duties or functions as assigned by the Commissioner or the Board of Directors.
 355 c. Treasurer – The Treasurer shall oversee management and reporting of the organization's finances and
 356 compliance with applicable regulations. The Treasurer shall perform any other duties or functions as
 357 assigned by the Commissioner or the Board of Directors.

- 358 d. Business Development Director: The Business Development Director shall oversee the marketing,
359 sponsorship, and public relations efforts of this organization. The Business Development Director shall
360 perform any other duties or functions as assigned by the Commissioner or the Board of Directors.
- 361 e. Director of Competition: The Director of Competition shall have the responsibility for the development
362 and implementation of the policies on and surrounding fair play, rules of the game, ratings, player
363 eligibility and accountability, protests, member association softball operations, and shall perform any
364 other duties or functions as assigned by the Commissioner or the Board of Directors.
- 365 f. Athletics Director: The Athletic Director shall have responsibility for the planning, preparation, and
366 operation of NAGAAA sanctioned tournaments and shall perform any other duties or functions as
367 assigned by the Commissioner or the Board of Directors.
- 368 g. Operations Director: The Operations Director shall have responsibility for the administrative and logistical
369 management of the NAGAAA corporate body and shall perform any other duties or functions as assigned
370 by the Commissioner or the Board of Directors.

371 CHAPTER 5 – FINANCIAL MANAGEMENT

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374 **5.01 Fiscal Year and Budget:** The fiscal year begins on the first day of January and ends on the last day of
375 December of the same calendar year. The Treasurer shall prepare, in consultation with the Commissioner, and
376 present a proposed annual operating budget at each Winter Meeting. The proposed budget shall be referred to
377 the Finance and Audit Committee which shall provide a recommendation to the Council. The budget shall be
378 considered by and may be adopted by the Council. In the course of the fiscal year, the Board of Directors is
379 authorized to adjust appropriations of this organization consistent with the policy direction of the Council.

380
381 **5.02 Budget Provisions:** The proposed and adopted budget shall provide estimated revenue amounts,
382 appropriation amounts, including appropriations sufficient to fund salaries, per diems, expenses, and
383 compensation as determined by the Board of Directors in the Master Compensation schedule. The budget shall
384 establish and maintain a segregated budget stabilization fund of not less than \$80,000. The budget stabilization
385 funds shall only be encumbered with the adoption of resolution authorizing such by a two-thirds (2/3) vote of the
386 Council. Fifty percent (50%) of all net positive income, once all budget items have been accounted for, shall be
387 appropriated to the budget stabilization fund until the fund reaches a balance of \$125,000, at which point only ten
388 percent (10%) shall be appropriated each year.

389
390 **5.03 Compensation and Payments:** The Board of Directors shall set the compensation of all staff and
391 volunteers serving in roles and positions designated for compensated status and list those compensation amounts
392 in the Master Compensation Schedule. The Board of Directors shall set the monetary amount of all fines, penalties,
393 and fees, and corresponding due dates, unless otherwise expressly specified in these bylaws, and list those
394 amounts along with the dues of this organization and relevant association reporting deadlines in the Master Dues,
395 Fines and Fees Schedule. Member Associations shall submit all dues, fines, fees, and other payments in USD, with
396 the exception of Member Associations in Canada, which will submit all payments in CAD.

397 CHAPTER 6 – POLICIES OF THIS ORGANIZATION

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400 **6.01 Policies:** The Council, the Board of Directors, and/or any subordinate body (e.g.: committees, etc.) of this
401 organization may create policies and procedures not in conflict with these bylaws and/or policies created by the
402 Council which shall be in the form and manner provided for by the Governance Committee. Any policy created
403 shall contain and provide for the manner of amendments. Policies are the jurisdiction of the body authorizing them
404 unless stated otherwise. Policies of this organization shall be organized in chapter 10 or higher of the governing
405 documents and are subordinate to the bylaws.

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CHAPTER 7 – BYLAW AMENDMENTS

7.01 Amendments: These Bylaws may be amended by a two-thirds (2/3) vote of the Council at any regular meeting or special meeting called for that purpose. Amendments shall be submitted in writing in the form and manner provided for by the Governance Committee. Amendments shall become effective immediately upon adoption unless a different effective date is adopted concurrently with the amendment.

VOLUME 3 – POLICIES

CHAPTER 10 – RULES OF THE GAME

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10.01 Jurisdiction: This chapter shall be the jurisdiction of the Council and amended by majority at any council meeting, except that any amendment adopted at summer meeting of the Council must achieve a ninety percent (90%) vote to be effective at the Gay Softball World Series immediately following that meeting.

10.02 USA Softball (ASA) and NAGAAA Rules: This organization, in all its official events, shall adopt and conform to the USA Softball (ASA) Rules of Softball for Men’s Slow-Pitch, latest edition, unless explicitly stated in this chapter or elsewhere in this organization’s policy documents. No exception or modification to an USA Softball (ASA) rule may be approved except by the Council. All games shall be conducted in accordance with the governing manual of this organization.

10.03 Exceptions: The following rules are exceptions to the USA Softball (ASA) rules and shall apply as rules for any NAGAAA event.

- a. Any person, of any gender identity, may compete on any team.
- b. No metal cleats shall be worn by any player, manager, coach, or umpire.
- c. No base stealing will be allowed in any division.
- d. Safety bases will be used on all fields when possible. If safety bases cannot be used on one (1) or more of the total fields scheduled for use, no safety bases will be utilized unless required by field ownership and/or management.
- e. Official field dimensions for NAGAAA events utilize a 300’ (91.4 meters) outfield fence and 70’ (21.3m) base path.
- f. All batters will begin with a one (1) ball and one (1) strike count. One (1) courtesy foul shall be awarded after the second strike.
- g. The official NAGAAA pitch height shall be 6’ to 12’ (1.8m to 3.7m).
- h. Electronic scorekeeping is deemed an acceptable scorebook format.
- i. Legends Division teams will not observe a second home plate or commitment line.
- j. The following are the divisional limits for out of the park home runs: A – 5, B – 3, C – 1, D – 0, E – 0, Legends-C Division – 1, Legends-D Division – 0. Once a team has reached their maximum of out of the park home runs, any additional out-of- the-park homerun will be considered an inning-ending out in all divisions.
- k. In all divisions, no new inning may begin after 55 minutes in pool play and 60 minutes in double elimination with the exception of Championship games. The team ahead in the score shall be declared the winner and the game shall be declared completed after such innings. The start of game time is defined as the scheduled game time; or in games beginning earlier than scheduled, the time agreed to by both managers and umpire(s); or in games beginning later than scheduled, immediately once both scheduled teams have occupied the field. In all games, the umpire assigned to officiate the game has to announce that time has begun.
- l. The International Tiebreaker rule shall apply in double-elimination time-restricted games if the score is tied after seven (7) innings or 60 minutes. At the beginning of each half inning, the batting team shall begin its turn at bat with the player who is scheduled to bat last in that respective half-inning being placed on second base. A substitute may be inserted for the runner following regular substitution rules.
- m. Uniforms are required. Players competing in NAGAAA events must play in like-colored shirts or jerseys.
- n. At no time is smoking on the field or the dugout allowed by any players, coaches or managers.
- o. A team may bat up to twelve (12) players.
- p. Teams are allowed one (1) courtesy runner per inning. In both the Legends-C and Legends-D Divisions, teams are allowed two (2) courtesy runners per inning. Courtesy runners are subject to all other USA Softball rules on courtesy runners.

465 **10.04 Bat Rules:** NAGAAA will provide all bats to be used during its tournaments for all divisions, provided the
 466 supply of bats is budget neutral. The same bats will be provided to both teams to use during competition and must
 467 meet current USA Softball (ASA) bat rules. The Athletic Director will determine the specific bat models to be used
 468 and announced no later than January 15 of the year in which they are to be used. No team member may use any
 469 other bat than those provided by NAGAAA anywhere on the playing field, inclusive of the dugout. Penalties for bat
 470 violations are:

- 471 a. That team member transports or takes an approved bat to any area of the field that is not the immediate
 472 area surrounding the batter's box or warm-up circle for the on-deck batter as determined by the umpire.
 473 1. **First Offense:** Team Member is disqualified from current game.
 474 2. **Second Offense and Each Subsequent Offense:** The team member is ejected from current game
 475 and the Athletic Director shall be notified. The Athletic Director will make a determination on
 476 player eligibility or recommend actions under 10.08
 477 b. That team member uses a non-approved bat on the playing field, inclusive of the dugouts, at any time the
 478 approved bats are on the field.
 479 1. **Any Offense:** The team member is ejected from the current game and the Athletic Director shall
 480 be notified. The Athletic Director will make a determination on player eligibility or recommend
 481 actions under 10.08.
 482

483 **NOTE:** Any ejection under this section is subject to further consequences under 10.07.
 484

485 **10.05 Acts of Disqualification:** The following is a list of acts any one of which may be justification for the ejection,
 486 suspension or termination of any individual, team, team member, or member association by the Open Division:

- 487 a. Unsportsmanlike conduct.
 488 b. Abusive behavior toward an umpire, tournament official or participant of the current event immediately
 489 preceding, during, or after a game. Any expense that is incurred by NAGAAA to ensure the safety of the
 490 NAGAAA participants will be paid by the offending member association or person or persons.
 491 c. Commission of fraud such as playing under an assumed name, falsifying an affidavit or roster, or giving
 492 false information to tournament officials.
 493 d. Receiving money or financial benefits in consideration of participating in softball or baseball competition.
 494 e. Participating while knowing they do not meet the eligibility requirements of the Open Division.
 495 f. Knowingly competing with players that are disqualified from Open Division play.
 496 g. Accepting money (directly or indirectly) by capitalizing on athletic ability, athletic performance, or fame in
 497 softball or baseball, such as allowing the use of the player's name to advertise, recommend, or promote
 498 the sale of softball or baseball sporting goods or by accepting compensation for using such goods.
 499 h. Using any bat not approved by this organization or using an approved bat in violation of rules established
 500 by this organization.
 501

502 **10.06 Non-Registered Players:** Any person entering the tournament as a player shall register following the
 503 established process for registration before entering any game as an active player. The Athletic Director, shall, upon
 504 confirmation that a player entered a game as an active player without that player having completed the official
 505 tournament registration process, eject that player from that game and disqualify that player for the remainder of
 506 the tournament. The team which rosters a player ejected and disqualified under this rule, shall be recorded a
 507 forfeit loss in any game in which that player participated. An active player means a player who participated in the
 508 game in an offensive or defensive role including as a courtesy runner. A player listed as a substitute on a line-up
 509 card but who does not enter the game is not governed by this rule.

- 510 a. No team eliminated from the double elimination tournament shall be reinstated to the bracket, except
 511 when that team is granted a forfeit win by this section and no intervening game in the bracket affecting
 512 that team has been played between the game in which the team was eliminated and the game in which
 513 the team with an unregistered player is recorded a forfeit loss.
 514
 515

516 **10.07 Ejections from Game:** During NAGAAA play, any time a player, coach or manager strikes another player,
 517 coach or manager, said player, coach or manager shall be ejected from the game and shall not be allowed to sit on
 518 the player's bench.

519 a. If a player is ejected from a game, the ejecting umpire will record the player's name, team name / city and
 520 the reason for the ejection. They must provide this information to a NAGAAA official immediately who
 521 must ensure the Athletic Director obtains this information whom shall rule on the length of ineligibility
 522 arising from the ejection.
 523

524 **10.08 Ejections at Any Time:** Any individual ejected from a game or any individual who engages in conduct
 525 defined as act of disqualification during the time of the tournament inclusive of all tournament related events, and
 526 is identified and recommended for disqualification by a member of the Board of Directors, the Umpire-in-Charge,
 527 or Assistant Umpire(s)-in-Charge shall be subject to a disciplinary hearing.

528 a. If the ejection or recommendation for disqualification occurs before the time that protest committees are
 529 available at the field complex(s) then the Competition Director shall convene a panel of 3 directors,
 530 exclusive of the Commissioner, to hear the case and make a ruling subject to (c.)

531 b. If the ejection or recommendation for disqualification occurs while a protest committee is available to
 532 convene, the committee shall convene, hear the case, and make a recommendation to the Athletic
 533 Director, subject to (c.)

534 c. Any recommendation for sanctions under this section shall be limited only to the tournament, inclusive of
 535 all tournament related events, and may include any sanction up to complete disqualification from that
 536 tournament.
 537

538 **CHAPTER 20 – MEMBER ASSOCIATION RESPONSIBILITIES AND PLAYER ELIGIBILITY**

539

540 **20.01 Jurisdiction:** This chapter shall be the jurisdiction of the Council and amended by majority at any council
 541 meeting, except that any amendment adopted at summer meeting of the Council must achieve a ninety percent
 542 (90%) vote to be effective at the Gay Softball World Series immediately following that meeting.
 543

544 **20.02 Definitions:** The following definitions apply in this chapter and in common usage throughout the
 545 Governing Manual:

546 a. Metropolitan Area: In the United States, a metropolitan area is defined as the US Census Combined
 547 Statistical Area (CSA), or Metropolitan Statistical Area (MSA) when not located in a CSA, in which the
 548 member association is predominantly located. In Canada, a metropolitan area is defined by the Statistics
 549 Canada Census Metropolitan Area (CMA) in which the member association is predominantly located.

550 b. Non-LGBT – a person who does not self-identify as Lesbian, Gay, Bisexual, or Transgender.

551 c. Non-qualifying Association – A member association in which a player does not maintain eligibility to
 552 qualify and participate for a calendar year's GSWS despite having played part or all of a qualifying season
 553 in that association.

554 d. Pickup Player – a player added to a team's regular season roster for purposes of tournament play.

555 e. Player ID – The unique identifying number assigned to an individual player in the NAGAAA database.

556 f. Qualifying Association – The member association through which a player maintains eligibility to qualify
 557 and participate in a calendar year's GSWS by that association bearing responsibility for the player's rating,
 558 eligibility standards, and compliance with the NAGAAA database standards.

559 g. Qualifying Season – The playing season of each member association in which a player and teams qualify
 560 for the GSWS and in which the player is evaluated and rated by the Association.

561 h. Sanctioned NAGAAA Tournament – a tournament sanctioned by NAGAAA, currently only the Gay Softball
 562 World Series and the NAGAAA Cup.
 563

564 **SECTION 1 – MEMBER ASSOCIATION AND PLAYER REGISTRATION RESPONSIBILITIES**
 565

566 **20.10 Player GSWS-Qualifying Association Declaration:** A player may play in more than one association's
 567 GSWS-qualifying season, but must declare what association is their qualifying association. However, the following
 568 procedures must be followed. When a player registers in any association, the player must declare whether the
 569 NAGAAA member association is that player's qualifying association. Additionally, the player must also declare any
 570 other association the player has, will, or may play in for all or part of a qualifying season in that calendar year. A
 571 player who registers and declares only one (1) association shall consider that association that player's qualifying
 572 association.
 573

574 Once a player has declared an association as their qualifying association, the player may not declare another
 575 association as their qualifying association.
 576

577 With written approval from both association's Commissioners and the Director of Competition, a player may
 578 change their qualifying association provided they have not played 50% of the games in the original qualifying
 579 association. The NAGAAA Board may make exceptions to this section for players with extenuating circumstances,
 580 and must report such exceptions to the Council prior to the GSWS.
 581

582 If a player declares with more than one association in a qualifying season, they are ineligible to play in the GSWS.
 583

584 **20.11 Association Registration Duties:** Any association, registering a player as a non-qualifying association, shall
 585 immediately inform, in writing via electronic mail, that player's qualifying association of the player's registration.
 586 As applicable, the qualifying association, upon receiving the registration of a player declaring the association that
 587 player's qualifying association or receiving the notice of the player's declaration shall request, in writing via
 588 electronic mail, a transfer of the player in the NAGAAA database to their association for control of the player's
 589 rating and eligibility. Any association which is declared as the qualifying association of a player, and that player fails
 590 to register in that association, the association shall immediately transfer the player to one (1) of the players
 591 declared non-qualifying associations as chosen by the player which shall become the player's qualifying
 592 association.
 593

594 **20.12 Transfer Timeline and Penalties:** Any and all associations, which receive a valid request for transfer of a
 595 player in the NAGAAA database, shall perform the transfer as soon as practicable and without delay, but not later
 596 than 30 days after the transfer request has been made or July 10th, whichever comes first, so as not to hinder the
 597 duty of the qualifying association. All associations are expected to maintain open and timely communication
 598 between associations to foster correct and accurate registration and declarations of players. Any association
 599 violating the provisions in this chapter shall be required to attend the next available Registration and Database
 600 Workshop after the violation has been noted by the Director of Competition and shall also be subject to penalties
 601 outlined in these policies.
 602

603 **20.13 Regular Season Roster:** The roster submitted by Member Associations that serves three purposes:

- 604 1. To account for each player whose primary team is in the Member Association
- 605 2. To identify each player's primary team
- 606 3. To determine each Member Association's berth allotments for the GSWS

607
 608 A Regular Season Roster must have at least ten (10) players on the roster. No player may be listed on more than
 609 one (1) Roster for a NAGAAA sanctioned tournament. A Regular Season Roster team may not be comprised of
 610 more than twenty (20) players. Managers and/or coaches who are not eligible to play or who do not play as a
 611 player do not count towards this requirement. Each Regular Season roster may name two (2) non-playing
 612 members in addition to the maximum of twenty (20) players. The Board of Directors shall determine the manner
 613 and form for submission of the rosters, deadline for submission of the rosters, and any sanctions for errors,
 614 omissions, and/or changes.

615 International Pass Roster: International Associations engaging in the one-time trial run for the International Pass
 616 during GSWS 2024 are exempt from submitting a Regular Season Roster. The usual requirements for qualifying
 617 associations or meeting qualifying games requirements will be waived for this specific trial. While participating in
 618 GSWS 2024 under this temporary pass trial, International Associations will not be classified as member
 619 associations.

620

621 International Pass Rosters must:

- 622 a. Be made up entirely of players currently living in the territory/nation receiving the Pass, and may NOT
- 623 include players from the regular season roster of a Member Association.
- 624 b. Provide ratings for all players and adhere to the player and team ratings limits for the division in which
- 625 they are playing.

626

627 International Pass Rosters must have at least ten (10) players on the roster, and may have a maximum of three (3)
 628 non-LGBT players. No player may be listed on more than one (1) roster for a NAGAAA sanctioned tournament. A
 629 International Pass Roster team may not be comprised of more than twenty (20) players. Managers and/or coaches
 630 who are not eligible to play or who do not play as a player do not count toward this requirement. Each
 631 International Pass Roster may name two (2) non-playing members in addition to the maximum of twenty (20)
 632 players. The Board of Directors shall determine the manner and form for submission of the rosters, deadline for
 633 submission of the rosters, and any sanctions for errors, omissions, and/or changes.

634

635

636 **20.14 Standard Roster:** A GSWS roster submitted by a Member Associations that consists of players from a
 637 regular season roster of a team from that Member Association and a maximum of four (4) pickup players. A pickup
 638 player must be from the regular season roster of another team from that same Member Association.

639

640 A Standard Roster must have at least ten (10) players on the roster, and may have a maximum of three (3) non-
 641 LGBT players. No player may be listed on more than one (1) roster for a NAGAAA sanctioned tournament. A
 642 Standard Roster team may not be comprised of more than twenty (20) players. Managers and/or coaches who are
 643 not eligible to play or who do not play as a player do not count toward this requirement. Each Standard Roster may
 644 name two (2) non-playing members in addition to the maximum of twenty (20) players. The Board of Directors
 645 shall determine the manner and form for submission of the rosters, deadline for submission of the rosters, and any
 646 sanctions for errors, omissions, and/or changes.

647

648 **20.15 Extended Association Roster:** A GSWS roster submitted by a Member Association that consists of players
 649 from that Member Association's Regular Season Rosters with a **maximum of four (4) pickup players from other**
 650 Member Associations. A Member Association may submit up to one Extended Association Roster if the Member
 651 Association is sending only one team to the GSWS across all Divisions.

652

653 An Extended Association Roster must have at least ten (10) players on the roster and may have a maximum of
 654 three (3) non-LGBT players. No player may be listed on more than one (1) roster for a NAGAAA sanctioned
 655 tournament. An Extended Association Roster team may not be comprised of more than twenty (20) players.
 656 Managers and/or coaches who are not eligible to play or who do not play as a player do not count toward this
 657 requirement. Each Extended Association Roster may name two (2) non-playing members in addition to the
 658 maximum of twenty (20) players. The Board of Directors shall determine the manner and form for submission of
 659 the rosters, deadline for submission of the rosters, and any sanctions for errors, omissions, and/or changes.

660

661 **20.16 All Association Roster:** A GSWS roster submitted by a Member Associations that consists of players from
 662 any regular season roster from that Member Association. A Member Association may submit up to one All
 663 Association Roster in the E, D, and C Divisions. Any submission of an All Association Roster in a Division precludes
 664 the submission of any other type of rosters in that same Division.

665

666 All Association Roster must have at least ten (10) players on the roster and may have a maximum of three (3) non-
 667 LGBT players. No player may be listed on more than one (1) Roster submitted for a NAGAAA sanctioned
 668 tournament. An All Association Roster team may not be comprised of more than twenty (20) players. Managers
 669 and/or coaches who are not eligible to play or who do not play as a player do not count toward this requirement.
 670 Each All Association roster may name two (2) non-playing members in addition to the maximum of twenty (20)
 671 players. The Board of Directors shall determine the manner and form for submission of the rosters, deadline for
 672 submission of the rosters, and any sanctions for errors, omissions, and/or changes.
 673

674 **20.17 Legends Division Roster:** A GSWS roster submitted by a Member Association for a Legends tournament. A
 675 player on a regular season roster of any Member Association may be included on a Legends Division Roster,
 676 subject to:

- 677
- 678 a. Age Requirement
- 679 b. Member Associations with only one (1) team in Legends C, Legends D, or both must have at least four (4)
- 680 players from the Member Association sending the team
- 681 c. Member Association with two (2) or more teams in Legends C, Legends D, or both may only have two (2)
- 682 pickup players from other Member Association(s)
- 683

684 A Legends Division Roster must have at least ten (10) players on the roster, and may have a maximum of three (3)
 685 non-LGBT players. No player may be listed on more than one (1) roster submitted for a NAGAAA sanctioned
 686 tournament. A Legends Division Roster may not be comprised of more than twenty (20) players. Managers and/or
 687 coaches who are not eligible to play or who do not play as a player do not count toward this requirement. Each
 688 Legends Division Roster may name two (2) non-playing members in addition to the maximum of twenty (20)
 689 players. The Board of Directors shall determine the manner and form for submission of the rosters, deadline for
 690 submission of the roster, and any sanctions for errors, omissions, and/or changes
 691

692 **20.18 A and B Division Rosters:** A GSWS roster submitted by a Member Association for an A or B tournament
 693 that consists of players from a regular season roster of a team from that Member Association and a maximum of
 694 four (4) pickup players. Of the four (4) pickup players, a maximum of two (2) may be from the regular season
 695 rosters of any Member Association. Otherwise, a pickup player must be from a regular season roster of another
 696 team from that same Member Association.

697

698 **20.19 Preferred Supporters:** Each association may name two (2) **preferred supporters** per the number of teams
 699 that the association is sending to the current year's GSWS. These supporters will not be added to rosters but are
 700 entitled to the same benefits that apply to players or non-players on a roster at the GSWS. Preferred Supporters
 701 are NOT permitted on the field of play, including the dugout areas. The Board of Directors shall determine the
 702 manner and form for submission of the preferred supporters, deadline for submission of all association preferred
 703 supporters, and any sanctions for errors, omissions, and/or changes pertaining to preferred supporters.
 704

705 **20.20 NAGAAA Cup Rosters** – Refer to section 40 for NAGAAA Cup roster rules.
 706

707 SECTION 2 – RATINGS AND DIVISIONAL GUIDELINES

708

709 **20.21 Individual Player Ratings:** Each member association shall rate every player, who has declared that
 710 association as the player's qualifying association, on each of its teams using the Player Rating Guidelines and
 711 report these ratings along with regular season roster in the form and manner as determined by the Board of
 712 Directors. Only a player's qualifying association shall rate that player for the purposes of the NAGAAA database,
 713 and the qualifying association shall be responsible to ensure that the player exists only once in the database with a
 714 single Player ID attributed to the player. The qualifying association bears all responsibility for the accuracy of all
 715 data attributed and attached to the player. A qualifying association, upon discovering a duplicate player entry,
 716 shall notify the Director of Competition to have the duplications merged into one (1) player identity. In the case of

717 a player who plays in multiple associations, the player shall be listed on a team's regular season roster in the non-
 718 qualifying association, but the non-qualifying association shall not recreate the player with a separate Player ID nor
 719 alter the rating assigned that player by the qualifying association or any data entered by any other association.

720

721 **20.22 Team Ratings:** A team rating is defined as the sum of the highest ten (10) individual player ratings
 722 rostered on that team.

723

724 **20.23 Divisional Guidelines:** Teams may compete in the following divisions based on their Player and Team
 725 Ratings.

726 a. A division – There is no maximum team or individual player rating for the A division. No team rated lower
 727 than 170 is allowed to play in the A division, except any B team granted eligibility in or required to move
 728 to A Division under the no-repeat rule of this organization shall be exempt from this minimum rating
 729 requirement.

730 b. B division – All teams rated 180 or lower; no players rated over 20 are allowed on a B division team.

731 c. C division – All teams rated 140 or lower; no players rated over 15 are allowed on a C division team.

732 d. D division – All teams rated 110 or lower; no players rated over 12 are allowed on a D division team.

733 e. E division – All teams rated 75 or lower; no players rated over 8 are allowed on an E division team

734

735 **20.24 Amendments Affecting Divisional Guidelines:** Prior to adoption of any amendment to alter the divisional
 736 guidelines, the Director of Competition shall report to the council the number of players that will be displaced by
 737 the proposed change and the number of member associations that shall be impacted by the proposed change. No
 738 amendment is in order until such report is received.

739 **20.25 Threshold for Amendments:** Any amendment to divisional guidelines requires a two-thirds (2/3) vote of
 740 the Council for adoption and is effective in the calendar year following the year the amendment was adopted,
 741 except that an amendment to divisional guidelines adopted at a winter meeting of the Council requires a ninety
 742 percent (90%) vote to be effective at a sanctioned NAGAAA Tournament in the same calendar year as the winter
 743 meeting.

744

745 **20.26 Ratings Workshop:** All new member associations and first-time voting representatives of any member
 746 association are required to attend the ratings workshop held at their first regular meeting.

747

748 SECTION 3 – ATHLETIC PARTICIPATION AND ELIGIBILITY

749

750 **20.30 Professional players:** Professional softball or baseball players are ineligible to qualify for any Association
 751 while pursuing their profession.

752

753 **20.31 Player age:** Players must be at least eighteen (18) years of age prior to roster submission deadline of the
 754 NAGAAA tournament in which they are registered. Legends Division players must be at least 50 years of age at any
 755 time in the calendar year of the NAGAAA tournament.

756

757 **20.32 Participation:** A player must participate in a minimum of fifty percent (50%) of their team's regular season
 758 games; except for Legends Division, for which the minimum requirement is five (5) games. Participation is defined
 759 as a player included on their team's game lineup card and present in or within close vicinity of their team bench or
 760 dugout.

761 a. Players on a tournament roster of a NAGAAA Cup team in "A" or "B" Division may include their
 762 participation in the NAGAAA Cup under rule 20.33(b) to meet the fifty percent (50%) participation
 763 requirement.

764

765 **20.33 Requirements for Teams:** No team may be considered a regular season roster team nor be eligible
 766 for a NAGAAA event unless the team completes at least ten (10) regular-season games against other teams
 767 within the member association. This preceding requirement may be waived by the Board of Directors in

768 extraordinary circumstances. The games must be conducted according to the rules of USA Softball (ASA) or a
769 similar sanctioning body.

770 a. An "A" or "B" Division team may meet its ten (10) game requirement by playing scheduled games
771 against teams from other Associations, except for games played in any tournament.

772 b. Notwithstanding any other rule, any team competing at the NAGAAA Cup in a "A" or "B" Division shall be
773 credited four (4) games towards this ten (10) game requirement.

774

775 **20.34 Ratings Changes Affecting Players:** Should a player's rating change during the member association's
776 NAGAAA qualifying season and the rating change force the player to move to a new division or a different team,
777 the games played on either team or in either division in the same member association qualify towards the
778 participation requirement.

779

780 **20.35 Ineligible Players for the E Division:** Any player who receives a YES answer to Question 3 of the Player
781 Ratings Guidelines is not eligible to be rostered on a team in or compete with a team in the E Division. Any player
782 who receives a YES answer to Question 5 of the Player Ratings Guidelines is not eligible to be rostered on a team in
783 or compete with a team in the E Division nor the D Division.

CHAPTER 25 – PLAYER RATING GUIDELINES

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25.01 Jurisdiction: This chapter shall be the jurisdiction of the Council and amended at any meeting. Any amendment to this chapter requires a two-thirds (2/3) vote of the Council for adoption and is effective in the calendar year following the year the amendment was adopted, except that an amendment adopted at a winter meeting of the Council requires a ninety percent (90%) vote to be effective at a sanctioned NAGAAA Tournament in the same calendar year as the winter meeting.

SECTION 1 – DEFINITIONS

25.10 Definitions: The following definitions apply to this chapter:

- a. Accuracy – A throw that is within one to two steps of the intended target.
- b. At-bat – An at-bat is charged to a player following every plate appearance except when: 1) the player hits a sacrifice fly that scores a runner, 2) the player is awarded a base on balls, or 3) the third out occurs and the batter is not entitled to run to first base. Exception #3 shall not be considered if the batter is out due to a strike being a foul ball which ends the at-bat. In the event of any discrepancy between this definition and the official scoring rules of the USA Softball (ASA) and definition contained therein, the latest version of the USA Softball (ASA) rules shall control.
- c. Base Safely Reached on Error – A batter shall be credited with a base safely reached on error on the part of a defensive player(s) who is charged with an error by the scorekeeper.
- d. Behind the player (for fly balls) – The area on the field starting directly to the right of the player, proceeding in a 180-degree arc behind the player and ending directly to the left of the player.
- e. Cleanly fielding the ball – The player receives and controls the ball immediately while over his/her center of gravity (i.e., not on their knees, on the ground or off-balance) and does not cause any delay in making the next play (e.g., tags the runner, steps on the base, throws the ball to the appropriate place on the field).
- f. Deliver multiple pitch techniques with accuracy – The ability to use arc, spin, location and movement of the ball to deliver various pitches (e.g. curve, change up, cutter / reverse curve, knuckle ball) that are called strikes or cause the batter to swing.
- g. Directly at the Player – A ball hit at a player that does not require the player to move his/her feet, although it may cause the player to reach in any direction to make the play.
- h. Fly Ball – Any batted ball that is in the air for more than three (3) seconds but less than five (5) seconds
- i. Ground Ball – Ball hit with a downward trajectory that makes contact with the ground in front of the player when hit directly at a player or in front of the bases when hit between players.
- j. High Velocity – a ball hit greater than 250 feet (76.2m) in the air or a ground ball that would roll to a distance greater than 250 feet (76.2m), if not impeded
- k. Hit – A batted ball that allows the batter to reach base safely: 1) on a fair ball which settles on the ground, clears the fence, or strikes the fence before being touched by a fielder, 2) on a fair ball which is hit with such force or such slowness or which takes an unnatural bounce that it is impossible to field with ordinary effort in time to make an out, 3) when a fair ball which has not been touched by a fielder becomes dead because of touching the person or clothing of an umpire, or 4) when a fielder unsuccessfully attempts to retire a previous runner and in the scorer’s judgement, the batter-runner would not have been retired at first base by perfect fielding. A hit shall not be scored: 1) when a runner is forced out on a batted ball or would have been forced out except for a fielding error, 2) when a player fielding a batted ball retires a preceding runner with ordinary effort, 3) when a fielder fails in an attempt to retire a preceding runner, and in the scorer’s judgement, the batter-runner could have been retired at first base, or 4) when a batter reaches first base safely as a result of a preceding runner being called out for interfering with a batted or thrown ball, or with a defensive player. In the event of any discrepancy between this definition and the official scoring rules of the USA Softball (ASA) and the definition contained therein, the latest version of the USA Softball (ASA) rules shall control.

- 834 l. In the Hole – A ball hit that requires a player to take 4-5 steps (12 feet (3.7m) or greater) in order to make
835 the play.
- 836 m. Line Drive – a ball that from the point of contact rises vertically less than 10% of the total horizontal
837 distance it travels, or in the case of a throw, a ball that from the point of release rises vertically less than
838 5% of the total horizontal distance it travels.
- 839 n. Low Velocity – a ball hit up to 150 feet (45.7m) or less in the air or a ground ball that would roll to a
840 distance of less than 150 feet (45.7m), if not impeded.
- 841 o. Medium Velocity – a ball hit 150 to 250 feet (45.7 to 76.2 meters) in the air or a ground ball that would
842 roll to a distance of 150 to 250 feet (45.7 to 76.2 meters), if not impeded.
- 843 p. Modified batting average – The percentage resulting from the sum of a player’s: 1) hits and 2) bases safely
844 reached on error divided by the player’s at-bats.
- 845 q. Off center of gravity – The player fields the ball from his/her knees, off one foot, while moving the
846 opposite direction from the throw or while in the air.
- 847 r. Stopping the ball – The player prevents the ball from continuing beyond the player and causes it to
848 remain in the vicinity of the player. The player is not able, however, to make the next play without delay.
- 849 s. Vicinity – within a step in any direction laterally of the player receiving the throw
- 850 t. Within a few steps – A ball hit that requires a player to take 2 – 3 steps (9 – 10 feet or 2.7 – 3 meters) in
851 order to make the play.

852
853 *(NOTE: In reference to the modified batting average, a batted ball resulting in a fielder’s choice is not included in*
854 *the definition of a hit and therefore is not included in the number of hits a player is recorded to calculate the*
855 *modified batting average. The USA Softball Rules and NAGAAA Governing Manual do not define a fielder’s choice.*
856 *A Fielder’s Choice is understood to be an outcome of a batted ball where a preceding runner was put-out (or*
857 *could have been in the judgement of the scorer) rather than the batter-runner. See lines 806-813 for these results*
858 *of a batted ball that do not constitute a hit. This note is explanatory on the definition of modified batting average*
859 *and is not considered a governing rule. Added by Board of Directors February 17, 2019)*

860 SECTION 2 – PLAYER RATING GUIDELINES

861
862
863 **25.20 Rating Guidelines:** The following are the official rating guidelines of this organization:

864 *Directions:*

- 865
866 1. Read the following Statement of Purpose: *This form is intended to be used as a tool to assist those*
867 *responsible for rating players so ratings may be fair and consistent across all levels of play and across*
868 *all leagues in the Open Division. All questions are intended to determine if a player possesses a skill or*
869 *skills necessary for softball.*
- 870 2. Read and understand the definitions of the various terms used in ratings in the definitions section of
871 this chapter.
- 872 3. Answer YES or NO for each question.
- 873 4. Many questions have multiple parts. A YES to ANY one part is a YES to the question.
- 874 5. Questions: All questions will begin with the phrase: DOES THE PLAYER HAVE THE ABILITY TO...

DIRECTIONS: Review each of the following questions for every player.

Does the player have the ability to perform the listed skill at the specified threshold for that question? If so, the player receives a YES for the question. A YES to any part of a question is a YES to that question.

| HITTING | Question 1 | Question 2 | Question 3 | Question 4 | Question 5 | |
|--|--|---|---|---|---|---|
| | Hits a fair or foul ball with low velocity. (60% threshold) | Hits a fair or foul ball with medium velocity. (60% threshold) | Hits a fair or foul ball with high velocity. (20% threshold) | Hits a fair or foul ball with high velocity. (60% threshold) | Hits a fly ball 300' (91.4m) or more. (5% threshold) | <i>NOTE:</i> Players with a YES to Question 3 cannot participate in the E Division. Players with a YES to Question 5 cannot participate in the D or E Divisions. See Governing Manual Section 20.35. |
| Modified Batting Average | <i>Batting against</i> | Question 6 | Question 7 | Question 8 | Question 9 | <i>NOTE:</i> The following questions are linked: 1 – 4, 6 – 9, 10 – 14, 15 – 22, and 23 – 28. A YES to the highest question in a linked set earns the player all those questions (i.e., a player with YES on Q20, will also be given Q13 – Q20) |
| | E Division | ≥ .700 | ≥ .800 | ≥ .900 | ≥ .950 | |
| | D Division | ≥ .600 | ≥ .700 | ≥ .800 | ≥ .900 | |
| | C Division | ≥ .500 | ≥ .600 | ≥ .700 | ≥ .800 | |
| | B Division | ≥ .400 | ≥ .500 | ≥ .600 | ≥ .700 | |
| A Division | ≥ .300 | ≥ .400 | ≥ .500 | ≥ .600 | | |
| RUNNING SPEED | | | | | | |
| (No Threshold; Ability to do it one time qualifies for a YES) | | | | | | |
| DIRECTIONS: Ability to run from a stopped and standing ready position, runs from home plate to first base, one base to the next, or third base to home plate (i.e., 70 feet or 21.3 meters) in less than: | | | | | | |
| Question 10 | Question 11 | Question 12 | Question 13 | Question 14 | | |
| 5.0 Seconds | 4.5 seconds | 4 Seconds | 3.5 Seconds | 3 Seconds | | |

FIELDING (Questions 15 – 22 are a 60% Threshold)

| FIELDING (INFIELD) | Question 15 | Question 16 | Question 17 | Question 18 | Question 19 | Question 20 | Question 21 | Question 22 |
|--|--|---|--|---|--|--|---|---|
| Ground Ball/Line Drive Low Velocity | Cleanly fields a ball hit with low velocity directly at the player OR Stops the ball hit with low velocity directly at the pitcher. | Cleanly fields a ball hit with low velocity within a few steps (9 – 10 feet or 2.7-3 meters) of the player OR Cleanly fields a ball hit with low velocity directly at the pitcher. | Cleanly fields a ball hit with low velocity in the hole (>12 feet (3.7 meters) or 4-5 steps) away from the player. | | | | | |
| Ground Ball/Line Drive Medium Velocity | | | Cleanly fields a ball hit with medium velocity directly at the player OR Stops the ball hit with medium velocity directly at the pitcher. | Cleanly fields a ball hit with medium velocity within a few steps (9-10 feet or 2.7-3 meters) of the player OR Cleanly fields a ball hit with medium velocity directly at the pitcher. | Cleanly fields a ball hit with medium velocity in the hole (>12 feet (3.7 meters) or 4-5 steps) away from the player. | | | |
| Ground Ball/Line Drive High Velocity | | | Stops the ball hit with high velocity directly at the player. | Cleanly fields a ball hit with high velocity directly at the player OR Stops the ball hit with high velocity directly at the pitcher. | Stops a ball hit with high velocity within a few steps (9-10 feet or 2.7-3 meters) of the player OR Cleanly fields a ball hit with high velocity directly at the pitcher. | Cleanly fields a ball hit with high velocity within a few steps (9-10 feet or 2.7-3 meters) of the player. | Stops a ball hit with high velocity in the hole (>12 feet (3.7 meters) or 4-5 steps) away from the player. | Cleanly fields a ball hit with high velocity in the hole (>12 feet (3.7 meters) or 4-5 steps) away from the player. |
| Fly Ball | Catches a fly ball hit directly at the player. | Catches a fly ball hit zero feet up to 15 feet (4.6 meters) to the sides/front of the player. | Catches a fly ball hit >15 feet up to 30 feet (>4.6 meters up to 9.1 meters) to the sides/front of or 15 feet (4.6 meters) behind the player. | Catches a fly ball hit >30 feet up to 45 feet (>9.1 meters up to 13.7 meters) to the sides/front of or 30 feet (9.1 meters) behind the player. | Catches a fly ball hit >45 feet up to 60 feet (>13.7 meters up to 18.3 meters) to the sides/front of or 45 feet (13.7 meters) behind the player. | Catches a fly ball hit 60 feet up to 75 feet (>18.3 meters up to 22.9 meters) to the sides/front of or 60 feet (18.3 meters) behind of the player. | Catches a fly ball hit >75 feet up to 90 feet (>22.9 meters up to 27.4 meters) to the sides/front of or 75 feet (22.9 meters) behind of the player. | Catches a fly ball hit >90 feet (27.4 meters) to the sides/front of or >75 feet (22.9 meters) behind of the player. |

| FIELDING (OUTFIELD) | Question 15 | Question 16 | Question 17 | Question 18 | Question 19 | Question 20 | Question 21 | Question 22 |
|-----------------------------|--|---|---|--|--|---|--|--|
| Ground Ball Medium Velocity | Cleanly fields a ball hit with medium velocity directly at the player. | Cleanly fields a ball hit with medium velocity zero feet up to 15 feet (4.6 meters) of the player | Cleanly fields a ball hit with medium velocity >15 feet up to 30 feet (>4.6 meters up to 9.1 meters) of the player | Cleanly fields a ball hit with medium velocity >30 feet up to 45 feet (>9.1 meters up to 13.7 meters) of the player | Cleanly fields a ball hit with medium velocity >45 feet up to 60 feet (>13.7 meters up to 18.3 meters) of the player | Cleanly fields a ball hit with medium velocity 60 feet up to 75 feet (>18.3 meters up to 22.9 meters) of the player | Cleanly fields a ball hit with medium velocity >75 feet up to 90 feet (>22.9 meters) of the player | |
| Ground Ball High Velocity | | Cleanly fields a ball hit with high velocity directly at the player. | Cleanly fields a ball hit with high velocity >15 feet up to 30 feet (>4.6 meters) of the player | Cleanly fields a ball hit with high velocity >30 feet up to 45 feet (>9.1 meters) of the player | Cleanly fields a ball hit with high velocity >45 feet up to 60 feet (>13.7 meters) of the player | Cleanly fields a ball hit with high velocity >60 feet up to 75 feet (>18.3 meters) of the player | Cleanly fields a ball hit with high velocity >75 feet up to 90 feet (>22.9 meters) of the player | Cleanly fields a ball hit with high velocity >90 feet (>27.4 meters) of the player |
| Fly Ball | Catches a fly ball hit directly at the player. | Catches a fly ball hit zero feet up to 15 feet (4.6 meters) to the sides/front of the player. | Catches a fly ball hit >15 feet up to 30 feet (>4.6 meters up to 9.1 meters) to the sides/front of or 15 feet (4.6 meters) behind the player. | Catches a fly ball hit >30 feet up to 45 feet (>9.1 meters) to the sides/front of or 30 feet (9.1 meters) behind the player. | Catches a fly ball hit >45 feet up to 60 feet (>13.7 meters) to the sides/front of or 45 feet (13.7 meters) behind the player. | Catches a fly ball hit 60 feet up to 75 feet (>18.3 meters) to the sides/front of or 60 feet (18.3 meters) behind the player. | Catches a fly ball hit >75 feet up to 90 feet (>22.9 meters) to the sides/front of or 75 feet (22.9 meters) behind the player. | Catches a fly ball hit >90 feet (27.4 meters) to the sides/front of or >75 feet (22.9 meters) behind the player. |

THROWING AND PITCHING (Questions 23 – 28 are a 60% Threshold)

| Question 23 | Question 24 | Question 25 | Question 26 | Question 27 | Question 28 |
|--|--|---|--|---|---|
| Throw 50 feet (15.2 meters) with line drive (regardless of accuracy) | Throw 50 feet (15.2 meters) with line drive <i>and</i> accuracy | Throw 70 feet (21.3 meters) with line drive <i>and</i> accuracy | Throw 100 feet (30.5 meters) with line drive <i>and</i> accuracy | Throw 150 feet (45.7 meters) with line drive <i>and</i> accuracy | Throw >200 feet (61 meters) with line drive <i>and</i> accuracy |
| | Pitch a strike and/or cause the batter to swing | Vary the height, depth and location of the pitch while pitching a strike and/or causing the batter to swing | Deliver multiple pitch techniques while pitching a strike and/or causing the batter to swing | | |
| Throw 70 feet (21.3 meters) (regardless of arc or accuracy) | Throw 70 feet (21.3 meters) with line drive (regardless of accuracy) | Throw 100 feet (30.5 meters) with line drive (regardless of accuracy) | Throw 150 feet (45.7 meters) with line drive (regardless of accuracy) | Throw >200 feet (61 meters) with line drive (regardless of accuracy) | Throw 150 feet (45.7 meters) with line drive and accuracy while off center of gravity (e.g., from knees, from one foot) |
| | Throw 100 feet (30.5 meters) (regardless of arc or accuracy) | Throw 150 feet (45.7 meters) (regardless of arc or accuracy) | Throw >200 feet (61 meters) (regardless of arc or accuracy) | Throw 100 feet (30.5 meters) with line drive and accuracy while off center of gravity (e.g., from knees, from one foot) | |

CHAPTER 30 – GAY SOFTBALL WORLD SERIES

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30.01 Jurisdiction: This chapter shall be the jurisdiction of the Council and amended by majority at any council meeting, except that any amendment adopted at summer meeting of the Council must achieve a ninety percent (90%) vote to be effective at the Gay Softball World Series immediately following that meeting.

30.02 Authority: The actual contest between teams during the GSWS is solely under the jurisdiction of the Athletic Director. The Board of Directors may, upon request of the Athletic Director, alter and change the format and rules of the tournament as needed to accomplish play and ensure completion of the tournament in times of, including, but not limited to, nature-related incidents, acts of terror or civil emergency, and other emergency situations. Complete cancellation of the tournament may only be authorized by the Board of Directors. The Board of Directors shall outline the roles and responsibilities for all personnel of the tournament.

30.03 Expenses: The organization will assume all real and necessary expenses directly related to the conduct of the tournament and any other expenses assumed by the organization in the host city contract.

30.04 Umpire Selection: The Umpire-in-Chief (UIC) shall select umpires in a manner consistent with the rules, regulations and acts of the Open Division. Umpires may be nominated through the member association in whose geographic area they are accredited. Recommendations may come from their league commissioner, the league UIC, previous GSWS UIC or previous/current Athletic Director. The Board of Directors shall create policies for umpire selection that welcome umpires from all diverse representations of this organization and ensure competent administration and officiation of the game.

30.05 Team Manager Responsibilities: Team Managers will be held responsible for the conduct of their Team members at all times during the GSWS both on and around the playing field. In case of a disputed play or decision, only the Team Manager may consult game officials; other players, coaches or sponsors may not participate in the discussion. Team Managers are to report any unsportsmanlike or derogatory acts by players or spectators to the AD. Team Managers or their designated representatives must attend the pre-GSWS Managers' meeting on behalf of his/her team. If the manager named on the team's GSWS roster will not be managing the team in the GSWS, a proxy manager must be named at the Manager's Meeting. Team managers must verify the accuracy and eligibility of the GSWS roster.

30.06 Life Saving Equipment: All field complexes must have Automated External Defibrillators (AED's) and staff available who are certified in the use of such equipment.

SECTION 1 – HOST CITY SELECTION

30.10 Host City Partnership Agreement: The GSWS Host City Partnership Agreement is a standalone document, under the jurisdiction of the Board of Directors, which shall be signed by any potential Host City prior to and filed with the Intent to Bid. Amendments to the Host City Partnership Agreement can be authored and adopted with the consent of both parties.

30.11 Host City Bid Process: A potential Host City shall complete and submit an Intent to Bid form by the stated deadline and remit a non-refundable deposit, in an amount to be determined by the Board of Directors, to the NAGAAA Treasurer prior to the start of the winter meeting. The Intent to Bid shall be accompanied by a signed copy of the host city contract and a written list of all promises and guarantees that shall be made by the potential Host City in the course of their bid presentation. Bids may be for one year or multiple years.

30.12 Bid Presentations: All member associations, having properly submitted the Intent to Bid, deposit, and accompanying document(s) shall be allowed to present their bids to the Council at the Summer Meeting two (2) years prior to the intended GSWS. The Board of Directors will set time during the Summer Meeting for a Q and A session with the bidding associations.

- a. If the state or province where the GSWS is being conducted requires insurance above and beyond what

873 the Council has previously authorized this situation should be presented in the initial bid by the member
874 association(s) seeking to host the GSWS.

875 b. Should the Host City choose to bid for multiple GSWS years at once, the Council must be made aware by
876 the Board of Directors of a multi-year bid as part of the bid approval process.

877

878 **30.13 Bid Restrictions:** No association will hold a GSWS in another member association's metropolitan area
879 without permission of that member association.

880

881 **30.14 No-Bid Authorizations:** In the event no association submits an Intent to Bid form for the GSWS, the
882 NAGAAA Board of Directors will select the Host City for the event. In such cases, NAGAAA assumes all
883 responsibilities and costs for hosting said GSWS and the Board of Directors is exempt from the restrictions listed in
884 this chapter.

885

886 **30.15 Host City (Bid) Selection:** The GSWS Host Cities shall be selected by majority vote of the Council before
887 the conclusion of the Summer Meetings but after the Q&A presentation.

888

889 SECTION 2 – TOURNAMENT FORMAT

890

891 **30.20 Divisions:** The GSWS shall be conducted with teams divided by the divisional guidelines of this
892 organization in the following divisions: "A", "B", "C", "D", "E", "Legends-C", and "Legends-D" Divisions.

893 a. If there are less than four (4) teams registered in the Legends-D Division, the division shall be consolidated
894 into the Legends-C Division. Teams originally registered for the Legends-D Division may, upon notice of
895 the consolidation, elect to withdraw from the tournament and receive a full refund of the team and other
896 required fees and deposits without penalty.

897

898 **30.21 Pool Play:** For all divisions, the pool play draw is based on team ratings, except for A and B Division pool
899 play assignments, the top three (3) seeds will be assigned to the top teams from NAGAAA Cup in their respective
900 division, if applicable. For Legends-C and Legends-D Divisions, pool play shall begin no earlier than Wednesday of
901 the week of the GSWS except that when more than 20 teams are registered in either Legends Division then pool
902 play shall begin no earlier than Tuesday of the same week. Pool play shall consist of four (4) games per team,
903 where possible, with a minimum of two (2) pool play games. The Athletic Director shall assign each team an equal
904 number of games per team as the home team and the visiting team and in the case of any odd number of games
905 per team, the Athletic Director shall randomly assign the team as home or the visiting team.

906 a. Forfeiting any pool play game will result in an automatic disqualification of the team from that year's
907 double elimination tournament. Appeals of an automatic disqualification may be presented to the Athletic
908 Director before the beginning of the double elimination games if accompanied by a non-refundable \$50
909 fee. If an appeal is upheld, the team will be reinstated in the GSWS with the pool play record as recorded.
910 If an appeal is denied, the team is disqualified.

911

912 **30.22 Double Elimination:** The Athletic Director will hold and publish the results of a double elimination bracket
913 draw. Seeding into Double Elimination will be determined by the results of pool play using the following method:

914 a. For teams with the highest **win percentage** will receive the higher seed

915 b. For teams with the same win percentage, the team with the **fewest losses** will receive the higher seed

916 c. For teams with the same win percentage and number of losses, the team with the **most wins** will receive
917 the higher seed

918 d. For teams with the same win percentage, number of losses, and number of wins, the team with the **most**
919 **ties** will receive the higher seed.

920 e. For teams with the same win percentage, number of losses, number of wins, and number of ties, the
921 team with the **fewest runs allowed** will receive the higher seed

922 f. For teams with the same win percentage, number of losses, number of wins, number of ties, and number
923 of runs allowed, the team with the **higher rating** will receive the higher seed

- 924 g. For teams with the same win percentage, number of losses, number of wins, number of ties, number of
925 runs allowed, and team rating, a **random draw** will determine the team that will receive the higher seed.

926 **30.23 Trophies:** Trophies will be given in all divisions and awarded after the conclusion of the Double
927 Elimination Tournament. Team Trophies will be given for the 1st, 2nd, 3rd, and 4th place winners for each division.
928 Individual awards will be given to the rostered members of the trophy-winning teams in each division.
929

930 SECTION 3 – REGISTRATION

931
932 **30.30 Player Registration and Check In:** Each member of each GSWS team shall be required to register by the
933 Friday before the GSWS, and complete Participant Check In prior to playing in the GSWS. During registration,
934 players must verify their rating, pick up player status, select an identification of “LGBT” or “Non-LGBT”, review the
935 required waiver information, declare any and all associations in which the player played during the qualifying
936 season(s) for that year’s GSWS, and verify the accuracy of all information and provide their signature, or electronic
937 equivalent, to complete the registration. Upon Participant Check In, each member of each GSWS team shall be
938 required to Check In by presenting a government-issued form of photo identification (such as a Driver’s License,
939 identification care, or passport) and confirmation of registration for the purposes of establishing identity.
940

941 **30.31 Registration and Check In Terms and Exceptions:** Player registration will be closed at midnight on the
942 Friday prior to the start of the GSWS. Player Check In will be closed prior to the start of the first double elimination
943 game in that player’s division. The Director of Competition shall have the authority to allow late Check In to a
944 player with a travel delay demonstrated to be beyond their control.
945

946 **30.32 Director of Competition Review:** The Director of Competition shall review GSWS rosters and the ratings
947 database for any rostering and rating of players on more than one (1) GSWS roster and/or ratings in more than one
948 (1) association and report the violation to the Commissioner(s) of the association(s) in which the player is rostered
949 and rated, the Commissioner of NAGAAA, the committee charged with membership related matters, and the
950 Ethics Committee.
951

952 SECTION 4 – TEAM ENTRIES

953 **30.40 Entry Fees:**

954
955 a. **Team Entry Fees:** Member Associations shall reserve GSWS tournament berths by paying an entry fee as
956 determined by the Board of Directors and by the deadline established by the board, unless exempted
957 from the fee. Late payments of the Team Entry Fee are subject to fine. Cancellations of team entry shall
958 result in refund of the team fee if cancelled before the deadline set by the Board of Directors.
959 Cancellations after the deadline are not refundable.
960

961 b. **Participant Entry Fees:** Each member of each GSWS Team shall pay an entry fee as determined by the
962 Board of Directors and by the deadline established by the board, unless exempted from the fee.
963

964 **30.41 Host Hotel Deposits:** Each Association, except for the Host City, shall also provide a hotel deposit for each
965 of its GSWS teams as determined by the Board of Directors and by the deadline established by the board. The hotel
966 deposit for each team, or on a cumulative basis for an Association, shall be fully refunded to the Association only
967 when the Association provides receipts totaling the number of nights per team in rooms booked within the official
968 block of qualifying rooms as determined by the Board of Directors and the receipts are provided to the Treasurer by
969 the deadline established by the Board of Directors.
970

971 **30.42 World Series Berth Allocation:** Teams may participate in the GSWS by earning a berth through one of the
972 following:

973 a. **Association Berth Allotment:** Member associations are allotted a certain number of GSWS berths. In turn,
974 each member association shall be responsible for its own determination on utilizing its allotted GSWS
975 berths.

- b. The top four (4) GSWS teams in the B, C, D, and E Divisions receive an automatic berth to the following year's GSWS. These berths do not count against the Member Association's berth allotment. To utilize the automatic berth, the GSWS team must: play in the next highest Division the following year or include at least 4 players from the previous year's GSWS roster. Any B team awarded an automatic berth by this provision shall be exempt from the minimum team rating requirement for the A Division.
- c. The top four (4) NAGAAA Cup teams in the B and A Divisions receive an automatic berth to the same year's GSWS. These berths do not count against the Member Association's berth allotment. To utilize the automatic berth: the NAGAAA and the GSWS Rosters for the team must adhere to the guidelines for a Standard Roster, the players from both rosters must meet all eligibility requirements for the GSWS and the GSWS roster must not include more than 4 pickup players from the same Member Association. Any berth awarded in this sub-section shall be forfeited if any player on the Roster for the awarded NAGAAA Cup team is listed on a Standard Roster in a different Member Association for purposes of qualifying for the GSWS. The first-place team in each Division will also have their GSWS fee waived.
- d. International Pass Trial Run Berth Allotment (one time trial): Allocate one GSWS berth each to four selected International Associations (UK, Australia, Puerto Rico, and Mexico) for participation in GSWS 2024. This allocation is a one-time event, ensuring each association has a singular opportunity to participate. In the event that one of these International Associations can NOT participate in the 2024 GSWS, that berth may be re-allocated to another Board approved International Association.

30.43 Association Berth Allotment: Each member association is allotted a certain number of GSWS berths as listed in the table below. In calculating berth allotments, all regular season teams of a member association shall be considered in determining the number of berth allotted.

| ASSOCIATION BERTH ALLOTMENTS | | | | | | | |
|---|------------|------------|--|------------|------------|--------------------|--------------------|
| Team entries may not exceed maximum limits for each division nor the total maximum berths. | | | | | | | |
| TEAMS IN MEMBER ASSOCIATION | A DIVISION | B DIVISION | C DIVISION | D DIVISION | E DIVISION | LEGENDS C DIVISION | LEGENDS D DIVISION |
| 1-9 Teams | UNLIMITED | UNLIMITED | 2 teams total distributed any way between C/D/E Division | | | 2 | 2 |
| 10-18 Teams | | | 3 teams total distributed any way between C/D/E with a max of 2 per Division | | | | |
| 19-28 Teams | | | 5 teams total distributed any way between C/D/E with a max of 2 per Division | | | | |
| 29+ Teams | | | 7 teams total distributed any way between C/D/E with a max of 3 per Division | | | | |
| <p><i>The GSWS Host City may add one (1) team in each division for only the 2023 GSWS. For the 2024 GSWS and on, the host city may only add one (1) team in the division of their choice.</i></p> | | | | | | | |

30.44 No-Repeat Rule: No team awarded first, second, third, or fourth place in the B, C, D, or E Division of the GSWS shall be eligible to compete in the same or lower division at the following two (2) year's GSWS. For the Legends D Division, the first and second place team shall not be eligible to compete in the same or lower division at the following two (2) year's GSWS. For the purpose of this rule, an ineligible returning team shall be defined as consisting of four (4) or more players from a GSWS roster of a team awarded first, second, third, or fourth place in the previous two (2) GSWS in the B, C, D, or E and the first or second place in Legends D Division.

1010
 1011 **40.01 Jurisdiction:** This chapter shall be the jurisdiction of the Council and amended by majority at any council
 1012 meeting.
 1013

1014 **40.02 Purpose:** The NAGAAA Cup is an invitational tournament that is designed to increase GSWS participation
 1015 by the A, B, Legends C and Legends D Divisions.
 1016

1017 SECTION 1 – ADMINISTRATION AND TEAMS

1018
 1019 **40.10 Administration:** The Board of Directors will determine the location and date of the NAGAAA Cup. All
 1020 teams will pay a fee for participating in the NAGAAA Cup, as determined by the Board of Directors. The Board of
 1021 Directors may, upon request of the Athletic Director, alter and change the format and rules of the tournament as
 1022 needed to accomplish play and ensure completion of the tournament in times of, including, but not limited to,
 1023 nature-related incidents, acts of terror or civil emergency, and other emergency situations. Complete cancellation
 1024 of the tournament may only be authorized by the Board of Directors. The Board of Directors shall outline the role
 1025 and responsibility for all personnel of the tournament.
 1026

1027 **40.11 Teams:** Invitations will be given to all A Division teams, and the top B, Legends C and Legends D Division
 1028 teams from the previous year's GSWS. Teams that have been invited must have 4 members of their GSWS roster to
 1029 be considered eligible for play in the NAGAAA Cup. Teams must accept the invitation by the deadline set by the
 1030 Director of Competition. After the deadline for acceptance has passed, the NAGAAA Director of Competition will
 1031 then issue invitations to any new A Division Team that has formed that year and then the remaining B teams from
 1032 the previous GSWS in order of their finish, and any other Legends C and Legends D Division teams. All teams must
 1033 submit their NAGAAA Cup roster by the deadline established by the Board of Directors.
 1034

1035 **40.12 NAGAAA Cup Roster:** A and B Division teams entered in the NAGAAA Cup should register with the same
 1036 roster that they intend to submit as a regular season roster and may add only up to four (4) pick-up players to its
 1037 roster that will not be a part of the team's regular season roster. A roster for the NAGAAA Cup must have at least
 1038 ten (10) players rostered and a maximum of three (3) non-LGBT players. No player may be listed on more than one
 1039 (1) NAGAAA Cup Roster. The roster may not be comprised of more than twenty (20) players, except those
 1040 managers and/or coaches who are not eligible to play or who do not play as a player do not count towards this
 1041 requirement and each NAGAAA Cup roster may name two (2) non- playing members in addition to the maximum
 1042 of 20 players. The Board of Directors shall determine the manner and form for submission of the rosters, deadline
 1043 for submission of the roster, and any sanctions for errors, omissions, and/or changes. Legends Division teams will
 1044 adhere to the Legends Division Roster rules as outlined in section 20.17.
 1045

1046 **40.13 Winners and GSWS Berths:** Regardless of their overall NAGAAA Cup standing, the 3-highest placing A and
 1047 B Division teams will receive an automatic berth into that year's GSWS. GSWS team fees for the highest-placed A
 1048 and B Division teams will be waived. All other fees/deposits will still apply. Automatic berths shall not count
 1049 toward the respective association's GSWS berth allotment. A team earning a berth awarded in this sub-section
 1050 may only add up to four (4) players on its roster at the GSWS to utilize the berth as awarded or the berth shall be
 1051 forfeited. Any berth awarded in this sub-section shall be forfeited if any player from the NAGAAA Cup roster of the
 1052 team awarded the berth is listed on a regular season roster in a different member association, but only if that
 1053 member association is the player's qualifying association. No automatic berths to the GSWS will be given to
 1054 Legends Division teams. A NAGAAA Cup trophy for overall first, second and third place will be awarded to all
 1055 divisions competing in NAGAAA Cup. If the 3 highest placing teams are eliminated in the same round of the bracket
 1056 (given it is a mixed division tournament), the tie breaker will be as follows:
 1057

- 1058 a. Overall double elimination record,
- 1059 b. Ratings from highest to lowest,
- 1060 c. Random draw.

1061 SECTION 2 – RULES AND TOURNAMENT FORMAT

1063
1064 **40.20 Rules:** All USA Softball (ASA) and NAGAAA rules as listed in this manual apply to the NAGAAA Cup unless
1065 explicitly stated in this section.
1066

1067 **40.21 Explicit NAGAAA Cup Rules:** These rules are those that preempt USA Softball (ASA) and NAGAAA rules in
1068 the NAGAAA Cup.

- 1069 a. Each team is guaranteed five (5) games.
1070 b. Pool play will have a mixture of A and B Division teams.
1071 c. Home team will be decided by a double flip for pool play games. For all games in double elimination, the
1072 home team shall be the higher seeded team between the two (2) opposing teams, except that no team
1073 that is undefeated in double-elimination may be the away team when facing an opponent, with a
1074 recorded loss in double elimination, who is seeded higher.
1075 d. Uniforms need not be like colored. However, an Arabic whole number (0-99) of contrasting color at least 6
1076 inches high must be worn and visible. Identical numbers are not permitted.
1077 e. All field complexes must have Automated External Defibrillators (AED's) and staff available who are
1078 certified in the use of such equipment.
1079

1080 **40.22 Seeding Process:** For pool play games, seeds shall be determined by the ratings of the teams. In
1081 double elimination games, all seeds will be determined by the win-loss-tie record of the teams. The Double
1082 Elimination bracket shall be a combined bracket for the A and B Divisions.
1083

1084 CHAPTER 50 – PROTEST PROCEDURE

1085
1086
1087 **50.01 Jurisdiction:** This chapter shall be the jurisdiction of the Council and amended by majority at any council
1088 meeting except that any amendment adopted at summer meeting of the Council must achieve a ninety percent
1089 (90%) vote to be effective at the Gay Softball World Series immediately following that meeting and the amount of
1090 any fines or fees shall be the jurisdiction of the Board of Directors and amended at any board meeting by majority.
1091

1092 **50.02 Authority:** A Protest Committee will rule on all eligible protests of player eligibility and ratings. Any
1093 protest on the application of the rules of play are made to the UIC and are not in the authority of any Protest
1094 Committee to act on. Any Protest Committee shall consist of members appointed by the Commissioner. The
1095 Commissioner shall not, in any circumstance, be a party to the protest or act as a member of a Protest Committee.
1096

1097 **50.03 Protest Committee Schedule:** Member Associations may be appointed as Protest Committee members by
1098 the Commissioner and be assigned times and required to fulfill their duties as part of a protest committee or face
1099 penalties provided for by this organization. The Director of Competition will create a Protest Committee schedule
1100 assigning times and locations in proportion to the number of teams that an Association sends to that year's GSWS.
1101 This schedule will be distributed prior to the close of the Summer Meeting for that year's GSWS. Protest
1102 Committee members must be present and available to hear protests at the assigned time and place. Protest
1103 committee members may change assigned times/places provided they initiate the change with another
1104 Association and notify the Protest Chair.
1105

1106 **50.04 Protest Chairs and Assistant Protest Chairs:** The Commissioner shall appoint one (1) Protest Chair and a
1107 number of Assistant Protest Chair(s) as determined by the Board of Directors. These positions shall act as chairs of
1108 any Protest Committee and operate as an independent judge of the matter before the committee, including, but
1109 not limited to, guiding the process, assisting the committee with inquiry and exploration, and informing the parties
1110 of the process and matters before the committee. In no way, shall a chair opine on the merits of the protest, take
1111 part as an advocate for or against any party, nor cast a vote on the matter before the committee. The designated
1112 Protest Chair will explain and distribute the procedure for protesting a player or team to the GSWS team
1113 representatives at the Managers' meeting held prior to the start of the GSWS, including explanations of reasons for
1114 denial of a protest.

1115
 1116 **50.05 Protest Committee Composition:** The Commissioner shall appoint at least five (5) persons for each field
 1117 complex or designated location for protests for the tournament. The Commissioner may appoint additional
 1118 persons so that multiple protests may be heard concurrently if necessary. These persons shall be protest
 1119 committee members. For the purposes of hearing a protest, three (3) protest member shall constitute the
 1120 committee.

1121 a. No member of the protest committee shall be on the roster of a team in the division of which the protest
 1122 is involved, a member of a regular season roster for any of the member associations involved in that
 1123 protest, nor a party that filed said protest or is evidence to the protest, and no member association may
 1124 have more than one (1) person represented on the protest committee.
 1125

1126 **50.06 Protest Committee Deliberations:** Protest Committee business shall only be discussed with other Protest
 1127 Committee members, the chair of the Protest Committee, the Athletic Director or their assistant(s), and/or the
 1128 NAGAAA Board of Directors. In the course of an appeal or on business matters before the Council, member
 1129 associations may be involved in post facto discussions about a protest that filed, heard, and adjudicated. Only
 1130 members of the committee, the chair, NAGAAA Board of Directors, parties involved in the protest, the Athletic
 1131 Director or their assistant(s), and witness and/or advocates as allowed by the committee shall be permitted into
 1132 the hearing of evidence and testimony before the Committee.
 1133

1134 SECTION 1 – FILING A PROTEST

1135
 1136 **50.10 Who Can File a Protest:** Protests may only be filed by the opposing team’s manager of record or their
 1137 proxy, named to the Director of Competition prior to the tournament, or any Open Division Director, or a member
 1138 association’s Commissioner or their proxy, submitted to the Director of Competition prior to the start of the
 1139 tournament. To be eligible to file a protest, a member association must be a member in good standing.
 1140

1141 **50.11 Protests Not Eligible:** No player can have their ratings protested, if the result of the protest would cause
 1142 their current GSWS rating to be lowered.

1143 a. Beginning in 2019 and thereafter, no protests may be filed based upon a player’s sex, sexuality, gender, or
 1144 gender identity.
 1145

1146 **50.12 Filing a Protest:** A protest must be filed prior to the completion of the game in question. The game umpire
 1147 will suspend the game and notify a NAGAAA official, of all protests or ejections. When filing a protest, the
 1148 protesting party must complete the Protest Form in its entirety and a protest fee must be submitted at the time of
 1149 the filing. The Protest Form will include a list of required fees for reference. The form will only include spaces for
 1150 the following required information: date, game time, name of the team protesting (OR name and title of the
 1151 person protesting if it is not a team filing the protest), name of the team being protested, division of play, name of
 1152 the player being protested (if any), ratings questions being protested (if any), nature of the protest (required ONLY
 1153 for protests other than ratings protests), and the name and signature of the person submitting the protest.
 1154

1155 **50.13 Initial Review of the Protest:** Upon initial review of the protest filing, should the protest be denied due to
 1156 an improper filing, the NAGAAA official denying the protest will provide a denial reason but may not directly assist
 1157 completing the form. Upon initial review of the protest filing, should the protest be accepted, the NAGAAA official
 1158 making that determination will notify the teams’ managers and the game will continue to conclusion.

1159 a. Any NAGAAA Official denying a protest under this review must clearly state the complete reason for
 1160 denial of the protest, including any errors and/or omissions on the part of the protesting party. Failure to
 1161 clearly state such reasons for denial shall be reported by the protesting party to the Commissioner.
 1162

1163 **50.14 Fees for Filing a Protest:** The costs, due at the time of filing, for filing a protest are as follows:

1164 a. For protests not based on player ratings there shall be a fifty-dollar (\$50) fee to protest a player for non-
 1165 rating issues.

1166 b. During pool play, the ratings protest filing fee is \$50.00 and \$10.00 per challenged question.

1167 c. During double elimination, the ratings protest filing fee is \$100.00 and \$20.00 per challenged question.

1168
 1169 **50.15 Refundable Filing Fees:** If a protest is upheld, any protest filing fee and challenged question fee(s) are
 1170 returned. If a protest is denied, all fees are nonrefundable. If only a portion of the protest is upheld, monies shall
 1171 be returned based on the sliding scale for the protest filing fee and challenged question fee as shown below:

1172

| | | Partially Upheld Protests in Pool Play | | | | | |
|-----------------------|---|--|------|------|------|-------|-------|
| | | #of questions challenged | | | | | |
| Filing Fee | | 1 | 2 | 3 | 4 | 5 | 6 |
| # of questions upheld | 1 | \$20 | \$20 | \$20 | \$20 | \$20 | \$20 |
| | 2 | | \$40 | \$40 | \$40 | \$40 | \$40 |
| | 3 | | | \$60 | \$60 | \$60 | \$60 |
| | 4 | | | | \$80 | \$80 | \$80 |
| | 5 | | | | | \$100 | \$100 |
| | 6 | | | | | | \$120 |

| | | Partially Upheld Protests in Double Elimination | | | | | |
|-----------------------|---|---|------|-------|-------|-------|-------|
| | | #of questions challenged | | | | | |
| Filing Fee | | 1 | 2 | 3 | 4 | 5 | 6 |
| # of questions upheld | 1 | \$40 | \$40 | \$40 | \$40 | \$40 | \$40 |
| | 2 | | \$80 | \$80 | \$80 | \$80 | \$80 |
| | 3 | | | \$120 | \$120 | \$120 | \$120 |
| | 4 | | | | \$160 | \$160 | \$160 |
| | 5 | | | | | \$200 | \$200 |
| | 6 | | | | | | \$240 |

1173
 1174 **SECTION 2 – CONVENING AND CONDUCTING A PROTEST**

1175
 1176 **50.20 Convening a Protest Committee:** When a protest is filed, the respective Protest Chair or Assistant Protest
 1177 Chair will convene a Protest Committee to hear and rule on the protest. A chair with a conflict of interest will
 1178 recuse themselves, and an alternate will be assigned. The Protest Chair or Assistant Protest Chair shall randomly
 1179 select three (3) of the appointed protest members to constitute the committee and hear the protest.

- a. No member of the protest committee shall be on the roster of a team in the division of which the protest is involved, a member of a regular season roster for any of the member associations involved in that protest, nor a party that filed said protest or is evidence to the protest, and no member association may have more than one (1) person represented on the protest committee.

1184
 1185 **50.21 Protest Hearing Process:** The Protest Committee will hear the arguments of both teams and/or parties
 1186 involved in the protest in order to rule on a protest. During pool play, the Protest Committee will rule on protests
 1187 as quickly as possible but, in any event, prior to the determination of seeding for double elimination play. During
 1188 double elimination play, the Protest Committee will rule on the protest prior to the start of the next game in which
 1189 either team is to be involved. A protest that involves player eligibility and not player ratings, must include at least
 1190 one (1) member of the NAGAAA Board of Directors, which shall not be the Commissioner.

1191 **50.22 Protest Committee Evidence and Record:** Protest Committee hearings are to be audio recorded. The
 1192 recordings from the protest hearing(s) will be kept for one (1) year from the date of the hearing by the Director of
 1193 Competition and then destroyed. All player ratings from the prior year and the current year will be available for all
 1194 Protest Committee hearings.

1195
 1196 **50.23 Protest Hearing Process:** A protest hearing shall be conducted in the following process:
 1197 a. The Protest Committee chairperson will begin the proceedings by explaining the protest hearing
 1198 procedures to each team’s Manager.

- 1199 b. The protesting party will begin the hearing by explaining the basis for the protest and presenting any
 1200 evidence of any kind, including, but not limited to scorebooks, to support the protest.
 1201 c. The Protest Committee has the authority to then call for a vote to move the protest forward.
 1202 d. After the protesting party has presented its case, the protested party will be afforded the opportunity to
 1203 present evidence of any kind, including, but not limited to scorebooks, to rebut the protesting party's
 1204 argument.
 1205 e. After the parties have presented their cases the Protest Committee will have the authority to interview
 1206 players involved in the GSWS, Association officials and Members, and Open Division and GSWS officials
 1207 and umpires.
 1208 f. Both principal parties must be notified of and afforded an opportunity to be present.
 1209 g. The Protest Chair shall remove all parties from the room except for the Protest Committee after the
 1210 parties have presented their case to allow careful deliberation.
 1211 h. When the principal parties and the Protest Committee have completed their interviews and deliberations,
 1212 the Protest Committee shall vote by secret ballot to determine whether to uphold or deny the protest, by
 1213 majority vote. The principal parties shall have the opportunity to observe the voting process.
 1214 i. The votes will be tallied, and the parties will be informed of the Protest Committee's decision.
 1215 j. The decision of the Protest Committee is final for the duration of that tournament. Both the Protesting
 1216 Party and the Protested Party are asked to certify, by signature, that the protest hearing was completed in
 1217 accordance and compliance with the process outlined in the policies of this organization. Should either
 1218 party refuse to sign, the review of the process is referred to the Commissioner.
 1219

1220 SECTION 3 – PENALTIES FROM A PROTEST

1221
 1222 **50.30 Actions Arising from the Protest Committee:** If the Protest Committee changes a player's rating question,
 1223 it will be submitted to the Director of Competition and will remain marked as "Yes" or "Y" through the following
 1224 two (2) GSWS. Any action taken by the Protest Committee will be reviewed by the Council through the Ethics
 1225 Committee at the Winter Meeting of the next calendar year to determine if further sanctions are appropriate. The
 1226 Protest Committee may make recommendations for any additional penalties.
 1227

1228 **50.31 Penalties for Non-Ratings Based Protests:** A person protested on matters other than player rating and
 1229 found in violation shall be assessed the following penalties:
 1230 a. The player's team forfeits the protested game and any subsequent games in which the protested player
 1231 has played prior to the resolution of the protest.
 1232 b. The player and their team manager will be disqualified from the remainder of the current GSWS.
 1233 c. A fine of \$500 assessed to the player's qualifying association.
 1234
 1235

1236 **50.32 Fines for Ratings Based Protests:** A player protested on player ratings and found in violation shall have
 1237 their qualifying association assessed the fines listed in the table:
 1238

| # of Questions Successfully Challenged | Fines Assessed for Each Successfully Challenged | Total Fine for All Questions Successfully Challenged |
|--|---|--|
| 1 | \$100.00 | \$100.00 |
| 2 | \$200.00 | \$300.00 |
| 3 | \$300.00 | \$600.00 |
| 4 | \$400.00 | \$1,000.00 |
| 5 | \$500.00 | \$1,500.00 |
| 6+ | \$600.00 and additional \$100/question (7+) successfully challenged | The sum of fine amount immediately to the right and each fine listed in that column. |

1239
 1240 **50.33 Penalties for Ratings Violations Causing a Team to Move Up a Division:** If a protest results in a player
 1241 rating change that causes a team to move up a division, the protested team forfeits the protested game and the
 1242 opponent is named the winner of the game. Additionally, the protested team is eliminated from the current
 1243 tournament and the protested team's member association is fined \$500, in addition to the fines listed above in this
 1244 section.
 1245

1246 **50.34 Penalties for Ratings Violations Not Causing a Team to Move Up a Division:** If a protested player's rating
 1247 is increased by one (1) point and does not move the player over the ratings cap for that division, the player can
 1248 continue to play in the current tournament. The new rating for the protested player will apply for the team's
 1249 overall rating. The result of the game stands and the team whose player was protested can continue in the
 1250 tournament, provided that it is not their second loss in double elimination.
 1251

1252 **50.35 Penalties for Specific Rating Violations:** The following provisions apply in the scenarios as outlined:
 1253 a. If a protested player's rating is increased by two (2) or more points, the player will be deemed ineligible
 1254 for the remainder of the current tournament, regardless of maintaining eligibility. In addition, the new
 1255 rating will be accounted for in the team's overall rating. Notwithstanding the penalty, the result of the
 1256 game stands and the team whose player was protested can continue in the tournament, provided that it
 1257 is not their second loss in double elimination.
 1258 b. If a protested player's rating exceeds the limit for that division; the player is ineligible going forward and
 1259 can no longer play in the current GSWS. In addition, the new rating will be accounted for in the team's
 1260 overall rating. The protested team will be declared the loser of the game. The protested team can
 1261 continue to play in the tournament only if the new team rating falls in the divisional guidelines of the
 1262 division entered and provided that loss recorded on the part of the protest was not the team's second
 1263 loss in double elimination.
 1264

1265 **50.36 Penalties for Numerous Rating Violations:** If a team has three (3) or more protest ratings questions
 1266 upheld, either in one (1) game or multiple games, the protested team will forfeit the last protested game and the
 1267 opponent is declared the winner. Additionally, the protested team is eliminated from the current tournament and
 1268 the protested team's member association is automatically fined \$500.00 in addition to the fines imposed in this
 1269 chapter.
 1270

1271 **50.37 Dual protests:** Whenever two (2) teams shall protest each other in the same game and both teams have
 1272 not yet had a loss in double elimination and both teams have at least one (1) protest question upheld the following
 1273 shall apply:

1274 a. If the penalty for both Team A and Team B result in both teams being declared the loser, yet allowed to
 1275 remain in the tournament, then the loser of the game, as determined by the real score of the game, will
 1276 move to the loser's bracket. The winner of the game will advance to next level of the winner's bracket and
 1277 a forfeit will be declared, thus sending the team to the loser's bracket.

- 1278 b. If the penalty for both Team A and Team B results in both teams being declared the loser, and one (1)
 1279 team is ejected based on the result of the protest and the other team is allowed to continue based on the
 1280 result of the protest, the team that is allowed to continue will move to the loser's bracket.
 1281

1282 **50.38 Rating Workshop Requirements:** Mandatory attendance of member associations is required at the Rating
 1283 Workshop held concurrently to the Winter Meetings if any of the below are true. A fine of \$100 will be assessed to
 1284 member associations required to attend the workshop and who fail to attend.

- 1285 a. A team of a member association lodges more than two (2) unsuccessful ratings questions during one (1)
 1286 single tournament.
 1287 b. A member association has more than two (2) protest questions upheld during one single tournament.
 1288

1289 CHAPTER 60 – ETHICS PROCEDURE

1290
 1291 **60.01 Jurisdiction:** This chapter shall be the jurisdiction of the Ethics Committee and amended by majority at
 1292 any Ethics Committee meeting, except that the amount of any fines or fees shall be the jurisdiction of the Board of
 1293 Directors and amended at any board meeting by majority.
 1294

1295 **60.02 Authority and Applicability:** The purpose/scope of this procedure is limited to providing a means to
 1296 assess whether the behaviors, attitudes, and actions of our members align with our organizational values. The
 1297 power of this organization to discipline its member associations or teams and/or players of the individual member
 1298 associations is retained by the Council through the processes in this chapter. Penalties and sanctions as assigned
 1299 by this organization only apply to membership in IPS and official events as hosted by this organization. This
 1300 organization has no power to compel the suspension and/or expulsion of individual players or teams from local
 1301 member association events nor to bar member associations from participating in any event or action other than
 1302 official events of this organization. No member association's action or inaction to discipline its member shall apply
 1303 to this organization without action by the Council.
 1304

1305 SECTION 1 – PETITION PROCESS

1306
 1307 **60.11 Petition by Member Associations:** A member association and/or player may file a petition seeking
 1308 discipline against another member association and/or individual not less than ninety (90) days prior to the next
 1309 meeting of the Council. The petition shall include the following information to be accepted:

- 1310 a. Name(s) of the association, team, or individual member(s) petitioned against
 1311 b. Association of those mentioned in (a)
 1312 c. Date(s) of the events in question
 1313 d. Reference to the rule(s) believed to be violated or behavior, actions, or attitudes exhibited
 1314 e. Brief summary of the issue
 1315 f. Requested remedy
 1316

1317 **60.12 Screening of Petition:** The petition screening process has two steps: Completeness and Applicability.

- 1318 a. **Completeness:** Any petition submitted to the Ethics Committee will first be reviewed by the Ethics Chair
 1319 to ensure all information required in Section 60.11 has been included. If the petition is missing any
 1320 required information, the Ethics Chair will try to assist the petitioner in correcting the error by:
 1321 1. Notifying the petitioner that the petition is incomplete
 1322 2. Informing the petitioner what information is needed to correct the petition
 1323 3. Allow the petitioner 5 business days to correct any errors and resubmit the petition (NOTE: This
 1324 activity MAY occur within the 90-day submission period set forth in Section 60.11 and still be
 1325 considered a valid petition if corrected within 5 business days)
 1326 b. **Applicability:** Once the petition is successfully screened for completeness, a minimum of three (3) Ethics
 1327 Committee members shall review the petition to determine applicability. Examples of non-applicable
 1328 petitions include, but are not limited to:
 1329 1. Petitions determined to be outside the jurisdiction of IPS and/or Section 60.02 of this manual
 1330 2. Petitions determined to be frivolous, retaliatory, harassing or repetitive in nature

- 1331 3. Petitions determined to be explicitly disallowed by other aspects or procedures of this manual
 1332 c. Any petitions screened out for failing to meet either the completeness or applicability requirements shall
 1333 not be forwarded to the Council for action, will be included in the Ethics Report to the Council. The report
 1334 will include the total number of petitions, how many were screened out and the reason for screening out
 1335 (completeness or applicability). Furthermore, notification that a petition was screened out will be sent to
 1336 the petitioner(s) via email within 10 business days after the screening is completed by the Ethics
 1337 Committee.
 1338 d. All accepted petitions shall be forwarded for hearing at the next Council Meeting per Section 60.2.
 1339

1340 **60.13 Recusals:** Any petition received as outlined under this chapter that would cause a conflict of interest for a
 1341 member of the Ethics Committee (e.g., teammate, coach, partner, member of their home city) to decide on
 1342 accepting the petition, the affected committee member(s) will recuse themselves from reviewing the petition.
 1343

1344 If a conflict of interest exists that causes less than three (3) Ethics Committee members to be able to vote on the
 1345 acceptance of an item, the following individuals will be considered for replacements in order of priority:

- 1346 a. Governance Committee Chair
 1347 b. Governance Committee Vice-Chair
 1348 c. Any remaining Standing Committee Chair/Vice-Chair, selected in alphabetical order of last name.
 1349

1350 SECTION 2 – HEARING PROCEDURES

1351
 1352 **60.21 Notifications:** Notification will include reference to the potentially sensitive nature of the information and
 1353 indicate the matter must remain confidential and limited to affected parties and any witnesses to protect the
 1354 integrity of those involved.

- 1355 a. Confidentiality: To maintain confidentiality, the affected parties must be verified relevant by the Secretary
 1356 prior to officially communicating the ethic petition notification. Affected parties may include: the petitioner,
 1357 any named persons petitioned against, and the commissioner of the verified parties' last known local member
 1358 association.
 1359 b. Notification will be sent to the last known contact information on file in the IPS database.
 1360 c. If there is no contact information for those petitioned against in the IPS database, the Secretary will
 1361 inform the petitioner that they must provide updated association and/or contact information for those
 1362 petitioned against within 5 business days. If the petitioner fails to do so, anyone unable to be contacted will be
 1363 stricken from the petition. If this action results in no one remaining on the petition, the petition will be
 1364 dismissed and included in the report of screened out petitions presented to the Council by the Ethics Chair
 1365 d. Any petition accepted in Section 60.12 will be forwarded by the Ethics Committee to the IPS Secretary for
 1366 communication to affected parties per the following guidelines:
 1367 e. Notification will be sent via email, which will include the petition and a request for written response
 1368 confirming receipt of the notification from all affected parties.
 1369 f. Notifications will be sent at least 45 calendar days prior to the start of the next upcoming Council Meeting
 1370 (which is when the hearing must be held) and will indicate the estimated time, date, and place of the hearing.
 1371 g. Notification will include reference to Section 60 of the governing manual and state that those petitioned
 1372 against will have the opportunity to provide additional perspective at the hearing, in writing or in person;
 1373 however, not virtually as the Ethics hearings are closed session.
 1374

1375 **60.22 Deliberation:**

- 1376 a. Participants - All those petitioned against in an accepted ethics petition must be given an opportunity to
 1377 provide additional details before the Council in closed session to protect the privacy and integrity of the
 1378 affected parties. Exceptions to the closed session attendance rule include:
 1379 1. Ethics Chair
 1380 2. Parliamentarian
 1381 3. Ethics Committee Members
 1382 4. Affected parties or their appointed proxy by written request to the Ethics Chair
 1383 5. Approved witnesses by written request of the petitioner or affected party to the Ethics Chair

- 1384 b. The hearing will proceed as follows:
- 1385 1. Opening remarks by the Ethics Chair (or delegate) regarding the nature of the petition, the
- 1386 process that will be following, and introduction of affected parties (or proxies) and witnesses
- 1387 2. Presentation of evidence (including witness testimony) presented by the petitioner or their proxy
- 1388 (Recommended <15 minutes)
- 1389 3. Presentation of additional evidence (including witness testimony) by each/all of those petitioned
- 1390 against or their proxy (Recommended <15 minutes)
- 1391 4. Clarifying questions / comments raised by Council Members
- 1392 5. Closing remarks and suggested remedy by petitioner(s) or proxy (Recommended <5 minutes)
- 1393 6. Closing remarks by those petitioned against or proxy (Recommended <5 minutes)
- 1394 7. Closing remarks / next steps by the Ethics Chair (or delegate)
- 1395 c. In the event of any unforeseen procedural circumstances not outlined in Section 60, The Ethics chair in
- 1396 conjunction with the Parliamentarian will decide how to address and proceed, unless that decision would be a
- 1397 conflict of interest for any reason, in which case the recusal chain outlined in 60.13 will be in effect. If
- 1398 procedural deviations occur, they will be documented by the Ethics Chair then reviewed by the Ethics
- 1399 Committee to determine if they are significant enough to warrant an update to Section 60, and if so, updated
- 1400 prior to the next Council Meeting.
- 1401

1402 **60.23 Rulings:** After hearing all the evidence and being afforded an opportunity to deliberate and ask questions

1403 of affected parties and witnesses, the Council will dismiss the affected parties and witnesses from the closed

1404 session. An opportunity for further deliberation will occur, then the Council will vote first ONLY on whether an

1405 ethics infraction occurred, NOT disciplinary action. If multiple parties are included in a petition, each party must be

1406 individually voted upon. A majority is required.

1407

1408 **60.24 Disciplinary Actions:** For any/all ethics petitions that resulted in passing vote in Section 60.23, the Council

1409 must deliberate then vote on appropriate disciplinary action, if any. The council must begin with the petitioner's

1410 suggested remedy but may amend it under Robert's Rules of Order. A 60% majority is required to enact the

1411 disciplinary action. Some examples of disciplinary actions include:

- 1412 a. A period of probation for and/or a written warning to any individual or group determined to be involved,
- 1413 which may include the next GSWS and/or NAGAAA Cup
- 1414 b. Suspension of any individual or group determined to be involved from one or more subsequent GSWS
- 1415 and/or NAGAAA Cup events
- 1416 c. Suspension of the local association's voting privileges for a period of time
- 1417 d. Suspension of the local association from a division or the entirety of one or more subsequent GSWS or
- 1418 NAGAAA Cup events.
- 1419 e. Permanent expulsion of an individual, group, or association from IPS
- 1420 f. Monetary fines
- 1421

1422 **60.25 Final Notification:** The Secretary will record any disciplinary action determined during closed session and

1423 notify the affected parties of the Council's decision / disciplinary actions by email within 14 calendar days. Any

1424 rulings and disciplinary actions are final and effective immediately.

1425

1426 SECTION 3 – MISCELLANEOUS DISCRETIONARY PENALTIES

1427

1428 **60.31 Discretionary penalties for protests occurring at GSWS and NAGAAA Cup:** Details of any protest(s) that

1429 occur at any GSWS or NAGAAA Cup event according to Section 50 will be forwarded to the Ethics Committee by

1430 the Director of Competition (or delegate) for inclusion as part of the Ethics Report to the Council by the Ethics

1431 Chair at the next Council Meeting. The Ethics Chair will offer the opportunity for any Council Member to motion for

1432 discretionary penalties for any protest. If seconded, Section 60.24 will be followed.

1433

1434

1435 CHAPTER 70 – MASTER DUES, FINES, AND FEES SCHEDULE

1436

1437 **70.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
1438 any board meeting with the exception of the dues for this organization which shall be set by the Council annually
1439 by majority vote.

1440
1441 **70.02 Dues:** Each Association shall pay annual dues in like amount as shall be set by the Council at the previous
1442 year's Summer Meeting. Dues shall be delivered to the Treasurer prior to the start of the Winter Meeting. Dues
1443 must be paid prior to the start of the Winter Meeting or the Association will forfeit its right to vote until all
1444 accounts are satisfied. Failure to pay dues shall result in fines and/or other sanctions.

1445
1446 **70.03 Fines and Fees:** The number of fines and fees shall be determined by the Board of Directors and listed in
1447 the schedule. Fines shall be invoiced and paid before the commencement of the next council meeting following the
1448 assessment of the fine. Fines assessed to a Legends Division team which center on an issue connected to a player
1449 shall be assessed to the player's qualifying association. The monetary amount for fees for the current fiscal year
1450 shall be determined as part of the budgeting process and presented no later than the Winter Meetings.

1451
1452 **70.04 Appeal of Fines:** All fines, except protest fines, shall be eligible for appeal at the next regular meeting of
1453 the council after the fine is assessed through the process established by the Ethics Committee. A fine may only be
1454 waived by a two-thirds (2/3) vote of the Council. A member association will not be required to pay such fine until
1455 the conclusion of the next regular meeting, if appealing the assessed fine through a properly submitted business
1456 item, until the outcome of the appeal process. The association shall be considered in good standing while appealing.

1457 **70.05 Schedule:** The dues, fee, and fine schedule of this organization is:
1458

| KEY: The Index column matches the dues, fee, or fine to the corresponding deadline in the deadline schedule. The Reference column indicates the Governing Manual reference. | | | | |
|---|-------------------------|-----------|---|----------------------|
| DUES SCHEDULE | | | | |
| INDEX | ISSUE AREA | REFERENCE | APPLICATION | AMOUNT |
| A | Membership Expectation | 1.04(b) | Member Dues | \$350 |
| FEE SCHEDULE | | | | |
| | ISSUE AREA | REFERENCE | APPLICATION | AMOUNT |
| I | GSWS | 30.11 | Host City Bid Fee | \$2500 |
| -- | NAGAAA Cup | ----- | Host City Bid Fee | \$1500 |
| S | GSWS | 30.21(a) | Fee for appeal of pool play forfeit disqualification | \$50 |
| J | GSWS | 30.40 | GSWS Team fee | \$500/team |
| J | GSWS | 70.03 | GSWS Participant Fee | \$35 per person |
| L | GSWS | 30.41 | GSWS Host Hotel Deposit | \$500/per team |
| N | NAGAAA Cup | 40.10 | NAGAAA Cup Team Fee | \$400/team |
| N | NAGAAA Cup | 70.05 | NAGAAA Cup Participant Fee | \$20 per person |
| T | Protests | 50.14(b) | Pool Play Protest Fee | \$20/question |
| T | Protests | 50.14l | Double Elimination Protest Fee | \$40/question |
| T | Protests | 50.14(a) | Non-Rating Protest Fee | \$50 |
| FINE SCHEDULE | | | | |
| | ISSUE AREA | REFERENCE | APPLICATION | AMOUNT |
| A | Membership Expectations | 1.04(a) | Failure to pay dues | \$100 |
| B | Membership Expectations | 1.04(a) | Failure to update member association information | \$100 |
| B | Membership Expectations | 1.04(a) | Failure to send a delegate to Winter/Summer Meetings | \$100 |
| E | Regular Season Rosters | 20.10 | Fine for filing regular season rosters after deadline | \$100 |
| F | Regular Season Rosters | 20.10 | Fine for changes to submitted regular season rosters (9/2/2024 – 9/15/2024) | \$100 |
| M | NAGAAA Cup Roster | 70.05 | Fine for NAGAAA Cup player changes after due date | \$100 per occurrence |
| M | NAGAAA Cup | 40.10 | Fine for late payment NAGAAA Cup team fee | \$100 |
| N | USA Cards | ----- | Fine for receiving USA card after deadline | \$100 per team |

| | | | | |
|----|--------------|-------------------------------|---|---|
| O | GSWS Rosters | 20.11, 20.12, | Fine for GSWS Player Changes in roster interim period (9/16/2024 – NOON CDT 10/6/2024) | \$100 per player per occurrence |
| Q | GSWS Rosters | 20.11 and 20.12 | Fine for GSWS Administrative Changes in pool play period. (12:01pm CDT 10/6/2024 – End of Summer Meeting) | \$100 per player |
| Q | GSWS Rosters | 20.11, 20.12, and 20.20 | Fine for GSWS Player Changes in pool play period. (12:01pm CDT 10/6/2024 – End of Summer Meetings) | \$250 per player per occurrence |
| J | GSWS | 30.40 | Fine for late payment GSWS team fee | \$100 |
| J | GSWS Rosters | 30.43 | Fine for failure to send one (1) team to GSWS | \$500 |
| T | GSWS Rosters | 20.11 and 20.12 | Fine for a team violating the non-LGBT rule | \$100 |
| T | GSWS Rosters | 20.11 and 20.12 | Fine for an association official assisting a team in violating the non-LGBT rule | \$100 |
| T | Protests | 50.03 | Fine for failure of member association to fulfill protest duty | \$100 |
| -- | Protests | 20.25 and 50.38 | Fine for failure of member association to attend rating workshop | \$100 |
| T | Protests | 50.31 | Fine for protests upheld on non-ratings issues | \$500 |
| T | Protests | 50.32 | Fine for protest(s) upheld on a single question | \$100/question |
| T | Protests | 50.32 | Fine for protest upheld on multiple questions | The sum of the fine of all questions protested and upheld and the fine for each lesser individual question protested and upheld (e.g., 5 questions upheld = \$500 + \$400 + \$300 + \$200 + \$100 = \$1500) |
| T | Protests | 50.33 | Fine for protest(s) upheld causing a team to move up a division | \$500 |
| T | Protests | 50.36 | Fine for one (1) team with three (3) or more protests | \$500 |

| | | | | |
|----|--------|----------|--|--|
| | | | upheld in the duration of a single event | |
| -- | Ethics | 60.22 | Discretionary fine for rating violations | Amount, up to \$2500, to be determined by the Board of Directors upon application of the fine by the Ethics Committee |
| -- | Ethics | 60.23(a) | Discretionary fines for violation of the non-LGBT rule by a team | Amount, minimum \$100, to be determined by the Board of Directors upon application of the fine by the Ethics Committee |
| -- | Ethics | 60.23(b) | Discretionary fine for violation of the non-LGBT rule by member association officials. | Amount, minimum \$100, to be determined by the Board of Directors upon application of the fine by the Ethics Committee |

NOTE: This schedule shows all fees and fines as set by the Board of Directors. Some amounts may be included in the chapters of the Governing Manual for ease of reference. In the case of any discrepancy, this schedule controls the amount of the fee and/or fine.

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70.06 Deadlines: The deadlines for certain and specific activities are as follows in the table:

| KEY: The Index column matches the deadline to the corresponding due, fee, or fine in that schedule. The Reference column indicates the Governing Manual reference. | | | | |
|--|-------------------------|-----------|--|--|
| DEADLINE TABLE | | | | |
| <i>All deadlines are at 11:59pm Central on the day listed unless explicitly noted otherwise</i> | | | | |
| INDEX | ISSUE AREA | REFERENCE | APPLICATION/ISSUE | DEADLINE |
| A | Membership Expectations | 1.04(b) | Membership Dues Deadline | Prior to start of Winter Meetings |
| B | Membership Expectations | 1.04(b) | Reporting of Member Association Changes (officers, tournaments, etc.) | Within 30 days of local change |
| C | Council | 2.07 | Deadline for Items of Business requiring Council action, not including disciplinary proceedings. | 30 days prior to the meeting |
| D | Council/Ethics | 60.03 | Deadline for petitions for disciplinary action | 90 days prior to start of Winter/Summer Meetings |
| E | Regular Season Rosters | 20.10 | Deadline for submission of proper Regular Season rosters | 9/1/2024 |
| F | Regular Season Rosters | 20.10 | Period for late submission of or revision to Regular Season rosters; fine incurred | 9/2/2024 |
| | | | | --TO-- 9/15/2024 11:59pm PDT |
| G | Regular Season Rosters | 20.10 | Final Deadline for Regular Season rosters – No changes (including ratings) or submissions following this deadline. | 9/16/2024 12:00am PDT |

| | | | | |
|----|--------------------|-------------------------|--|---|
| H | GSWS | 30.04 | Deadline for nomination of umpires for GSWS | End of Winter Meetings |
| I | GSWS | 30.21 | Deadline for Host City Bid Deposit 2.5 year cycle. | Start of the Winter Meeting 8:00am CDT (2025 GSWS) |
| J | GSWS | 30.60 | GSWS Team Fee Deadline | 9/1/2024 |
| K | GSWS | 30.60 | GSWS Team Berth Reservations Deadline | 9/1/2024 |
| L | GSWS | 30.61 | GSWS Host Hotel Deposit Deadline | 9/1/2024 |
| M | GSWS | 20.20 | Deadline for proper GSWS Tournament Team Rosters | 9/15/2024 |
| N | GSWS | -- | Deadline for submission of USA Softball (ASA) cards (1 per team) | 9/15/2024 |
| O | GSWS | 20.11, 20.12, and 20.20 | Period for late submission of adding or dropping of players. No changes to ratings permitted. No fine for admin changes. | 9/16/2024 |
| | | | | --TO-- |
| | | | | 10/6/2024 12:00pm CDT |
| P | GSWS | 20.11, 20.12, and 20.20 | Period for revision to GSWS Tournament Rosters; fine incurred | 10/6/2024 12:01pm CDT |
| | | | | ---TO--- |
| Q | GSWS | 20.11, 20.12, and 20.20 | Deadline for final GSWS Tournament rosters | End of Summer Meetings |
| R | GSWS | 20.11 and 20.12 | Deadline to cancel GSWS Team berth reservation (with refund) | 9/15/2024 |
| S | GSWS | 30.21(a) | Deadline to appeal forfeit games in pool play of GSWS | Prior to beginning of double elimination in the team's division |
| T | GSWS | 50.14(b) | Deadline to pay Protest fees | Due at the time of filing a protest |
| U | GSWS | 30.41 (a) | Request a refund to GSWS hotel deposit | First day of December following GSWS |
| V | Hall of Fame | 100.04 | Hall of Fame Nomination period opens | June 1 st 12:01am CDT |
| W | Hall of Fame | 100.04 | Hall of Fame Nomination period closes | January 15 th |
| X | Hall of Fame | 100.05 | Hall of Fame Nominations and ballots delivered to members | January 31 st 12:00am CDT |
| Y | Hall of Fame | 100.05 | Hall of Fame Ballots due | March 3 rd |
| Z | Hall of Fame | 100.06 | Hall of Fame Chair notifies nominators of results of election | March 17 th |
| AA | Hall of Fame | 100.08 | Deadline for Hall of Fame Booster Club donations for program inclusion | August 1 st |
| AB | Board of Directors | 4.01 | Deadline for Board of Directors revision of deadlines | Month end following Spring/Fall Working sessions |

| | | | | |
|----|------------|-------|---|-----------------------------------|
| AC | NAGAAA Cup | 40.10 | Deadline for Intent to Bid for NAGAAA Cup 2024 | Start of Winter Meetings |
| AD | NAGAAA Cup | 40.11 | Deadline to pay team fee for NAGAAA Cup | 3/25/2024 11:59pm PST |
| AE | NAGAAA Cup | 40.11 | Deadline to submit rosters for NAGAAA Cup; no changes allowed following this deadline | 4/8/2024 11:59pm PST |
| AF | NAGAAA Cup | 40.11 | Period of late submission of adding or dropping of players to NAGAAA Cup rosters. | 4/9/2024 – 4/15/2024 11:50 PST |
| AG | NAGAAA Cup | 40.11 | Deadline for final NAGAAA Cup rosters. | 4/16/2024 |

NOTE: This table includes deadlines set by the Board of Directors and those set by the Council and/or committees for the ease of reference of the members. If there are any discrepancies between the language in the chapters of the Governing Manual and this table, this table shall be considered to be the correct deadline.

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CHAPTER 80 – BUDGET AND FISCAL POLICY

80.01 Jurisdiction: This chapter shall be the jurisdiction of the Council and amended by majority at any council meeting except that the amount of any fees shall be the jurisdiction of the Board of Directors and amended at any board meeting by majority.

80.02 Payments: All payments of any amount to this organization shall be made in form of check, credit card, or wire transfer. Cash payments may only be accepted for the payment of protest fees.

80.03 Revenue Sharing from Funds Not Restricted: Any sponsorship funds collected by NAGAAA and allocated by the sponsor for member associations, shall be disbursed by the Treasurer to all member associations in good standing. The funds shall be distributed equally. Member associations will only be eligible for these funds when in compliance with any and all terms and conditions required by sponsor.

80.04 Administrative Fee for Sponsorships: Notwithstanding other provisions of this chapter, all corporate sponsorships shared with member associations and GSWS or NAGAAA Cup host cities will incur a five-percent (5%) fee. At the end of each fiscal year, this administrative fee will be dispersed to all participating member associations as designated by the corporate sponsors for that year and the remainder of the funds are to be disbursed equally to all non-participating member associations. The funds will be dispersed to each league at the Winter Meetings of the completed fiscal year.

80.05 Commissions Due to Member Associations: NAGAAA shall credit to member associations two and one-half percent (2.5%) of any corporate sponsor lead that member association provides to NAGAAA that materializes in a new corporate sponsorship. This two and one-half percent (2.5%) shall be an annual commission for as long as that corporate sponsor remains a corporate sponsor. The two and one-half percent (2.5%) shall be on sponsorship funds allocated to NAGAAA and not on sponsorships earmarked for distribution to member associations.

CHAPTER 81 – MASTER COMPENSATION SCHEDULE

81.01 Jurisdiction: This chapter shall be the jurisdiction of the Board of Directors and amended by majority at any board meeting.

81.02 Salaries and Benefits: No person shall be considered an employee eligible for full-time or part-time employment in this organization unless authorized in this chapter.

1498 **81.03 Numbers of Persons:** Unless specifically stated in the bylaws or policies of this organization, the Board of
 1499 Directors shall determine the number of persons appointed to specific roles as needed.

1500

1501 **81.04 Meeting per diems:** A \$50 per day per diem shall be paid to the Board of Directors, Committee Chairs,
 1502 and Parliamentarian for the duration of any regular and/or special meeting of the Council. The Umpire-in-Chief is
 1503 granted a \$300 per diem for the duration of the summer meetings to prepare for the GSWS.

1504

1505 **81.05 Tournament per diems:** A \$50 per day per diem shall be paid to the Board of Directors, Athletic Director,
 1506 Assistant Athletic Director(s), Protest Chair and Assistant Protest Chair(s) for every day present and working during
 1507 the duration of the GSWS and NAGAAA Cup. A \$350 per day per diem shall be paid to the Umpire-in-Chief for the
 1508 duration of the GSWS and NAGAAA Cup. A \$175 per day per diem shall be paid to the Assistant Umpire(s)-in-Chief
 1509 for the duration of the GSWS and NAGAAA Cup.

1510

1511 **81.06 Umpires:** Umpires for the GSWS and NAGAAA Cup shall be paid \$35 for each game officiated. The Board
 1512 of Directors may provide merit bonuses not to exceed \$500 to the Umpire-in-Chief and Assistant Umpire-in-
 1513 Chief(s) as they see fit.

1514

1515 **81.07 Expenses:** The Board of Directors shall determine and pay the reasonable and necessary expenses for the
 1516 compensated volunteers of this organization which shall include, but are not limited to, travel expenses, car rental,
 1517 hotel and lodging.

1518

1519 **CHAPTER 85 – CONFLICT OF INTEREST POLICY**

1520

1521 **85.01 Jurisdiction:** This chapter shall be the jurisdiction of the Council and amended by majority at any council
 1522 meeting.

1523

1524 **85.02 Purpose:** The purpose of this conflict of interest policy is to protect this tax-exempt organization's
 1525 (NAGAAA Open Softball Division Inc) interest when it is contemplating entering into a transaction or arrangement
 1526 that might benefit the private interest of an officer or director of the Organization or might result in a possible
 1527 excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal
 1528 laws governing conflict of interest applicable to nonprofit and charitable organizations.

1529

1530 **85.03 Definitions:** The following definitions apply to this chapter:

1531

a. Interested Person – Any director, principal officer, or member of a committee with governing board
 1532 delegated powers, who has a direct or indirect financial interest, as defined below, is an interested
 1533 person.

1534

b. Financial Interest – A person has a financial interest if the person has, directly or indirectly, through
 1535 business, investment, or family: (a) An ownership or investment interest in any entity with which the
 1536 Organization has a transaction or arrangement, (b) A compensation arrangement with the Organization or
 1537 with any entity or individual with which the Organization has a transaction or arrangement, or (c) A
 1538 potential ownership or investment interest in, or compensation arrangement with, any entity or
 1539 individual with which the Organization is negotiating a transaction or arrangement. Compensation
 1540 includes direct and indirect remuneration as well as gifts or favors that are not insubstantial. A financial
 1541 interest is not necessarily a conflict of interest. Under this chapter, a person who has a financial interest
 1542 may have a conflict of interest only if the appropriate governing board or committee decides that a
 1543 conflict of interest exists.

1544

1545 **85.04 Annual Statements:** Each director, principal officer and member of a committee with governing board
 1546 delegated powers shall, prior to each meeting, sign a statement which affirms such person:

1547

a. Has received a copy of the conflicts of interest policy,

1548

b. Has read and understands the policy,

1549

c. Has agreed to comply with the policy, and

1550

d. Understands the Organization is charitable and in order to maintain its federal tax exemption it must

1551 engage primarily in activities which accomplish one (1) or more of its tax-exempt purposes.
1552

1553 **85.05 Compensation:** A voting member of the governing board who receives compensation, directly or
1554 indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's
1555 compensation. A voting member of any committee whose jurisdiction includes compensation matters and who
1556 receives compensation, directly or indirectly, from the Organization for services is precluded from voting on
1557 matters pertaining to that member's compensation. No voting member of the governing board or any committee
1558 whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the
1559 Organization, either individually or collectively, is prohibited from providing information to any committee
1560 regarding compensation.

1561
1562 **SECTION 1 – PROCEDURES**
1563

1564 **85.10 Procedures:** This organization shall follow the procedures listed in this section to determine if a conflict
1565 exists.
1566

1567 **85.11 Duty to Disclose:** In connection with any actual or possible conflict of interest, an interested person must
1568 disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the
1569 directors and members of committees with governing board delegated powers considering the proposed
1570 transaction or arrangement.
1571

1572 **85.12 Determining Whether a Conflict of Interest Exists:** After disclosure of the financial interest and all
1573 material facts, and after any discussion with the interested person, he/she shall leave the governing board or
1574 committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining
1575 board or committee members shall decide if a conflict of interest exists.
1576

1577 **85.13 Procedures for Addressing the Conflict of Interest:** An interested person may make a presentation at the
1578 governing board or committee meeting, but after the presentation, he/she shall leave the meeting during the
1579 discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest. The
1580 chairperson of the governing board or committee shall, if appropriate, appoint a disinterested person or
1581 committee to investigate alternatives to the proposed transaction or arrangement. After exercising due diligence,
1582 the governing board or committee shall determine whether the Organization can obtain with reasonable efforts a
1583 more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of
1584 interest. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not
1585 producing a conflict of interest, the governing board or committee shall determine by a majority vote of the
1586 disinterested directors whether the transaction or arrangement is in the Organization's best interest, for its own
1587 benefit, and whether it is fair and reasonable. In conformity with the above determination, it shall make its
1588 decision as to whether to enter into the transaction or arrangement.
1589

1590 **85.14 Violations of the Conflicts of Interest Policy:** If the governing board or committee has reasonable cause
1591 to believe a member has failed to disclose actual or possible conflicts of interest it shall inform the member of the
1592 basis for such belief and afford the member an opportunity to explain the alleged failure to disclose. If, after
1593 hearing the member's response and after making further investigation as warranted by the circumstances, the
1594 governing board or committee determines the member has failed to disclose an actual or possible conflict of
1595 interest, it shall take appropriate disciplinary and corrective action.
1596

1597 **85.15 Records of Proceedings:** The minutes of the governing board and all committees with board delegated
1598 powers shall contain: (a) the names of the persons who disclosed or otherwise were found to have a financial
1599 interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action
1600 taken to determine whether a conflict of interest was present, and the governing boards or committee's decision
1601 as to whether a conflict of interest in fact existed.; and (b) the names of the persons who were present for
1602 discussions and votes relating to the transaction or arrangement, the content of the discussion, including any
1603 alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the

1604 proceedings.

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SECTION 2 – PERIODIC REVIEWS

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85.20 Periodic Reviews: To ensure the Organization operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax- exempt status, periodic reviews shall be conducted.

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The periodic reviews shall, at a minimum, include the following subjects:

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a. Whether compensation arrangements and benefits are reasonable, based on competent survey information, and the result of arm's length bargaining.

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b. Whether partnerships, joint ventures, and arrangements with management organizations conform to the Organization's written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes and do not result in inurement, impermissible private benefit or in an excess benefit transaction.

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85.21 Use of Outside Experts: When conducting the periodic reviews as provided for in this chapter, NAGAAA Open Division Inc., may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the governing board of its responsibility for ensuring periodic reviews are conducted.

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CHAPTER 90 – DRAFTING AND REVISION MANUAL

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90.01 Jurisdiction: This chapter shall be the jurisdiction of the Governance Committee and amended by majority at any committee meeting.

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SECTION 1 – FORM AND STYLE OF GOVERNING DOCUMENTS

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90.10 General Form: This organization utilizes a consolidated governance manual which shall include the Articles of Incorporation, Bylaws, and subordinate policies. All distinct policy measures shall be located within chapters of this manual.

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90.11 Structure of Manual: The manual shall be divided into four (4) volumes, each with individual chapters which may contain individual sections and/or sub-sections. Volumes shall be denoted by Roman numeral. Chapters and sections shall be denoted by Arabic numeral. Each chapter shall have sub-sections denoted by Arabic numeral with at least two (2), but no more than three (3), decimal places listed and may or may not have sections listed. No subsection shall be placed in a section if the first number to the right of the decimal point is a zero. Each sub-section placed within a section shall have the first number to the right of the decimal point correspond to the number of the section. Any delineation of a sub-section is limited to one (1) order which shall be indicated with a small-case letter of the Latin alphabet. Notwithstanding this section, the Articles of Incorporation shall be presented as filed with the State of Wisconsin. The entire governance manual shall contain line numbers, running in continuous fashion for ease of reference.

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90.12 Headlines without Authority: The table of contents of the governance manual and/or headlines of chapters, sections, and/or sub-sections are without authority and listed for reference purposes only. The Governance Committee shall alter the table and/or headlines to best reflect the contents as it sees fit.

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90.13 Pronoun Usage: In all cases in this organization, the use of any pronoun shall apply to any gender identity.

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90.14 Standard Usage of Common terms: The following terms shall be applied in the following manner:

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a. Organization – NAGAAA, Open Softball Division, Inc.

1652

b. Member Association – an individual member league who is recognized as a member of the organization. Delegate or council member, not including a member of the board, may be used in place of member association.

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c. Board – the NAGAAA Board of Directors

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SECTION 2 – AMENDMENTS

90.20 Amendments: The Governance Committee shall prepare a standard form for council and committee use for amendments to the governance manual. Amendments shall be reviewed by the committee and/or parliamentarian who shall concur that the amendment conforms to the form and style of the governing manual. A non-concurrence by the committee and/or parliamentarian shall not prevent action on the amendment but shall be relayed to the Council and/or committee of jurisdiction.

90.21 Revisions: Upon adoption, the committee shall prepare the adopted revisions to the manual for publication.

90.22 Notice of Revisions: The Secretary shall provide notice to the members whenever revisions are authorized by the body of jurisdiction and published by the Secretary.

90.23 Annotations of Changes: The committee, in conjunction with the Secretary, shall compile and record a cross-reference log of amendments adopted to the governance manual and the minutes of the action.

1674
1675**VOLUME IV – ADMINISTRATIVE POLICIES**

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1700**CHAPTER 100 – NAGAAA HALL OF FAME**

100.01 Jurisdiction: This chapter shall be the jurisdiction of the Board of Directors and amended by majority at any board meeting.

100.02 Purpose and Authority: There is created the NAGAAA Hall of Fame which shall be a program of this organization. The purpose of this program is to recognize the individuals that have made a significant contribution to the NAGAAA organization, the game, and the LGBTQ+ community. The authority for this program is found in 4.01 of the Governing Manual.

100.03 Membership and Leadership: Membership in the Hall of Fame is achieved through election by two-thirds (2/3) vote of the living members of the Hall of Fame voting on the annual ballot or through selection by the Veterans sub-committee of the Hall of Fame. Leadership of the Hall of Fame is vested in the Chair of the Hall of Fame program as appointed. The chair shall make recommendations to the Board of Directors on policies and matters affecting the Hall of Fame, coordinate administrative operations for the Hall of Fame, and facilitate dialogue with the Council at the bi-annual Council meetings. The chair shall work collaboratively with the Hall of Fame Board Liaison. Any duty or task of this chapter may be performed by the chair or board liaison regardless of the strictures of this chapter when agreed to by both parties.

- a. Members of the former NAGAAA Women's Division Hall of Fame shall not be considered members of this Hall of Fame. Any individual may utilize years of membership in the former Women's Division to achieve the minimum requirement of membership for this program.

100.04 Nomination of Members: Nominations for membership in the Hall of Fame shall be made in the form and manner provided for by the Hall of Fame chair and in the established time period listed in this chapter. There are no restrictions on whom may make a nomination for the Hall of Fame, but you may not self-nominate. Nominees

1701 must have been active in NAGAAA for at least ten (10) years to be nominated. The chairperson of the Hall of Fame
 1702 shall communicate to the living members of the Hall of Fame all deadlines for nominations and issue appropriate
 1703 reminder as they see fit.

1704

1705 **100.05 Election of Members:** By the date listed in this chapter, the Hall of Fame Chair shall send all legal
 1706 nominations to the members of the Hall of Fame with a ballot for each nomination. The Chair shall work in
 1707 conjunction with the Webmaster to make ballot access feasible for the members of the Hall of Fame. Each living
 1708 Hall of Fame member shall vote “Yes” or “No” indicating whether or not to permit membership for the nominee.
 1709 The ballots shall be returned by the date listed in this chapter. The Hall of Fame Chair and Board Liaison shall
 1710 individually review, tally, and audit the ballots to determine the number of votes each nominee received and if
 1711 election was achieved.

1712 a. At the close of the balloting process described in this section, the Chair shall appoint the Veterans
 1713 Committee, consisting of twelve (12) living Hall of Fame members. The Chair shall forward all nominations
 1714 (with biographical information) which received at least fifty percent (50%) of the votes of the living
 1715 members but were not elected to the Hall of Fame to these committee members.

1716 b. Notwithstanding this section, the Veterans committee, shall be granted seven (7) days to review the
 1717 nominations and each member shall cast a ballot of “Yes” or “No” for each nomination. The Veterans
 1718 committee shall elect, by a two-thirds (2/3) vote of their number voting, any number of persons to the
 1719 Hall of Fame deserving of the recognition consistent with the purposes of this program and regardless of
 1720 nomination or election by the balance of the existing Hall of Fame members. The Chair and Board Liaison
 1721 shall audit the results of the Veterans Committee.

1722

1723 **100.06 Results of Election:** No later than June 15, and beginning in 2020 and thereafter, no later than March 1,
 1724 the Hall of Fame Chair shall notify each nominator of an elected nominee of the results of the balloting who shall
 1725 be provided one (1) week to communicate to the nominees the results of the election. Following this notice, the
 1726 Hall of Fame Chair shall draft a communication to the Hall of Fame and Board of Directors the identities of the
 1727 newly elected members of the Hall of Fame. The Chair shall report the results to the members of the Hall of Fame.
 1728 The Secretary shall report this information to the NAGAAA Council, member associations, and the general public.

1729

1730 **100.07 Hall of Fame Induction:** Newly elected members of the Hall of Fame shall be inducted at a dinner held in
 1731 conjunction with the annual Gay Softball World Series (GSWS). Inductees shall receive one (1) complimentary
 1732 ticket to the event. The Induction Dinner shall be a NAGAAA sanctioned event and subject to all policies and
 1733 procedures of this organization.

1734 a. At the winter meeting in the year of the GSWS, the Host City shall provide to the chair a list of available
 1735 venue options for the Hall of Fame dinner. Within sixty (60) days of the adjournment of the Winter
 1736 Meeting, the Hall of Fame chair shall have selected a venue, prepared a draft contract for review by the
 1737 Operations Director and execution by the Commissioner, and communicated said to the Host City and
 1738 Board of Directors. The venue and conduct of the dinner shall conform to guidelines created and
 1739 maintained by the Chair.

1740 b. The Chair shall be responsible for creating the program of the Induction dinner, designing and procuring
 1741 the new inductee shirts, and general logistics and operations of the induction.

1742

1743 **100.08 Suspension of Rights and Privileges:** Any member of the Hall of Fame not in good standing as a member
 1744 of NAGAAA shall be suspended of all rights and privileges as a member of the Hall of Fame, including participation
 1745 in any NAGAAA sanctioned event until compliance is achieved and good-standing restored in the determination of
 1746 the Hall of Fame chair and NAGAAA Treasurer.

1747 a. Not in good standing shall be liberally construed and interpreted to indicate any member who is deemed
 1748 ineligible by this organization to participate in any NAGAAA sanctioned event for any variety of reasons.

1749

1750 **100.09 Deadlines:** The deadlines established for the Hall of Fame shall be incorporated into the Master Deadline
 1751 schedule of this organization.

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CHAPTER 101 – NAGAAA ARCHIVES

101.01 Jurisdiction: This chapter shall be the jurisdiction of the Board of Directors and amended by majority at any board meeting.

101.02 Purpose and Authority: There is created the NAGAAA Archives which shall be a program of this organization. The purpose of this program is to preserve and commemorate the history of the organization, its significance, and the people who founded, sustained, and contributed to its legacy. The authority for this program is found in 4.01 and 3.01(j) of the Governing Manual.

101.03 Chair Authorized to Act: The chair of the NAGAAA Archives, as appointed pursuant to the Bylaws, is authorized to collect, organize, store, and display artifacts and memorabilia (real and/or virtual), which are representative of the organization and events, subject to the authorized budget of this program.

CHAPTER 110 – JOB DESCRIPTIONS OF THE BOARD OF DIRECTORS

(NOTE: These chapters contain some revisions to Board of Directors job descriptions following changes to the Board structure approved by the Council. The Board will complete the revisions in the spring and summer of 2019 and provide a further revision.)

110.01 Jurisdiction: This chapter shall be the jurisdiction of the Board of Directors and amended by majority at any board meeting.

110.02 Purpose and Authority: The purpose of this program is to list, detail, and report the job descriptions of the officers of this organization and other select offices as determined by the Board of Directors. The authority for this program is found in 4.04 of the Governing Manual.

110.03 Members of the Board of Directors: All elected officers of this organization are members of the Board of Directors.

SECTION 1 – GENERAL BOARD MEMBER JOB DESCRIPTION

110.10 General Responsibilities of All Board Members: Every member of the Board of Directors is responsible for:

- a. Overall governance of NAGAAA by establishing and monitoring policies and programs and supporting development and effectiveness of Board of Directors.
- b. Establish strategic purpose and direction for NAGAAA by participating in regular working sessions to create operating policies and procedures and monitoring its performance.
- c. Represent NAGAAA and its programs and services to stakeholders, including delegate, member associations, players, Hall of Famers, sponsors and partners.
- d. Demonstrate fiscal responsibility and ensure the financial health of NAGAAA through conformance to up-to-date fiscal policies and procedures and through ongoing analysis of financial reports.
- e. Ensure effective performance of NAGAAA's programs through ongoing program planning and evaluation.
- f. Ensure conformance to federal, state, and local laws and agency policies and procedures.

110.11 General Duties of All Board Members: Every member of the Board of Directors has the following duties:

- a. Attends all board meetings, including working sessions, and votes as a member in good standing.
- b. Serves on at least one committee and attends 80% of committee meetings.
- c. Builds collegial working relationship that contributes to consensus.
- d. Contributes financially as able to NAGAAA.
- e. Attends all Council meetings, the GSWS, and NAGAAA Cup.
- f. Makes serious commitment to participate actively in Board and committee work.
- g. Volunteers for and willingly accepts assignments and completes them thoroughly and on time.

- 1805 h. Stays informed about Board policies and committee matters, prepares themselves well for meetings, and
 1806 reviews and comments on minutes and reports.
 1807

1808 **110.12 General Time and Financial Commitment of Board Members:** Every member of the Board of Directors
 1809 will have varying amounts of time required for their specific office. Each Board member should expect and be
 1810 prepared to dedicate at least 500 hours over a calendar year to the work of the organization with a rapidly
 1811 changing schedule. Financial support of the organization is encouraged. Membership on the Board is a serious role
 1812 and will require significant time away from family, work, and local community.
 1813

1814 **110.13 Benefits of Board Members:** Service on the Board of Directors is a rewarding opportunity to lead a
 1815 significant and relevant organization to the lives of LGBTQ+ athletes. It is a privilege and honor to be a leader of
 1816 this organization and be leaders building the foundation of future success of this organization.
 1817

1818 SECTION 2 – COMMISSIONER

1819
 1820 **110.20 Officer Title:** Commissioner
 1821

1822 **110.21 Responsibilities:** The Commissioner is responsible and accountable for the following objectives, tasks,
 1823 roles, and duties:

- 1824 a. Vision and Mission: The Commissioner shall communicate the mission and vision of this organization,
 1825 coordinate and lead the strategic thinking towards the establishment of long and short-term goals, lead
 1826 the board in developing a mission driven culture, and work to create a culture of mutual respect and
 1827 inclusiveness.
 1828 b. Leadership Development: The Commissioner shall recruit and develop leaders to serve on committees
 1829 of this organization, ensure the participation of elected and appointed leaders of this organization.
 1830 c. Management: The Commissioner shall ensure adherence to legal standards and ethical norms and be
 1831 responsible for the management of this organization, including responsibility for compliance with the
 1832 governing documents and internal policies of this organization.
 1833 d. External Relations: The Commissioner shall be responsible for the external relations of this organization
 1834 and act as the ambassador for the organization.
 1835

1836 **110.22 Duties:** In fulfilling the responsibilities of office, the Commissioner shall perform the following duties:

- 1837 a. Preside over meetings of the council, board, host cities and committee chairs.
 1838 b. Oversee the general operations of the NAGAAA Board and the organization.
 1839 c. Set meeting dates and prepare agendas.
 1840 d. Review agendas and supporting materials prior to meetings.
 1841 e. Attend all board meetings and other meetings necessary for the operation of the organization.
 1842 f. Appoint the Parliamentarian at each Council meeting.
 1843 g. Negotiate and execute all contracts for this organization.
 1844 h. Coordinate and partner with the Treasurer to create a proposed annual budget.
 1845 i. Serve as co-signer of NAGAAA checking account.
 1846 j. Maintain an acute working knowledge of the issues pertaining to NAGAAA.
 1847 k. Provide leadership support and advice to the officers and leaders of this organization.
 1848 l. Manage communications and documents for Membership Applications, Proof of Voting Rights, and GSWS
 1849 bid intents.
 1850 m. Attend GSWS.
 1851 n. Other duties as prescribed by the governing documents of this organization.
 1852 o. Other duties as determined by the Board of Directors.
 1853

1854 **110.23 Knowledge, Skills, and Abilities:** The Commissioner should demonstrate understanding and
 1855 competence in the following knowledge, skills, and abilities:

- 1856 a. Professional experience with leadership training.
 1857 b. Diplomatic Skills.

- 1858 c. A natural affinity for cultivating relationships.
 1859 d. Public Speaking.
 1860 e. Passion for improving lives.
 1861 f. Commitment to the mission and vision of the organization.
 1862

1863 **110.24 Time and Financial Commitment:** The Commissioner should be prepared to dedicate significant
 1864 amounts of time to the leadership of and planning for this organization, including significant time apart from
 1865 family, relationships, and work. The Commissioner must have the ability to travel. Attendance at and work for
 1866 this organization will consume roughly 2,500 – 3,000 hours per calendar year.
 1867

1868 **110.25 Benefits:** The benefits of this office include travel opportunities across North America, increased
 1869 networking opportunities with other athletic organizations, commercial enterprises, and non-profit organizations,
 1870 interaction and leadership with an international organization, refining and sharpening of management and
 1871 organizational skills, and development of life-long and rewarding relationships with LGBTQ+ leaders and athletes.
 1872

1873 **110.26 Programs:** The Commissioner serves *ex officio* to all NAGAAA Programs.
 1874

1875 **110.27 Committees:** The Commissioner serves *ex officio* in all NAGAAA Committees and is the designated
 1876 liaison of the Board to the Hall of Fame and Archives Program committees.
 1877

1878 SECTION 3 – DIRECTOR OF COMPETITION

1879 110.30 Officer Title: Director of Competition

1880
 1881
 1882 **110.31 Responsibilities:** The Director of Competition is responsible and accountable for the following
 1883 objectives, tasks, roles, and duties:

- 1884 a. Competition: The NAGAAA ratings, rules of fair play, protests, and other relevant issues of the game.
 1885 b. Leadership: The Director of Competition is responsible for maintaining a working relationship with the
 1886 Commissioner and other officers and knowledge of the mission and vision of this organization.
 1887

1888 **110.32 Duties:** In fulfilling the responsibilities of office, the Director of Competition shall perform the following
 1889 duties:

- 1890 a. Oversee operation of the NAGAAA roster and player database.
 1891 b. Oversee the NAGAAA rating system.
 1892 c. Attend all board meetings and other meetings necessary for the operation of the organization.
 1893 d. Maintain an acute working knowledge of the issues pertaining to NAGAAA.
 1894 e. Provide leadership support and advice to the officers and leaders of this organization.
 1895 f. Attend GSWS.
 1896 g. Other duties as prescribed by the governing documents of this organization.
 1897 h. Other duties as determined by the Commissioner and/or the Board of Directors.
 1898

1899 **110.33 Knowledge, Skills, and Abilities:** The Director of Competition should demonstrate understanding and
 1900 competence in the following knowledge, skills, and abilities:

- 1901 a. Effective communication including facilitating group discussions and oral and written skills.
 1902 b. Management of people.
 1903 c. Policy and process development.
 1904 d. Diplomatic Skills.
 1905 e. Problem solving ability, including technology awareness for emerging solutions.
 1906 f. Prioritize competing interests and goals, manage time to ensure successful completion of all work
 1907 assignments and engage constituents to acquire feedback and insights.
 1908 g. Maintain a thorough understanding of the NAGAAA Rating System, the Protest Process Protocols, USA
 1909 Softball rules, NAGAAA's Delegate Toolkit and online tools.

1910 **110.34 Time and Financial Commitment:** The Director of Competition should be prepared to dedicate significant
 1911 amounts of time to the administration and execution of NAGAAA sanctioned tournaments, including significant
 1912 time apart from family, relationships, and work during those periods. The Director of Competition must have the
 1913 ability to travel. Attendance at and work for this organization will consume roughly 1,500-2,000 hours per calendar
 1914 year.

1915
 1916 **110.35 Benefits:** The benefits of this office include travel opportunities across North America, operating and
 1917 administering the largest LGBTQ+ single sport week-long event in the world, increased networking opportunities
 1918 with other athletic organizations, commercial enterprises, and non-profit organizations, interaction and leadership
 1919 with an international organization, refining and sharpening of management and organizational skills, and
 1920 development of life-long and rewarding relationships with LGBTQ+ leaders and athletes.

1921
 1922 **110.36 Programs:** The Director of Competition is not assigned to any program but assists as requested and
 1923 able.

1924
 1925 **110.37 Committees:** The Director of Competition is the designated liaison of the Board to the Competition
 1926 committee.

1927
 1928 **SECTION 4 – SECRETARY**

1929
 1930 **110.40 Officer Title:** Secretary

1931
 1932 **110.41 Responsibilities:** The Secretary is responsible and accountable for the following objectives, tasks, roles,
 1933 and duties:

- 1934 a. **Governing Documents:** The Secretary shall maintain, update, and record all governing documents and
 1935 official actions of this organization, including the minutes and action of the Council and Board of
 1936 Directors.
 1937 b. **Communication:** The Secretary shall maintain and execute all official internal communications to the
 1938 member associations, council, committee chairs, and other relevant parties.
 1939 c. **Marketing/Brand:** The Secretary shall ensure the organization’s website and social media are updated and
 1940 maintained.

1941
 1942 **110.42 Duties:** In fulfilling the responsibilities of office, the Secretary shall perform the following duties:

- 1943 a. Maintain and utilize an email system for all levels of administration.
 1944 b. Record and develop minutes from council meetings.
 1945 c. Update and manage Governing Manual.
 1946 d. Collect member association information that is beneficial to the Board of Directors including: Officer
 1947 Positions, tournament information, Voting Representative declaration, USA Softball membership of
 1948 teams.
 1949 e. Coordinate order of Board shirts with NAGAAA Apparel Vendor.
 1950 f. Facilitate Host Hotel blocks for all meetings under the direction of the Commissioner.
 1951 g. Communicate and interact with voting representatives and member associations.
 1952 h. Distribute constituent emails received from NAGAAA website to appropriate officer for response.
 1953 i. Facilitate any necessary filings of administrative changes for NAGAAA that occur.
 1954 j. Manage NAGAAA social media outlets.
 1955 k. Manage Survey Monkey account.
 1956 l. Collect USA Softball proof for teams participating in GSWS and NAGAAA Cup.
 1957 m. Produce necessary documents for meetings.
 1958 n. Maintain a history of NAGAAA documentation through Google Drive.
 1959 o. Participate in Board Conference Calls and Council Meetings.
 1960 p. Assist w/preparation for Council Meetings.
 1961 q. Develop and implement a marketing plan for expanding awareness and elevating the NAGAAA brand to all
 1962 audiences internal and external.

- 1963 r. Prepare and distribute press releases and marketing communications that promote NAGAAA's brand and
- 1964 our events.
- 1965 s. Oversee all NAGAAA social media (Facebook, Twitter, Instagram, etc.).
- 1966 t. Update and maintain the NAGAAA website.
- 1967 u. Provide support to Board members as requested.
- 1968 v. Attend GSWS.
- 1969 w. Assist w/GSWS (as assigned by Athletic Director).
- 1970 x. Other duties as prescribed by the governing documents of this organization.
- 1971 y. Other duties as determined by the Commissioner and/or the Board of Directors.

1972

1973 **110.43 Knowledge, Skills, and Abilities:** The Secretary should demonstrate understanding and competence in

1974 the following knowledge, skills, and abilities:

- 1975 a. Good communications skills.
- 1976 b. Able to speak in front of large groups.
- 1977 c. Good organizational skills.
- 1978 d. Basic computer knowledge.
- 1979 e. Advanced knowledge of Email, Google Drive, and Microsoft Office.
- 1980 f. Ability to travel.

1981

1982 **110.44 Time and Financial Commitment:** The Secretary should be prepared to dedicate significant amounts of

1983 time to the administration and execution of the duties of the office, including significant time apart from family,

1984 relationships, and work. The Secretary must have the ability to travel. Attendance at and work for this organization

1985 will consume roughly 800-1,000 hours per calendar year.

1986

1987 **110.45 Benefits:** The benefits of this office include travel opportunities across North America, interaction and

1988 leadership with an international organization and its members, refining and sharpening of management and

1989 organizational skills, and development of life-long and rewarding relationships with LGBTQ+ leaders and athletes.

1990

1991 **110.46 Programs:** The Secretary is not assigned to any program but assists as requested and able.

1992

1993 **110.47 Committees:** The Secretary is the designated liaison of the Board to the Marketing Communications and

1994 Governance committees.

1995

1996 **SECTION 5 – TREASURER**

1997

1998 **110.50 Officer Title:** Treasurer

1999

2000 **110.51 Responsibilities:** The Treasurer is responsible and accountable for the following objectives, tasks, roles,

2001 and duties:

- 2002 a. Account and Investment management
- 2003 b. Financial transaction oversight
- 2004 c. Budget development and compliance
- 2005 d. Financial Policies development and compliance
- 2006 e. Reporting of fiscal status

2007

2008 **110.52 Duties:** In fulfilling the responsibilities of office, the Treasurer shall perform the following duties:

- 2009 a. Selection and designation of financial institutions
- 2010 b. Creating and serving as legal signatory on checks
- 2011 c. Managing investments of excess and reserve funds
- 2012 d. Ensure the organizations financial activities are in compliance with G.A.A.P. (Generally Accepted
- 2013 Accounting Principles) and IRS code pertaining to 501c3 status of the organization
- 2014 e. Be knowledgeable about who has access to the organization's funds
- 2015 f. Be knowledgeable of any outstanding bills or debts owed

- 2016 g. Develop systems for keeping cash flow manageable
- 2017 h. Develop the annual budget as well as comparing the actual revenues and expenses incurred against the
- 2018 budget.
- 2019 i. Overseeing the development of and compliance with the organization's financial policies.
- 2020 j. Report regularly to the Board of key financial events, trends, concerns, and assessment of fiscal health
- 2021 k. Complete required financial reporting forms in a timely fashion and report said to the board
- 2022 l. Provide support to Board members as requested.
- 2023 m. Attend GSWS.
- 2024 n. Assist w/GSWS (as assigned by Athletic Director).
- 2025 o. Other duties as prescribed by the governing documents of this organization.
- 2026 p. Other duties as determined by the Commissioner and/or the Board of Directors.

2027

2028 **110.53 Knowledge, Skills, and Abilities:** The Treasurer should demonstrate understanding and competence in

2029 the following knowledge, skills, and abilities:

- 2030 a. Financial literacy
- 2031 b. General accounting knowledge
- 2032 c. Attention to detail
- 2033 d. Timeliness in completing tasks
- 2034 e. Neat and accurate record keeping
- 2035 f. Willingness to ask questions
- 2036 g. Trustworthiness

2037

2038 **110.54 Time and Financial Commitment:** The Treasurer should be prepared to dedicate significant amounts of

2039 time to the administration and execution of the duties of the office, including significant time apart from family,

2040 relationships, and work. The Treasurer must have the ability to travel. Attendance at and work for this organization

2041 will consume roughly 2,000-2,500 hours per calendar year.

2042

2043 **110.55 Benefits:** The benefits of this office include travel opportunities across North America, interaction and

2044 leadership with an international organization and its members, refining and sharpening of management and

2045 organizational skills, and development of life-long and rewarding relationships with LGBTQ+ leaders and athletes.

2046

2047 **110.56 Programs:** The Treasurer is not assigned to any program but assists as requested and able.

2048

2049 **110.57 Committees:** The Treasurer is the designated liaison of the Board to the Finance committee.

2050

2051 **SECTION 6 – BUSINESS DEVELOPMENT**

2052

2053 **110.60 Officer Title:** Business Development

2054

2055 **110.61 Responsibilities:** The Business Development Officer is responsible and accountable for the following

2056 objectives, tasks, roles, and duties:

- 2057 a. Financial/In-Kind Support: The Business Development officer shall build and maintain long-term business
- 2058 relationships with organizations who can, financially or in-kind, affect the bottom line of the
- 2059 organization's annual projected budget and offset expenses through revenue.
- 2060 b. Marketing/Brand: The Business Development officer shall ensure the organization's brand is elevated, and
- 2061 the organization's presence in the print media is positive and proactive.

2062

2063 **110.62 Duties:** In fulfilling the responsibilities of office, the Business Development officer shall perform the

2064 following duties:

- 2065 a. Develop and implement a strategic plan for obtaining one-time sponsorships and long-term
- 2066 partnerships at the NAGAAA level and act as an advisor to the GSWS host committee(s) on all things
- 2067 pertaining to local/GSWS sponsorships.
- 2068 b. Create a partnership packet that effectively communicates the value that can be gained from being a

- 2069 partner with NAGAAA and levels of partnerships.
- 2070 c. Coordinate requests for proposals (RFP's) for vendors and other third-party service providers when
- 2071 requested.
- 2072 d. Prepare contracts for corporate, in-kind and external vendor relationships.
- 2073 e. Provide oversight for partner brand activation, including materials, signage and advertising, onsite
- 2074 vendor placement and promotion, reporting results (ROI) to the brand teams.
- 2075 f. Conduct ongoing marketing and demographic surveys to elevate the "value" of NAGAAA to our current
- 2076 and potential sponsors and partners.
- 2077 g. Act as an advisor to member associations on all things business development, including the development
- 2078 of leads for member associations.
- 2079 h. Maintain the integrity of the NAGAAA brand.
- 2080 i. Act as an advisor to member associations on all things business development, including the development
- 2081 of leads for member associations.
- 2082 j. Attend GSWS.
- 2083 k. Assist with the GSWS (as assigned by Athletic Director).
- 2084 l. Other duties as prescribed by the governing documents of this organization.
- 2085 m. Other duties as determined by the Commissioner and/or the Board of Directors.
- 2086

2087 **110.63 Knowledge, Skills, and Abilities:** The Business Development officer should demonstrate understanding

2088 and competence in the following knowledge, skills, and abilities:

- 2089 a. Strong communications skills.
- 2090 b. Design and branding experience.
- 2091 c. Able to forge a relationship with print publications and media.
- 2092 d. Experience with project management software (Trello, Huddle and/or Excel).
- 2093 e. Cloud storage knowledge (Dropbox and/or Google Drive).
- 2094 f. Knowledge of social media channels, including Hootsuite.
- 2095 g. Strong marketing and communications skills (Word/PPT).
- 2096 h. Sales/development background and presentation (PPT).
- 2097 i. Online meeting platforms (FreeConferenceCall.com).
- 2098 j. Research and trend analysis (Internet, Google Analytics, Grant Station and/or Survey Monkey).
- 2099

2100 **110.64 Time and Financial Commitment:** The Business Development officer should be prepared to dedicate

2101 significant amounts of time to the administration and execution of the duties of the office, including significant

2102 time apart from family, relationships, and work. The Business Development officer must have the ability to travel.

2103 Attendance at and work for this organization will consume roughly 400-800 hours per calendar year.

2104

2105 **110.65 Benefits:** The benefits of this office include travel opportunities across North America, interaction and

2106 leadership with an international organization and its members, the reward of assisting member associations with

2107 marketing, PR, and sponsorship ideas, development of sales, contract negotiation and communication skills, and

2108 development of life-long and rewarding relationships with LGBTQ+ leaders and athletes.

2109

2110 **110.66 Programs:** The Business Development officer is not assigned to any program but assists as requested

2111 and able.

2112

2113 **110.67 Committees:** The Business Development officer is the designated liaison of the Board to the

2114 Sponsorship committee.

2115

2116 SECTION 7 – OPERATIONS DIRECTOR

2117

2118 **110.70 Officer Title:** Operations Director

2119

2120 **110.71 Responsibilities:** The Operations Director is responsible and accountable for the following objectives,

2121 tasks, roles, and duties:

- 2122 a. Governance Duties: The Operations Director shall prioritize, execute, and be accountable for the
2123 fulfillment of the duties of this organization to its members as a body corporate.
- 2124 b. Communications: The Operations Director shall maintain and execute all official internal
2125 communications to the Board of Directors.
- 2126 c. Administrative Duties: The Operations Director shall prioritize, execute, and be accountable for the
2127 fulfillment of all administrative and logistical duties including adherence to legal standards and ethical
2128 norms.
- 2129 d. Leadership Accountability: The Operations Director shall facilitate project management and
2130 accountability systems for the duties and responsibilities of the Board of Directors, Committee chairs,
2131 and other leaders within this organization.
- 2132 e. Membership: The Operations Director shall field and answer constituent matters from existing and
2133 potential member associations in conjunction with committee assigned membership duties.

2134
2135 **110.72 Duties:** In fulfilling the responsibilities of office, the Operations Director shall perform the following
2136 duties:

- 2137 a. Under the oversight of the Commissioner, guide the general operations of the NAGAAA Board and the
2138 organization.
- 2139 b. Attend all board meetings and other meetings necessary for the operation of the organization.
- 2140 c. In conjunction with the Commissioner, set meeting dates, prepare agendas, and review meeting materials
2141 prior to meetings.
- 2142 d. Coordinate all logistical duties and planning details for Council, Board, and committee meetings and
2143 corporate activities.
- 2144 e. Coordinate and partner with the Treasurer and Commissioner to create a proposed annual budget.
- 2145 f. Maintain an acute working knowledge of the issues pertaining to NAGAAA.
- 2146 g. Facilitate any necessary filings of administrative changes for NAGAAA that occur.
- 2147 h. Implement project management and accountability systems for this organization.
- 2148 i. Appoint project teams as necessary for the completion of projects and tasks.
- 2149 j. Provide reports to the Board of Directors and leadership on status of projects/duties/tasks.
- 2150 k. Provide leadership support and advice to the officers and leaders of this organization.
- 2151 l. Receive board candidate nominations.
- 2152 m. Arrange for background checks of candidates who accept nomination.
- 2153 n. Attend GSWS and assist as requested by the Athletic Director.
- 2154 o. Other duties as prescribed by the governing documents of this organization.
- 2155 p. Other duties as determined by the Commissioner and/or the Board of Directors.
- 2156 q. Aid the committee assigned membership duties in communication with existing and potential new
2157 member associations.
- 2158 r. Collect and maintain executed contracts.
- 2159 s. Maintain template of Partnership Agreement.
- 2160 t. Facilitate systems/processes for how the Board executes collaborative duties including monthly to-do
2161 lists.

2162
2163 **110.73 Knowledge, Skills, and Abilities:** The Operations Director should demonstrate understanding and
2164 competence in the following knowledge, skills, and abilities:

- 2165 a. Proficiency and understanding of the Governing Manual, NAGAAA operations, and other relevant
2166 governing and administrative applications for this organization.
- 2167 b. Good communications skills, including written and oral skills.
- 2168 c. Project management experience and demonstrable skills
- 2169 d. Ability to work cooperatively with others.
- 2170 e. Dispute resolution skills.
- 2171 f. Good organization skills.
- 2172 g. Ability to travel.
- 2173 h. Commitment to the mission and vision of the organization.

2174 **110.74 Time and Financial Commitment:** The Operations Director should be prepared to dedicate significant
 2175 amounts of time to the planning and execution of the strategic vision for this organization, including significant
 2176 time apart from family, relationships, and work. The Operations Director must have the ability to travel.
 2177 Attendance at and work for this organization will consume roughly 2,000 – 2,500 hours per calendar year.
 2178

2179 **110.75 Benefits:** The benefits of this office include travel opportunities across North America, increased
 2180 networking opportunities with other athletic organizations, commercial enterprises, and non-profit organizations,
 2181 interaction and leadership with an international organization, refining and sharpening of management and
 2182 organizational skills, and development of life-long and rewarding relationships with LGBTQ+ leaders and athletes.
 2183

2184 **110.76 Programs:** The Operations Director is not assigned to any program but assists as requested and able.
 2185

2186 **110.77 Committees:** The Operations Director serves *ex officio* in all NAGAAA Committees for the purposes of
 2187 logistics and administrative board direction and is the designated liaison of the Membership committee.
 2188

2189 SECTION 8 – ATHLETIC DIRECTOR

2190
 2191 **110.80 Officer Title:** Athletic Director
 2192

2193 **110.81 Responsibilities:** The Athletics Director is responsible and accountable for the following objectives,
 2194 tasks, roles, and duties:

- 2195 a. Athletics: The Athletic Director shall have responsibility for the planning, preparation, and
 2196 operation of NAGAAA sanctioned tournaments with emphasis on the rules of the game, official
 2197 tournament operations communications, tournament registration, tournament discipline, game
 2198 equipment and other relevant issues of the game.
- 2199 b. Communication: The Athletic Director is responsible to ensure that communication pertaining
 2200 to NAGAAA sanctioned tournaments accurately conveys requirements, deadlines and processes that
 2201 facilitate member city participation.
- 2202 c. Leadership: The Athletic Director is responsible for maintaining a working relationship with
 2203 the Commissioner and other officers and knowledge of the mission and vision of this organization.
 2204

2205 **110.82 Duties:** In fulfilling the responsibilities of office, the Athletic Director shall perform the following duties:

- 2206 a. Manage the operations team for each NAGAAA sanctioned tournament including but not
 2207 limited to the UIC, Assistant Athletic Directors, Athletics Committee Members, Board Members, Host City
 2208 Committee Members and Host City Volunteers.
- 2209 b. Oversee successful operation of the NAGAAA Cup and GSWS including working with the
 2210 Commissioner to certify bids for the NAGAAA Cup and GSWS.
- 2211 c. Prepare communications for the member associations related to NAGAAA event issues.
- 2212 d. Attend all board meetings and other meetings necessary for the operation of the organization.
- 2213 e. Serve as co-signer of NAGAAA checking account.
- 2214 f. Provide advice and knowledge to the Treasurer on the fiscal conditions and cash flow of sanctioned
 2215 tournament for the preparation of the budget.
- 2216 g. Maintain an acute working knowledge of the issues pertaining to NAGAAA.
- 2217 h. Provide leadership support and advice to the officers and leaders of this organization.
- 2218 i. Attend GSWS and NAGAAA Cup.
- 2219 j. Other duties as prescribed by the governing documents of this organization.
- 2220 k. Other duties as determined by the Commissioner and/or the Board of Directors.
 2221

2222 **110.83 Knowledge, Skills, and Abilities:** The Athletics Director should demonstrate understanding and
 2223 competence in the following knowledge, skills, and abilities:

- 2224 a. Effective communication including facilitating group discussions and oral and written skills.
- 2225 b. Management of people.

- 2226 c. Policy and process development.
 2227 d. Diplomatic Skills.
 2228 e. Problem solving ability, including technology awareness for emerging solutions.
 2229 f. Prioritize competing interests and goals, manage time to ensure successful completion of all
 2230 work assignments and engage constituents to acquire feedback and insights.
 2231 g. Maintain a thorough understanding of the NAGAAA Rules of Play, Bracket and Game
 2232 Scheduling, USA Softball rules and registration requirements.
 2233

2234 **110.84 Time and Financial Commitment:** The Athletics Director should be prepared to dedicate significant
 2235 amounts of time to the administration and execution of the duties of the office, including significant time apart
 2236 from family, relationships, and work. The Athletic Director must have the ability to travel. Attendance at and
 2237 work for this organization will consume roughly 1,500 – 2,000 hours per calendar year.
 2238

2239 **110.85 Benefits:** The benefits of this office include travel opportunities across North America, operating
 2240 and administering the largest LGBTQ+ single sport week-long event in the world, increased networking
 2241 opportunities with other athletic organizations, commercial enterprises, and non-profit organizations,
 2242 interaction and leadership with an international organization, refining and sharpening of management
 2243 and organizational skills, and development of life-long and rewarding relationships with LGBTQ+ leaders
 2244 and athletes.
 2245

2246 **110.86 Programs:** The Athletics Director is not assigned to any program but assists as requested and able.
 2247

2248 **110.87 Committees:** The Athletic Director is the designated liaison of the Board to the Athletics
 2249 committee and the GSWS Operations team.
 2250

2251 **CHAPTER 111 – JOB DESCRIPTIONS OF THE APPOINTED OFFICERS OF THE BOARD OF DIRECTORS AND THIS** 2252 **ORGANIZATION**

2253
 2254 **111.01 Jurisdiction.** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2255 any board meeting.
 2256

2257 **111.02 Purpose and Authority.** The purpose of this program is to list, detail, and report the job descriptions of all
 2258 appointed, non-voting Officers of the Board and Organization
 2259

2260 **SECTION 1 – EMERITUS ADVISORY COUNCIL**

2261
 2262 **111.10 Officer Title:** Emeritus Advisory Council
 2263

2264 **111.11 Responsibilities:** The Emeritus Advisory Council is an advisory council of previous board members to act
 2265 as an advisor to the current Board of Directors in matters relating to the organization and for procedural
 2266 questions during policy development.
 2267

2268 **111.12 Time and Financial Commitment:** The Emeritus Advisory Council should be prepared to dedicate
 2269 moderate amounts of time to the duties of the office. The Emeritus Advisory Council must have the ability to travel
 2270 (when applicable). Attendance at and work for this organization will consume roughly 100-200 hours per calendar
 2271 year.
 2272

2273 **111.13 Benefits:** The benefits of this office include travel opportunities across North America, interaction and
 2274 leadership with an international organization and its members, and development of life-long and rewarding
 2275 relationships with LGBTQ+ leaders and athletes.
 2276

2277 **111.14 Programs:** The Emeritus Advisory Council is not assigned to any NAGAAA program.

2278 **111.15 Committees:** The Emeritus Advisory Council serves all committees at the request of the Commissioner.
 2279

2280 **SECTION 2 – PARLIAMENTARIAN**
 2281

2282 **111.20 Officer Title:** Parliamentarian
 2283

2284 **111.21 Responsibilities:** The Parliamentarian is an advisor to the Commissioner during the conduct of meetings
 2285 and to the Board of Directors and committees in matters relating to the governance of this organization and for
 2286 procedural questions during policy development.
 2287

2288 **111.22 Duties:** In fulfilling the responsibilities of office, the Parliamentarian shall perform the following duties:
 2289

- 2290 a. Attend Council Meetings.
- 2291 b. Attend Board of Directors meetings and calls as required.
- 2292 c. Interpret enacted policy.
- 2293 d. Provide advice to the chair of the Council and committee chairs.
- 2294 e. Rule on matters of parliamentary law and procedural practice.
- 2295 f. Draft policy as required.
- 2296 g. Communicate with member associations on behalf of the Commissioner and/or Board of Directors.

2297 **111.23 Knowledge, Skills, and Abilities:** The Parliamentarian should demonstrate understanding and
 2298 competence in the following knowledge, skills, and abilities:

- 2299 a. Mastered proficiency in parliamentary law, Robert’s Rules of Order, Wisconsin Corporate Law, Internal
 2300 Revenue Code, and other prevailing governance statutes.
- 2301 b. Excellent proficiency and understanding of the Governing Manual and NAGAAA operations.
- 2302 c. Good communications skills, including written and oral skills.
- 2303 d. Ability to work cooperatively with others.
- 2304 e. Dispute resolution skills.
- 2305 f. Good organization skills.
- 2306 g. Ability to travel.

2307 **111.24 Time and Financial Commitment:** The Parliamentarian should be prepared to dedicate moderate
 2308 amounts of time to the duties of the office. The Parliamentarian must have the ability to travel. Attendance at and
 2309 work for this organization will consume roughly 100-200 hours per calendar year.
 2310

2311 **111.25 Benefits:** The benefits of this office include travel opportunities across North America, interaction and
 2312 leadership with an international organization and its members, and development of life-long and rewarding
 2313 relationships with LGBTQ+ leaders and athletes.
 2314

2315 **111.26 Programs:** The Parliamentarian is not assigned to any NAGAAA program.
 2316

2317 **111.27 Committees:** The Parliamentarian serves all committees *ex officio* at the request of the Commissioner.
 2318

2319 **CHAPTER 115 – NOMINATION PROCESS FOR CANDIDATES FOR THE BOARD OF DIRECTORS**
 2320

2321 **115.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2322 any board meeting.
 2323

2324 **115.02 Purpose and Authority:** The purpose of this policy is to provide a process and parameters for nomination
 2325 of candidates to the Board of Directors of this organization. The authority for this policy is granted in 2.08 of the
 2326 Governing Manual.
 2327

2328 **115.03 Nomination Process Oversight:** The Operations Director shall be responsible for oversight of this
 2329 nomination process and ensuring that appropriate actions are taken by this organization, its vendors, and
 2330

2331 volunteers to comply with and implement this policy. In the event that the Operations Director shall be a
 2332 candidate for any office in the nomination period, a member of the Board of Directors chosen by the board whom
 2333 is not a nominee shall replace the Operations Director for responsibility of the process. This replacement official
 2334 shall be empowered and required to perform all acts designated to the Operations Director as listed in this
 2335 chapter.
 2336

2337 **115.04 Nomination Period and Notice:** On the day of the adjournment of the Summer Meeting of the Council,
 2338 the Secretary shall, in writing, inform the members of the Council of the opening of the nomination period for
 2339 candidates to the Board of Directors. The Operations Director shall instruct the appropriate person or persons to
 2340 open the on-line nomination form on this same day. The nomination period shall remain open until 11:59 PM PST
 2341 of the forty-fifth (45) day preceding the next Winter Meeting.
 2342

2343 **115.05 Nominator and Nominee Eligibility:** Nominations may be only made by the members of the Council. This
 2344 includes only one (1) voting representative from each member association and the voting members of the Board of
 2345 Directors. Nominations from any other person, including, but not limited to committee chairs, guests of the
 2346 council, member association players or officers, or NAGAAA volunteers are not legal and shall not be considered by
 2347 this organization. Any person in good standing in NAGAAA, regardless of any membership or activity level may be
 2348 nominated for the Board of Directors.
 2349

2350 **115.06 Required Information:** Nominators are required to provide the following information in the nomination:
 2351 a. Nominator First and Last Name
 2352 b. Nominator Phone
 2353 c. Nominator Email
 2354 d. Nominee First and Last Name
 2355 e. Nominee Address, including City, State, and Zip
 2356 f. Nominee Phone
 2357 g. Nominee Email
 2358 h. Nominee Member Association Affiliation (if any)
 2359 i. Office Nominated For
 2360

2361 **115.07 Consent to Nomination:** The Operations Director shall notify any person nominated of the nomination in
 2362 writing and provide all needed biographical and consent forms following the close of the nomination period. Any
 2363 person nominated for office and whom is eligible to that office shall consent in writing, in the form and manner
 2364 provided for by the Board of Directors, to accept the nomination, to agree to and abide by the Board Member
 2365 Expectations if so elected, and to undergo the mandatory background check process as appropriate. This consent
 2366 shall be delivered to nominee via electronic mail and shall be returned to the Operations Director by the nominee
 2367 by the thirtieth (30) day preceding the Winter Meeting. Any consent not signed nor completed fully shall constitute
 2368 a non-consent to the nomination. Any nominee desiring to not consent to nomination is requested to make such a
 2369 declaration in writing to the Operations Director via electronic mail at the earliest possible date. Upon the deadline
 2370 for this consent or declination of nomination to be submitted, the Operations Director shall inform the Board of
 2371 Directors of the list of nominees for each office, which shall be considered candidates for that office henceforth
 2372 until the election is completed.
 2373

2374 **CHAPTER 116 – BACKGROUND CHECK POLICY FOR CANDIDATES FOR THE BOARD OF DIRECTORS**

2375
 2376 **116.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2377 any board meeting.
 2378

2379 **116.02 Purpose and Authority:** The purpose of this policy is to provide a policy and process governing the
 2380 background check of candidates for candidates to the Board of Directors of this organization. Nothing in this policy
 2381 shall be construed to bar the election of any candidate that the Council may choose to elect. The authority for this
 2382 policy is granted in 2.08 of the Governing Manual.
 2383

2384 **116.03 Background Process Oversight:** A member, herein the “designee”, of the Board of Directors shall be
 2385 designated by the Board and be responsible for oversight of this background check policy and process and ensuring
 2386 that appropriate actions are taken by this organization, its vendors, and volunteers to comply with and implement
 2387 this policy.
 2388

2389 **116.04 Required Checks and Applicability:** Any person, regardless of office or incumbency, who has consented to
 2390 be a candidate for office shall be subject to a criminal felony background check through a county criminal search
 2391 and a national criminal search. Additionally, any person, regardless of office or incumbency, who has consented to
 2392 their nomination for a specific office which has financial signatory powers as designated by the Board of Directors
 2393 (currently the Commissioner, Operations Director, and Treasurer) shall be subject to a civil process check of
 2394 bankruptcy actions of any kind (ex: Ch. 7, Ch. 11, etc.) in the preceding one (1) year from the date of the
 2395 background check.
 2396

2397 **116.05 Process Considerations:** The designee shall ensure that the required background checks are performed by
 2398 the vendor and collect the report from the vendor. Should there be a record of a felony conviction or a bankruptcy
 2399 within the last year on a candidate(s) for fiscal signatory offices, the designee shall inform the Commissioner of this
 2400 record. If the Commissioner is a nominee for the office for which a nominee has a record of this activity, the
 2401 designee shall inform the next non-elected Board member of this record. The designee and Commissioner, or next
 2402 non-elected Board member, shall together engage the nominee in conversation regarding the circumstances of the
 2403 record and inform the nominee of the duty to disclose this information to the Council prior to election if so
 2404 determined. It shall be the decision, jointly, of the designee and Commissioner, or next non-elected Board
 2405 member, to determine if the record must be disclosed.
 2406

2407 **116.06 Duty to Disclose:** It is the duty of the Board of Directors to disclose the record in question of any nominee
 2408 if so decided by the designee and Commissioner, or next non-elected Board member. This disclosure shall be made
 2409 by the designee to the Council prior to any election for that office and the nominee shall be afforded the
 2410 opportunity to provide context and/or personal disclosure of the record prior to the disclosure by the designee.
 2411 The act of disclosure by the Board shall be conducted appropriately conveying only known facts, honoring the
 2412 dignity of all persons involved, and without personal comment or opinion as the nature of the record.
 2413

2414 **116.07 Nomination Declined at Any Time:** Any nominee may decline their nomination to office at any time,
 2415 including after consenting to the nomination, in writing to the designee. Such a declination shall immediately halt
 2416 any background check or disclosure.
 2417

2418 **116.08 Records Confidential:** The records received by this organization as a result of this policy shall be strictly
 2419 confidential and destroyed immediately after the election for which they have been obtained is completed and a
 2420 nominee elected.
 2421

2422 CHAPTER 200 – REGULAR SEASON ROSTER SUBMISSION POLICY

2423
 2424 **200.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2425 any board meeting.
 2426

2427 **200.02 Purpose and Authority:** The purpose of this chapter is to list the requirements for submission of the
 2428 regular season rosters. The authority for this program is found in 20.10 of the Governing Manual.
 2429

2430 **200.03 Submission of the Rosters:** Each member association shall submit, by the deadline listed in Chapter 70,
 2431 the following information for each team and each player in the member association’s qualifying season, excluding
 2432 players who played in that association in a non-qualifying status. The Commissioner or highest elected leadership
 2433 of each member association is responsible for ensuring that this expectation of NAGAAA membership is met.

2434 a. Teams: Each team of the regular qualifying season shall be reported by its known name and shall report
 2435 its manager and their contact information.

- 2436 b. Rosters: Each player of a team shall be reported on the player's team roster and be identified by the
 2437 player's preferred first name, legal last name as it appears on a government issued identification and their
 2438 birthyear (yyyy)
- 2439 c. Ratings: Each player shall have the rating assigned by the member association submitted along with the
 2440 regular season roster. No rating for any player may be changed in any way at any time by any association
 2441 following the deadline listed in Chapter 70.

2442

2443 **200.04 Manner of Submission:** The regular season rosters shall be submitted through the NAGAAA delegate
 2444 toolkit. Member associations are encouraged to begin this process of submission well in advance of the deadline
 2445 and seek the assistance of the Director of Competition for help in entering this data. Any entry made into the
 2446 toolkit may be revised at any time without penalty before the deadline for submission of the rosters.

2447

2448 **200.05 Sanctions:** All sanctions for errors, omissions, or failure to comply with the required submission of rosters
 2449 shall be listed in Chapter 70.

2450 CHAPTER 250 – INELIGIBLE PLAYER ROSTER AND POLICY

2451

2452

2453 **250.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2454 any board meeting.

2455

2456 **250.02 Purpose and Authority:** The purpose of this chapter is to codify the responsibilities for the ineligible
 2457 player list (formerly the banned player list) and create standard definitions for use. The authority for this program
 2458 is found in 4.01 of the Governing Manual.

2459

2460 **250.03 Definitions:** The following definitions apply to this chapter and the Governing Manual in their plain
 2461 meaning:

- 2462 a. Good-Standing: A member is in "good-standing" when they are not suspended or expelled from
 2463 participation in NAGAAA sanctioned events by action of the Council or for failure to meet all financial
 2464 requirements.

2465

2466 **250.04 Maintenance of the Ineligible List:** Following any action which would require any person to be placed on
 2467 the ineligible list, the Director of Competition shall report the information listed in this section to the Webmaster
 2468 who shall update the list accordingly. The Webmaster shall maintain the ineligible list in a secure area of the
 2469 NAGAAA delegate toolkit with access controlled as authorized by the Director of Competition. The Webmaster
 2470 shall cause the list to be updated when a player is removed from suspension or expulsion and keep archived all
 2471 information from the list on the player so removed.

- 2472 a. Information to be collected: This information is needed for each person placed on the ineligible list; full
 2473 legal name of the person, date of suspension or expulsion, member association of the person (as
 2474 available), period of suspension or expulsion, and reason for suspension or expulsion.

2475 CHAPTER 300 – GSWS TOURNAMENT ROSTER SUBMISSION POLICY

2476

2477

2478 **300.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2479 any board meeting.

2480

2481 **300.02 Purpose and Authority:** The purpose of this chapter is to list the requirements for submission of rosters to
 2482 NAGAAA. The authority for this program is found in 20.13 – 20.18 of the Governing Manual.

2483

2484 **300.03 Submission of the Rosters:** Each member association shall submit by the deadline listed in Chapter 70 the
 2485 following information for each team that it is entering in the Gay Softball World Series, excluding players who
 2486 played in that association in a non-qualifying status. The Commissioner or highest elected leadership of each
 2487 member association is responsible for ensuring that this expectation of NAGAAA membership is met.

- 2488 a. Teams: Each team shall be reported by its known name and shall report its manager and their contact
 2489 information.
 2490 b. Rosters: Each player of a team shall be reported on the player's team roster and be identified by the
 2491 player's preferred first name, legal last name as it appears on a government issued identification. And
 2492 their birthyear (yyyy)
 2493

2494 **300.04 Manner of Submission:** The GSWS Tournament rosters shall be submitted through the NAGAAA delegate
 2495 toolkit. Member associations are encouraged to begin this process of submission well in advance of the deadline
 2496 and seek the assistance of the Director of Competition for help in entering this data. GSWS rosters may not be
 2497 submitted after the deadline listed in Chapter 70.
 2498

2499 **300.05 Classes Corrections/Changes:** There are created two (2) different classes of changes that may be made to
 2500 a GSWS roster for which each class will have a corresponding different sanction or penalty.

- 2501 a. GSWS Administrative Changes: This class is defined as any correction to a rostered member's name or
 2502 date of birth entry.
 2503 b. GSWS Player Changes: This class is defined as any correction to a roster wherein a rostered member is
 2504 deleted or added.
 2505

2506 **300.06 Changes Prohibited:** The following changes to a GSWS roster are prohibited:

- 2507 a. Any change to a player's rating is a change to a regular season roster and is governed by Chapter 200. A
 2508 player rating change following the deadline listed in Chapter 70 is prohibited.
 2509 b. Following the submission of a GSWS roster, there can be no change made to that roster that would cause
 2510 the team rating to increase above the team rating that was submitted before the deadline.
 2511

2512 **300.07 USA Softball (ASA) Cards:** Every team that is entered in the GSWS must present a USA Softball (ASA)
 2513 member card. Such cards may be purchased from local member associations or through NAGAAA. The Board of
 2514 Directors shall publicize the manner of obtaining said cards to each member association. Cards are required by the
 2515 deadline listed in Chapter 70.
 2516

2517 **300.08 Entry Fees and Berth Reservations:** Each team must pay its entry fee by the deadline listed in Chapter 70.
 2518 Member Associations must reserve berths in each division by the deadline listed in Chapter 70 and may cancel any
 2519 berth reservation before the deadline listed in Chapter 70 for a full refund of fees paid.
 2520

2521 **300.09 Sanctions:** All sanctions for errors, omissions, or failure to comply with the required submission of rosters
 2522 shall be listed in Chapter 70 and clearly delineate the sanctions for each class of changes authorized in this section.
 2523 Each correction of either class of correction shall be counted individually, and the sanction applied to each count.

- 2524 a. The Director of Competition and/or Commissioner may provide for exceptions to the deadlines and rules
 2525 of the GSWS rosters without penalty on a case by case basis for the purposes of overcoming a hardship on
 2526 the part of that team for circumstances that are beyond the natural control of the team and significantly
 2527 impair or negate the ability of the team to participate in the GSWS. This rule shall be known as the
 2528 "hardship rule".
 2529

2530 **CHAPTER 305 – GSWS HOST HOTEL DEPOSIT AND REQUIREMENTS**

2531
 2532 **305.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2533 any board meeting.
 2534

2535 **305.02 Purpose and Authority:** The purpose of this policy is to establish the required number of room nights
 2536 reserved per team for the GSWS, the amount of the required deposit, the deadline for payment of that deposit,
 2537 and the process for reimbursement of the deposit and conditions thereof. The authority for this policy is granted in
 2538 30.41 of the Governing Manual.
 2539

2540 **305.03 Requirements of Teams:** Each team of any member association entering the GSWS shall provide a **\$500**
 2541 deposit payable to the Treasurer by July 15 to satisfy the host hotel requirement. Each team paying such a deposit
 2542 must occupy a room at the tournament rate and provide evidence of 15 room nights of occupation at a host hotel
 2543 of the GSWS as designated by NAGAAA. This requirement is not in effect on any team whose member association
 2544 is the host association for that year's GSWS or any member association's team who primary metropolitan area is
 2545 within ninety (90) miles of the metropolitan area of the GSWS host member association.
 2546

2547 **305.04 Evidence of Occupation of Rooms:** The Treasurer may determine that a member association has met the
 2548 requirement of room nights by submission of receipts from the member association indicating that said rooms
 2549 were occupied. These receipts must be submitted to the Treasurer via email or postal mail after the GSWS but no
 2550 later than 30 days preceding the Winter Meeting immediately following the GSWS. In lieu of the submission of
 2551 receipts, the Treasurer may make a determination that the requirement is met by utilizing a master list from the
 2552 host hotel indicating that occupation of rooms occurred. The Treasurer shall notify each member association, via
 2553 the Secretary, prior to the GSWS if receipts will be needed or if the host hotel shall provide a master list of room
 2554 occupants.
 2555

2556 **305.05 Reimbursement of Deposit:** The Treasurer shall return the appropriate deposit amount to each member
 2557 association which has met the required number of room nights per team by check to the member association
 2558 representative in attendance at the Winter Meeting following the GSWS.
 2559

2560 **CHAPTER 331– GSWS UMPIRE SELECTION POLICY**

2561
 2562 **331.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2563 any board meeting.
 2564

2565 **331.02 Purpose and Authority:** The purpose of this policy is to ensure the selection of umpires consistent with
 2566 the rules, regulations, and acts of this organization. The authority for this policy is granted in 30.04 of the
 2567 Governing Manual.
 2568

2569 **331.03 Umpire Reviews:** The UIC shall annually review umpires at the GSWS. Performance reviews of umpires
 2570 shall be the domain of the UIC and shared with the NAGAAA Board of Directors as necessary by either party.
 2571 Performance Reviews will be completed as follows: All first- and second-year umpires will be evaluated with a
 2572 detailed evaluation form. All umpires with three (3) plus years of experience will be verbally counseled when areas
 2573 of improvement exist. The verbal conversation will be documented and submitted with the final group of
 2574 evaluations for that year's GSWS Report. Any umpire who receives an overall "needs improvement" evaluation,
 2575 and/or is involved in an unprofessional encounter/incident with a player/manager will be automatically suspended
 2576 for the following GSWS. A longer suspension may be assigned depending on the egregious nature of the incident.
 2577 The final decision will be made jointly by the UIC staff and Athletic Director. Any umpire not so suspended is
 2578 considered in good standing.
 2579

2580 **331.035 UIC Appointment:** The Commissioner shall appoint the UIC by November 1st of a calendar for the GSWS of
 2581 the following year.
 2582

2583 **331.04 Umpire Nomination:** The UIC shall seek nominations of umpires for the GSWS by November 1st from the
 2584 commissioners or authorized representatives of member associations.
 2585

2586 **331.05 Umpire Selection:** The UIC shall, by May 31st, select and invite umpires to officiate the GSWS after
 2587 considering the nominations of the members and the reviews of the umpire from previous years. Umpires will be
 2588 awarded a position in that year's GSWS based on their order of response to an invitation (i.e., first to respond, first
 2589 awarded). In order to assure consistency and experience with GSWS umpires, the UIC will issue two invitations.

2590 a. First, by February 15, umpires in good standing with five plus (5+) years of GSWS experience will be
 2591 invited for the upcoming GSWS. Eighty percent (80%) of the allotted umpire slots will be filled from this
 2592 umpire pool receiving the first invitation and those responding affirmatively to the invitation. After this

- 2593 80% threshold has been met, a wait list will be started of those umpires whom responded to the
 2594 invitation but were not awarded a position.
- 2595 b. Second, on March 1, umpires in good standing and with less than five (5) years of GSWS experience and
 2596 all newly recommended umpires will be invited. The remaining twenty percent (20%) of the allotted
 2597 umpire slots will be filled from this umpire pool receiving the second invitation and those responding
 2598 affirmatively to the invitation. After the 20% threshold has been met, all names of those umpires from the
 2599 second pool whom responded to the invitation but were not awarded a position will be added to the wait
 2600 list started from first umpire pool.
- 2601 c. If on March 15, there are any open umpire slots and no wait list, then umpires from either pool may fill
 2602 the slots at the discretion of the UIC.

2603 Umpire selection shall represent the diversity of NAGAAA, including international membership.

2604

2605 **331.06 Notification to Umpires:** The UIC shall inform all nominated umpires of the status of their nomination by
 2606 April 1st. The UIC shall inform the Secretary of invited and selected umpires by May 31st. Selected umpires must
 2607 provide the UIC staff with a copy of their current year USA Softball (ASA) or Softball Canada certification by July 1st
 2608 in order to be eligible to umpire in the upcoming GSWS. It is the individual umpire's responsibility to confirm their
 2609 certification has been received and accepted by the UIC staff.

2610 CHAPTER 341 – GSWS HOST CITY METROPOLITAN AREAS

2611

2612

2613 **341.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2614 any board meeting.

2615

2616 **341.02 Purpose and Authority:** The purpose of this policy is to establish the metropolitan areas of each member
 2617 association solely for the purposes of hosting the GSWS. The authority for this policy is granted in 30.13 of the
 2618 Governing Manual.

2619

2620 **341.03 Metropolitan Areas of the Member Associations:** The current metropolitan areas of each member
 2621 association are listed in the table below. Member associations are identified by the predominant city of each or
 2622 their common name:

2623

| MEMBER CITY | METROPOLITAN AREA |
|---------------------|--|
| ATLANTA, GA | Atlanta-Athens-Clarke-Sandy Springs, GA CSA |
| AUSTIN, TX | Austin-Round Rock, TX MSA |
| BIRMINGHAM, AL | Birmingham-Hoover-Talladega, AL CSA |
| BOSTON, MA | Boston-Worcester-Providence, MA-RI-NH-CT CSA |
| CHARLOTTE, NC | Charlotte-Concord-Gastonia, NC MSA |
| CHICAGO, IL | Chicago-Naperville, IL-IN-WI CSA |
| CINCINNATI, OH | Cincinnati, OH-KY-IN MSA |
| COLUMBUS, OH | Columbus-Marion-Zanesville, OH CSA |
| DALLAS, TX | Dallas-Fort Worth, TX-OK CSA |
| DENVER, CO | Denver-Aurora, CO CSA |
| DES MOINES, IA | Des Moines-Ames-West Des Moines, IA CSA |
| FORT LAUDERDALE, FL | Miami-Fort Lauderdale-Port St. Lucie, FL CSA |
| HAMILTON, ON | Hamilton (Burlington, Grimsby), CMA |
| HOUSTON, TX | Houston-The Woodlands, TX CSA |
| HUNTSVILLE, AL | Huntsville-Decatur, AL CSA |
| INDIANAPOLIS, IN | Indianapolis-Carmel-Muncie, IN CSA |
| IOWA CITY, IA | Cedar Rapids-Iowa City, IA CSA |
| KANSAS CITY, MO | Kansas City-Overland Park-Kansas City, MO-KS CSA |
| KNOXVILLE, TN | Knoxville-Morristown-Sevierville, TN CSA |
| LAS VEGAS, NV | Las Vegas-Henderson, NV-AZ CSA |

| | |
|----------------------|--|
| LONG BEACH, CA | Los Angeles-Long Beach, CA CSA |
| LOS ANGELES, CA | Los Angeles-Long Beach, CA CSA |
| LOUISVILLE, KY | Louisville-Elizabethtown-Bardstown, KY CSA |
| MADISON, WI | Madison-Janesville-Beloit, WI CSA |
| MEMPHIS, TN | Memphis-Forrest City, TN-MS-AR CSA |
| MID-ATLANTIC | Virginia Beach-Norfolk, VA-NC CSA |
| MILWAUKEE, WI | Milwaukee-Racine-Waukesha, WI CSA |
| NASHVILLE, TN | Nashville-Davidson–Murfreeseboro, TN CSA |
| NEW ORLEANS, LA | New Orleans-Metairie-Hammond, LA-MS CSA |
| NEW YORK, NY | New York-Newark, NY-NJ-CT-PA CSA |
| OKLAHOMA CITY, OK | Oklahoma City-Shawnee, OK CSA |
| ORLANDO, FL | Orlando-Deltona-Daytona Beach, FL CSA |
| PALM SPRINGS, CA | Riverside-San Bernardino-Ontario, CA MSA |
| PHILADELPHIA, PA | Philadelphia-Reading-Camden, PA-NJ-DE-MD CSA |
| PHOENIX, AZ | Phoenix-Mesa-Scottsdale, AZ MSA |
| PITTSBURG, PA | Greater Pittsburgh, PA MSA |
| PORTLAND, OR | Portland-Vancouver-Salem, OR-WA CSA |
| PROVIDENCE | Providence-Warwick, RI-MA MSA |
| RALEIGH, NC | Raleigh-Durham-Car, NC CSA |
| SACRAMENTO, CA | Sacramento-Roseville, CA CSA |
| SAN ANTONIO, TX | San Antonio-New Braunfels, TX MSA |
| SAN DIEGO, CA | San Diego-Carlsbad, CA MSA |
| SAN FRANCISCO, CA | San Jose-San Francisco-Oakland, CA CSA |
| SAN JOSE, CA | San Jose-San Francisco-Oakland, CA CSA |
| SEATTLE, WA | Seattle-Tacoma, WA CSA |
| SIOUX FALLS, SD | Sioux Falls, SD |
| ST. LOUIS, MO | St. Louis-St. Charles-Farmington, MO-IL CSA |
| SOUTHERN NEW ENGLAND | Hartford-West Hartford, CT CSA |
| TAMPA, FL | Tampa-St. Petersburg-Clearwater, FL MSA |
| TORONTO, ON | Toronto (Mississauga, Brampton) CMA |
| TULSA, OK | Tulsa-Muskogee-Bartlesville, OK CSA |
| TWIN CITIES | Minneapolis-St. Paul, MN-WI CSA |
| VANCOUVER, BC | Vancouver (Surrey) CMA |
| WASHINGTON, D.C. | Washington-Baltimore-Arlington, DC-MD-VA-WV-PA CSA |

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CHAPTER 400 – PLAYER INCLUSION POLICY (PIP)

400.01 Jurisdiction: This chapter shall be the jurisdiction of the PIP sub-committee and amended by a majority vote at any sub-committee meeting.

400.02 Purpose & Authority: The purpose of this policy is to outline the eligibility and protocols for designating individuals as PIP eligible at the NAGAAA Cup and GSWS. The PIP sub-committee is comprised of the NAGAAA Athletics Director, the NAGAAA UIC, and one other at-large member named prior to the GSWS and NAGAAA Cup independently by the Athletic Director.

400.03 Definitions:

- a. Verified Disability
- b. Injury
- c. PIP Designation
- d. Rule Modification

2641 **400.04 Applying for a Rule Modification:** A person who, because of a verified disability, would like a reasonable
 2642 modification to the Rules in order to participate in the NAGAAA Cup or GSWS should advise the NAGAAA Athletic
 2643 Director or their designee of the requested modification. An injury alone does not qualify an individual for a rule
 2644 modification. A properly submitted request for modification shall only be submitted via the online application at
 2645 the link provided to all NAGAAA Member Cities.
 2646

2647 A properly submitted request for modification shall only be submitted via the online application at the link
 2648 provided to all NAGAAA Member City Delegates/Commissioners at the email on file with the NAGAAA Secretary for
 2649 each individual league prior to the NAGAAA Cup and the GSWS. Medical provider documentation must be
 2650 submitted by email attachment sent to PIP@iPrideSoftball.org at the time of request submission.
 2651

2652 This request must include the following:

- 2653 a. Player's full name
- 2654 b. Player's member association and team
- 2655 c. An explanation on why the modification is needed, including how the modification will address the
 2656 player's specific disability.
- 2657 d. Applicants are required to provide medical substantiation of the need for requested modification by a
 2658 medical professional that is involved in the care of the disability being claimed.
 2659

2660 Once a properly completed PIP Modification application is received, an email confirmation will be sent to the
 2661 applicant.
 2662

2663 **400.05: Deadline to Submit Modification Request:** This must be done in order to allow for an inquiry to be
 2664 undertaken to decide whether to allow or deny the requested modification. PIP modification requests must be
 2665 made no earlier than 30 days prior to GSWS/NAGAAA Cup Roster due date, and no later than GSWS/NAGAAA Cup
 2666 Rosters due date. Any requests not received by the deadline will be refused with no action being taken.
 2667

2668 **400.06 Rule Modification Review:** The PIP sub-committee will review all rule modification requests, to include
 2669 consideration of the participant's specific circumstances, and the purpose of the rule, policy, or practice at issue. It
 2670 will also ensure that the requested modification does not afford either team an unfair advantage or disadvantage.
 2671 The committee that evaluates properly submitted requests may request additional information before providing a
 2672 decision on the granting, or denial of said request. Any committee requests for additional information will have an
 2673 additional 7 days to submit the requested information.
 2674

2675 Once the sub-committee has completed its inquiry, another email will be sent to the applicant advising if the
 2676 request was approved or denied. If the application was approved, that email will also state what the approved
 2677 modification is. The decisions of the Committee will be final.
 2678

2679 **400.07 PIP Cards:** PIP Cards will be provided to team managers at the GSWS Managers Meeting and Registration
 2680 Event at the NAGAAA Cup. PIP Cards must be turned in at the beginning of each game to the home plate umpire in
 2681 order to be granted the modification for that game. Failure to do so will result in the modification not being
 2682 honored for that game.
 2683

2684 **CHAPTER 810 – PAYMENT TERMS OF SPONSORSHIP CONTRACTS**

2685 **810.01 Jurisdiction:** This chapter shall be the jurisdiction of the Board of Directors and amended by majority at
 2686 any board meeting.
 2687

2688 **810.02 Purpose and Authority:** The purpose of this policy is to create enforceability of payments provisions in
 2689 sponsorship contracts, ensure said provisions are included in sponsorship contracts, and assist with budget
 2690 development and cash flow of the organization by creating certainty around receivables. The authority for this
 2691 policy is granted in 4.01 of the Governing Manual.
 2692
 2693

2694 **810.03 Terms of Payment:** All sponsorship contracts or any contract with an amount due to NAGAAA shall have a
2695 payment due date for the full balance or a schedule of payments with due dates for each payment included in the
2696 contract before it may be executed by this organization.
2697

2698 **810.04 Invoices:** The Treasurer shall be provided a copy of the payment terms or payment schedule for each
2699 executed sponsorship contract and shall invoice the sponsor according to that schedule and a reminder for any
2700 amount that is past due 30, 60, or 90+ days.

NAGAAA GOVERNING MANUAL

CHANGE LOG

| Meeting Date | Business Item/Motion | Sections Modified | Summary of Changes |
|--------------|----------------------|---|---|
| Summer 2021 | Business Item 16 | Sections 1.01 and 1.02 | Changes when petitioning league may be voted on for NAGAAA membership; establishes timeframe for re-petitioning if denied |
| Summer 2021 | Business Item 6 | Section 2.04 | Allows Commissioner to vote if it would “affect the outcome” rather than solely to break ties |
| Summer 2021 | Business Item 20 | Sections 10.03, 25.10, and 25.20 | Adds metric conversions added to GM measurements |
| Summer 2021 | Business Item 18 | Sections 10.05 and 60.21 | Eliminates “cash prize” language for disqualification purposes |
| Summer 2021 | Business Item 7 | Section 20.13 | Eliminates non-LGBT player limit for member association season rosters |
| Summer 2021 | Business Item 19 | Section 20.19 | Allows A and B Division teams to select 2 of their 4 pick-up players from other member associations |
| Summer 2021 | Business Item 11 | Sections 20.35 and 25.20 (Q3 – Q5 and accompanying note) | Modifies hitting questions (Q3 – Q5) and precludes any player with Q5 from playing in the E or D Divisions |
| Summer 2021 | Business Item 12 | Section 25.20 (Q10 – Q14) | Changes Q10 – Q13 to be speed-related running questions and makes Q14 a skill-based running question; modifies accompanying note for Q14 |
| Summer 2021 | Business Item 13 | Section 25.20 (accompanying note about linkage of certain rating questions) | Changes linkage of questions where only Q5 and Q14 are not linked to other questions for skillsets |
| Summer 2021 | Motion (Athletics) | Section 30.45 (table) | Eliminates extra GSWS berth if associations fill all divisions |
| Summer 2021 | Motion (Athletics) | Section 30.45 (table) | Eliminates extra berth per division for GSWS host city starting with 2024 GSWS (i.e., host city gets only one extra team across all divisions in 2024 and on) |
| Summer 2021 | Governance Review | Sections 20.14, 20.15, 20.16, 20.19, 20.35, and 30.45 | Corrects minor typographical edits (e.g., capitalization, punctuation); see Redline Document (12/30/2021 version) |
| Winter 2022 | Business Item 13 | Section 1.04(f) | Added requirements for local tournaments utilizing NAGAAA Ratings |
| Winter 2022 | Business Item 12 | Section 10.03(j) | Changed B Division Homerun limit from 2 to 3 |

| | | | |
|-------------|---------------------------------|------------------------|--|
| Winter 2022 | Business Item 11 | Section 25.10 | Added Accuracy, Reworded High, Medium, and Low Velocity definition |
| Winter 2022 | Business Item 10 | Section 25.20 | Modified Fielding Q16 - Q22 |
| Winter 2022 | Motion (New Business) | Section 25.20 | Modified Q25-Q26 |
| Winter 2022 | Motion (Governance) | Sections 30.04; 331.04 | Removed January 1 deadline for nominations |
| Winter 2022 | Motion (Athletics Committee) | Section 30.12 | Changed timeframe from 3 years to 2 years for bidding GSWS |
| Winter 2022 | Business Item 8 | Section 30.42, | Changed No Repeat Rule to apply to 1 st – 4 th place instead of just 1 st – 2 nd place |
| Winter 2022 | Motion (Athletics Committee) | Section 30.46 | Modified section to include four teams receiving an automatic bid (due to Business Item #8) |
| Winter 2022 | Motion to Instruct Board | Section 70.04 | Added fine payment deadline when making an appeal |
| Winter 2022 | Board Instruction | Section 70.06 | Updated some deadline dates to reflect 2022 |
| Winter 2022 | Motion (Hall of Fame Committee) | Section 100.04 | Added restriction for self-nomination into Hall of Fame |
| Winter 2022 | Governance Review | Section 341.03 | Added new Member Associations to table |
| Winter 2022 | Motion (Ethics Committee) | Section 60.22 | Added new discretionary penalty (probation/written warning) |
| Board 2022 | Board Meeting | Section 70.05 | Changed Team Fee from \$600 to \$500 |
| Board 2022 | Board Meeting | Section 70.05 | Created new Player Fee of \$30 per person |
| Summer 2022 | Business Item 17 | Section 1.04(c) | Added requirement for Member Associations to request players to declare their GSWS qualifying member association |
| Summer 2022 | Motion (Governance) | Section 2.061 | Required Business Items/Agenda to be sent out 14 calendar days prior to the meeting |
| Summer 2022 | Motion (Governance) | Section 2.07 | Required Business Items to be submitted no later than 30 days prior to the meeting |
| Summer 2022 | Business Item 18 | Section 10.03(j) | Updated A Division Homerun limit to 4, with a progressive up to 6 |
| Summer 2022 | Business Item 16 | Section 20.10 | Added requirement for players to declare their GSWS qualifying association |
| Summer 2022 | Motion (Athletics) | Section 20.18 | Updated roster requirement for Master's Division |
| Summer 2022 | Business Item 15 | Section 25.10 | Removed several definitions |
| Summer 2022 | Business Item 14 | Section 25.20 | Updated Q10 - Q14 in ratings table, Added clarifying headers for thresholds |
| Summer 2022 | Motion (Athletics) | Section 30.45 | Updated Association Berth Allotment Table |

| | | | |
|-----------------|--------------------------|--|--|
| Summer 2022 | Motion (Athletics) | Section 40.13 | Added tie breaker rules |
| Summer 2022 | Motion (Ethics) | Section 60.04 | Added new petition screening process |
| Summer 2022 | Motion to Instruct Board | Section 70.03 | Added Fees to this section to clarify the Board has the authority to create new fees |
| Summer 2022 | Governance Review | Sections 70.05; 70.06 | Updated dates and corrected a reference section |
| Summer 2022 | Governance Review | Section 341.03 | Added new Member Associations to table |
| Board Nov 2022 | Board Meeting | Section 70.05 | Added NAGAAA Player Fee |
| Ethics Dec 2022 | Ethics Committee Meeting | Section 60.10 | Added clarification on hearing procedures |
| Winter 2023 | Ethics Committee | Section 1.04(a) | Added Code of Conduct |
| Winter 2023 | Business Item 14 | Section 3.011 | Changed language from 4 to no less than 3 members |
| Winter 2023 | Business Item 12 | Section 5.03 | Clarified currency exchange |
| Winter 2023 | Business Item 3 | Section 10.03(j) | Changed Homerun max in A Division to 5 |
| Winter 2023 | Business Item 18 | Section 10.04 | Added (a)(1), (a)(2) and (b)(1) |
| Winter 2023 | Business Item 24 | Section 20.13 –20.19 | Cleaned up language, renumbered sections |
| Winter 2023 | Business Item 6 | Section 30.06, 40.21 | Added new info |
| Winter 2023 | Business Item 26 | Section 30.12 | Multi-year bid option |
| Winter 2023 | Business Item 17 | Section 30.22 | Defined tournament seeding |
| Winter 2023 | Business Item 1, 23 | Section 30.45 | Cleaned up language / Berth Allotment chart |
| Winter 2023 | Business Item 20, 21 | Section 30.46 | Cleaned up language on GSWS Bids |
| Winter 2023 | Athletics Committee | Section 40.02, 40.11 - 40.13, 40.21 | Add Masters C & D to NAGAAA Cup |
| Winter 2023 | Business Item 25 | Section 50.30 | Changed to 2 GSWS |
| Winter 2023 | Governance Review | Section 90.21 | Committee changes to GM |
| Winter 2023 | Membership Committee | Section 341.03 | Added Charlotte, Cincinnati and Pittsburgh |
| Winter 2023 | Business Item 16 | Section 400 | New ADA Policy added |
| Summer 2023 | Competition 18 | Section 25.20 | Change pitching question wording |
| Summer 2023 | Competition 16 | Section 25.10 | Remove pitching reference from accuracy definition |
| Summer 2023 | Competition 13 | Section 25.20 | Change MBA requirements for E in questions 6 and 7 |
| Summer 2023 | Competition 12 | Section 25.20 | Clarify "fair or foul" ball for questions 1-4 |
| Summer 2023 | Competition 4 | Section 20.10 | Clarification about participants who qualify with more than one association |
| Summer 2023 | Competition 1 | Section 30.46 | No-Repeat rule for Legends only applies to 1 st and 2 nd place |
| Summer 2023 | Competition 10/DEI | Section 10.03, 20.17-18, 30.20-21, 30.35, 40.02, 40.11-13, 70.03 | Change Masters to Legends |

| | | | |
|----------------|------------------------------|---|---|
| Summer 2023 | Ethics 8 | 50.30 | Protest committee actions are reviewed at Winter Meeting next year |
| February 2024 | Ethics Committee Revisions | SECTION 60 Complete Revision | Major changes to Ethics Section |
| Board Feb 2024 | Athletics | Section 81.6 | Updated umpire payment per game from \$30 to \$35 |
| March 2024 | Athletics | Section 10.03(p) | Clarified Courtesy Runner Exceptions to new USA Softball Rule |
| March 2024 | Athletics | Chapter 400 | Updated Chapter name and language from ADA Policy to Player Inclusion Policy |
| March 2024 | Competition 5 | Section 20.02 | Change from "Additional Player" to "Pickup Player". Re-lettering of various definitions of maintain alphabetic order. |
| March 2024 | Competition 5 | Section 20.14, 20.15, 20.16, 20.17, 20.18, 20.19, 20.20 | Changed/Clarified Roster Definitions |
| March 2024 | Competition 6 | Section 30.45 | Clarified/Simplified based on new Roster Definitions |
| March 2024 | Competition 7 | Section 20.23 | Added A Team Cap, modified player and team caps for B, C, D, and E Divisions based on ratings changes |
| March 2024 | Competition New | Section 20.17 | Added limits on pickup players for Legends Rosters based on number of teams coming from a Member Association |
| March 2024 | Membership | Section 30.42 and 20.13 | International Pass for GSWS 2024, added berth allotment and roster rules. |
| March 2024 | IT 10, 11 | Section 30.30, 30.31 | Updated for new Registration AND Check-In Processes |
| March 2024 | IT 12 | Section 30.40 | Updated for new Participant Fees |
| March 2024 | Athletics | Section 30.43 | Updated Berth Table to 2 Masters Teams per Division regardless of Member Association Number of Teams |
| March 2024 | New Business/Competition | Section 50.38(a) | Change from "2 or more" to "more than 2" |
| March 2024 | New Business | Section 30.43, 30.44, 30.45, 30.46 | Removed Minimum Berth Requirement (30.43) per Council, removed (30.44 – Exceptions) as now irrelevant, and renumbered prior 30.45 and 30.46 |
| PENDING | (Passed, but not active yet) | | |
| March 2024 | Competition 7 | Section 50.11 | Given new A Team Cap, removed A Division exemption from protests |
| March 2024 | Competition 7 | Section 25.20 | Removed prior Questions 10 and 14 (running) and renumbered all ratings questions to total of 26 |

PENDING CHANGES – passed but not in effect until 2025

20.23 Divisional Guidelines: Teams may compete in the following divisions based on their Player and Team Ratings.

- a. A division – All teams rated 210 or lower.
- b. B division – All teams rated 170 or lower; no players rated over 18 are allowed on a B division team.
- c. C division – All teams rated 130 or lower; no players rated over 14 are allowed on a C division team.
- d. D division – All teams rated 95 or lower; no players rated over 10 are allowed on a D division team.
- e. E division – All teams rated 60 or lower; no players rated over 6 are allowed on an E division team

Player Rating Table

| DIRECTIONS: Review each of the following questions for every player. Does the player have the ability to perform the listed skill at the specified threshold for that question? If so, the player receives a YES for the question. A YES to any part of a question is a YES to that question. | | | | | | |
|--|--|---|---|---|---|---|
| HITTING | Question 1 | Question 2 | Question 3 | Question 4 | Question 5 | |
| | Hits a fair or foul ball with low velocity. (60% threshold) | Hits a fair or foul ball with medium velocity. (60% threshold) | Hits a fair or foul ball with high velocity. (20% threshold) | Hits a fair or foul ball with high velocity. (60% threshold) | Hits a fly ball 300' (91.4m) or more. (5% threshold) | <i>NOTE: Players with a YES to Question 3 cannot participate in the E Division. Players with a YES to Question 5 cannot participate in the D or E Divisions. See Governing Manual Section 20.35.</i> |
| Modified Batting Average | <i>Batting against</i> | Question 6 | Question 7 | Question 8 | Question 9 | <i>NOTE: The following questions are linked: 1 – 4, 6 – 9, 10 – 12, 13 – 20, and 21 – 26. A YES to the highest question in a linked set earns the player all those questions (i.e., a player with YES on Q20, will also be given Q13 – Q20)</i> |
| | E Division | ≥ .700 | ≥ .800 | ≥ .900 | ≥ .950 | |
| | D Division | ≥ .600 | ≥ .700 | ≥ .800 | ≥ .900 | |
| | C Division | ≥ .500 | ≥ .600 | ≥ .700 | ≥ .800 | |
| | B Division | ≥ .400 | ≥ .500 | ≥ .600 | ≥ .700 | |
| A Division | ≥ .300 | ≥ .400 | ≥ .500 | ≥ .600 | | |
| RUNNING SPEED (No Threshold; Ability to do it one time qualifies for a YES) | | | | | | |
| DIRECTIONS: Ability to run from a stopped and standing ready position, runs from home plate to first base, one base to the next, or third base to home plate (i.e., 70 feet or 21.3 meters) in less than: | | | | | | |
| | Question 10 | Question 11 | Question 12 | | | |
| | 4.5 Seconds | 4.0 seconds | 3.5 seconds | | | |

| FIELDING (INFIELD) | Question 13 | Question 14 | Question 15 | Question 16 | Question 17 | Question 18 | Question 19 | Question 20 |
|--|--|---|--|---|--|---|--|---|
| Ground Ball/Line Drive Low Velocity | Cleanly fields a ball hit with low velocity directly at the player OR Stops the ball hit with low velocity directly at the pitcher. | Cleanly fields a ball hit with low velocity within a few steps (9 – 10 feet or 2.7-3 meters) of the player OR Cleanly fields a ball hit with low velocity directly at the pitcher. | Cleanly fields a ball hit with low velocity in the hole (>12 feet (3.7 meters) or 4-5 steps) away from the player. | | | | | |
| Ground Ball/Line Drive Medium Velocity | | | Cleanly fields a ball hit with medium velocity directly at the player OR Stops the ball hit with medium velocity directly at the pitcher. | Cleanly fields a ball hit with medium velocity within a few steps (9-10 feet or 2.7-3 meters) of the player OR Cleanly fields a ball hit with medium velocity directly at the pitcher. | Cleanly fields a ball hit with medium velocity in the hole (>12 feet (3.7 meters) or 4-5 steps) away from the player. | | | |
| Ground Ball/Line Drive High Velocity | | | Stops the ball hit with high velocity directly at the player. | Cleanly fields a ball hit with high velocity directly at the player OR Stops the ball hit with high velocity directly at the pitcher. | Stops a ball hit with high velocity within a few steps (9-10 feet or 2.7-3 meters) of the player OR Cleanly fields a ball hit with high velocity directly at the pitcher. | Cleanly fields a ball hit with high velocity within a few steps (9-10 feet or 2.7-3 meters) of the player. | Stops a ball hit with high velocity in the hole (>12 feet (3.7 meters) or 4-5 steps) away from the player. | Cleanly fields a ball hit with high velocity in the hole (>12 feet (3.7 meters) or 4-5 steps) away from the player. |
| Fly Ball | Catches a fly ball hit directly at the player. | Catches a fly ball hit zero feet up to 15 feet (4.6 meters) to the sides/front of the player. | Catches a fly ball hit >15 feet up to 30 feet (>4.6 meters) up to 9.1 meters) to the sides/front of or 15 feet (4.6 meters) behind the player. | Catches a fly ball hit >30 feet up to 45 feet (>9.1 meters) up to 13.7 meters) to the sides/front of or 30 feet (9.1 meters) behind the player. | Catches a fly ball hit >45 feet up to 60 feet (>13.7 meters) up to 18.3 meters) to the sides/front of or 45 feet (13.7 meters) behind the player. | Catches a fly ball hit 60 feet up to 75 feet (>18.3 meters) up to 22.9 meters) to the sides/front of or 60 feet (18.3 meters) behind of the player. | Catches a fly ball hit >75 feet up to 90 feet (>22.9 meters) up to 27.4 meters) to the sides/front of or 75 feet (22.9 meters) behind of the player. | Catches a fly ball hit >90 feet (27.4 meters) to the sides/front of or >75 feet (22.9 meters) behind of the player. |

| FIELDING (OUTFIELD) | Question 13 | Question 14 | Question 15 | Question 16 | Question 17 | Question 18 | Question 19 | Question 20 |
|-----------------------------|--|---|--|---|---|--|---|---|
| Ground Ball Medium Velocity | Cleanly fields a ball hit with medium velocity directly at the player. | Cleanly fields a ball hit with medium velocity zero feet up to 15 feet (4.6 meters) of the player | Cleanly fields a ball hit with medium velocity >15 feet up to 30 feet (>4.6 meters) up to 9.1 meters) of the player | Cleanly fields a ball hit with medium velocity >30 feet up to 45 feet (>9.1 meters) up to 13.7 meters) of the player | Cleanly fields a ball hit with medium velocity >45 feet up to 60 feet (>13.7 meters) up to 18.3 meters) of the player | Cleanly fields a ball hit with medium velocity 60 feet up to 75 feet (>18.3 meters) up to 22.9 meters) of the player | Cleanly fields a ball hit with medium velocity >75 feet up to 90 feet (>22.9 meters) up to 27.4 meters) of the player | |
| Ground Ball High Velocity | | Cleanly fields a ball hit with high velocity directly at the player. | Cleanly fields a ball hit with high velocity zero up to 15 feet (4.6 meters) of the player | Cleanly fields a ball hit with high velocity >15 feet up to 30 feet (>4.6 meters) of the player | Cleanly fields a ball hit with high velocity >30 feet up to 45 feet (>9.1 meters) of the player | Cleanly fields a ball hit with high velocity >45 feet up to 60 feet (>13.7 meters) of the player | Cleanly fields a ball hit with high velocity >60 feet up to 75 feet (>18.3 meters) up to 22.9 meters) of the player | Cleanly fields a ball hit with high velocity >75 feet up to 90 feet (>22.9 meters) up to 27.4 meters) of the player |
| Fly Ball | Catches a fly ball hit directly at the player. | Catches a fly ball hit zero feet up to 15 feet (4.6 meters) to the sides/front of the player. | Catches a fly ball hit >15 feet up to 30 feet (>4.6 meters) up to 9.1 meters) to the sides/front of or 15 feet (4.6 meters) behind the player. | Catches a fly ball hit >30 feet up to 45 feet (>9.1 meters) up to 13.7 meters) to the sides/front of or 30 feet (9.1 meters) behind the player. | Catches a fly ball hit >45 feet up to 60 feet (>13.7 meters) up to 18.3 meters) to the sides/front of or 45 feet (13.7 meters) behind the player. | Catches a fly ball hit 60 feet up to 75 feet (>18.3 meters) up to 22.9 meters) to the sides/front of or 60 feet (18.3 meters) behind the player. | Catches a fly ball hit >75 feet up to 90 feet (>22.9 meters) up to 27.4 meters) to the sides/front of or 75 feet (22.9 meters) behind the player. | Catches a fly ball hit >90 feet (27.4 meters) to the sides/front of or >75 feet (22.9 meters) behind the player. |

| THROWING AND PITCHING (Questions 21 – 26 are a 60% Threshold) | | | | | |
|--|--|---|--|---|---|
| Question 21 | Question 22 | Question 23 | Question 24 | Question 25 | Question 26 |
| Throw 50 feet (15.2 meters) with line drive (regardless of accuracy) | Throw 50 feet (15.2 meters) with line drive <i>and</i> accuracy | Throw 70 feet (21.3 meters) with line drive <i>and</i> accuracy | Throw 100 feet (30.5 meters) with line drive <i>and</i> accuracy | Throw 150 feet (45.7 meters) with line drive <i>and</i> accuracy | Throw >200 feet (61 meters) with line drive <i>and</i> accuracy |
| | Pitch a strike and/or cause the batter to swing | Vary the height, depth and location of the pitch while pitching a strike and/or causing the batter to swing | Deliver multiple pitch techniques while pitching a strike and/or causing the batter to swing | | |
| Throw 70 feet (21.3 meters) (regardless of arc or accuracy) | Throw 70 feet (21.3 meters) with line drive (regardless of accuracy) | Throw 100 feet (30.5 meters) with line drive (regardless of accuracy) | Throw 150 feet (45.7 meters) with line drive (regardless of accuracy) | Throw >200 feet (61 meters) with line drive (regardless of accuracy) | Throw 150 feet (45.7 meters) with line drive and accuracy while off center of gravity (e.g., from knees, from one foot) |
| | Throw 100 feet (30.5 meters) (regardless of arc or accuracy) | Throw 150 feet (45.7 meters) (regardless of arc or accuracy) | Throw >200 feet (61 meters) (regardless of arc or accuracy) | Throw 100 feet (30.5 meters) with line drive and accuracy while off center of gravity (e.g., from knees, from one foot) | |