ARTICLE I: NAME

The name of this 501 (c) (3) non-profit corporation is the **United States Deaf Ski & Snowboard Association, Inc**. This Association may have offices at such places as the Board of Directors may choose. The acronym **USDSSA** shall be used for the purpose of brevity or for use in a logotype.

**ARTICLE II: PURPOSES AND LEGAL POWERS**

The objectives of this Association shall be:

1. To promote snow skiing, cross country skiing, and snowboarding, both recreational and competitive, among Deaf and Hard of Hearing people.
2. To provide Deaf and Hard of Hearing skiers, cross country skiers, and snowboarders with benefits, activities, and opportunities, which will further increase their enjoyment of the sports of snow skiing and snowboarding.
3. To encourage amateur ski and snowboard racing among Deaf and Hard of Hearing skiers and snowboarders and to sponsor national and regional races with sanction by and in conformance with the rules of appropriate agencies governing national and international ski and snowboard competitions.
4. To manage the selection, organization, and training of the United States Deaf Ski and Snowboard Teams for international competition.

**ARTICLE III: REGISTERED ADDRESS**

1. The registered address of this Association shall be an address to be determined by the Board of Directors.

**ARTICLE IV: MEMBERSHIP**

1. Anyone residing in the United States or a neighboring country and professing an interest in snow skiing and/or snowboarding may become an active member upon payment of dues to this Association.
2. Members who are non-citizens of the United States shall enjoy full membership privileges except be eligible for membership on the United States Deaf Ski and/or Snowboard Team.
3. Any person or organization by contributing a sum to be determined by the executive board shall become a contributing member.
4. Any child (Deaf or hearing) whose parent(s) is an active member in good standing and whose age is 16 or under is exempt from dues for membership in the Association. Any hearing child whose parent(s) is an active member in good standing and whose age is 16 or under is eligible to participate in recreational competition activities of the Association.
5. The fees and dues for all classes of membership shall be determined by the Board of Directors.
6. Members failing to pay dues on a date set by the Board of Directors shall be deprived of the privileges that go with his/her membership until such dues are paid.
7. Honorary membership shall be extended to benefactors, Deaf or hearing, who have proved their interest in the organization and its activities. The Board of Directors may grant honorary membership. Honorary members shall pay no dues and may not hold offices in this Association.
8. Any member owing moneys to the Association or to any USDSSA Ski and Snowboard Convention organizing committee for a period of more than 60 days shall, at the option of the Board of Directors, be suspended from Association membership. And, they will not be eligible for participation in any Association activities until said moneys due are paid in full.

**ARTICLE V: AFFILIATION**

1. This Association shall affiliate with any skiing, snowboarding, or athletic organization in which mutual benefit can be gained from such affiliation.
   1. Active ski or snowboard clubs on joining the USDSSA shall pay fees for membership as may be established by the Board of Directors.
   2. Original and updated By-Laws of an active member ski or snowboard club shall be on file with the Secretary and Treasurer of this Association.

**ARTICLE VI: MEETING**

* + - 1. This Association shall convene once every two years at a site voted upon by the general membership at a previous convention. If any change of convention site is necessary after one is selected, the Board of Directors shall select an alternate location.

1. The Board of Directors shall meet at least once each year and shall hold such additional meetings as may be called by any Board member by request through the President. The Board of Directors shall meet upon call by the President.
2. The Board of Directors shall appoint a Chairperson to make the necessary arrangements for the Ski and Snowboard Convention Week.
3. The Board of Directors shall have the right to approve the selection of the convention chairperson and his/her recommendations of registration fees, any program plans, advertisement designs, and so on before any selections or recommendations are finalized.
4. At any Board of Directors meeting, a total of at least one-half of the Directors present shall constitute a quorum.

**ARTICLE VII: SELECTION OF OFFICERS & DIRECTORS**

1. Officers and Directors shall be elected by secret ballot by the general membership via executive board approved online platform, to serve for four years.
   1. The term of officers and directors shall begin on April 1st after elections.
2. A neutral election committee shall be chosen by the executive board. Said committee cannot be composed of any board members.
3. It shall be the duty of the election committee to plan and present to the membership a slate of candidates at least seventy-two (72) hours before election.
4. A majority of the votes submitted by the membership shall elect officers.
5. Elective officers of this Association shall be: President, Vice-President, Secretary, and Treasurer.
6. The Board of Directors shall consist of the President, Vice-President, Secretary, Treasurer, Director of Alpine and Cross-Country Skiing, and Director of Snowboarding.
7. The Director of Alpine and Cross-Country Skiing and Director of Snowboarding shall be chosen by the Executive Board by majority vote.
8. Any officer or member of any committee of this Association may be removed for any good cause, as defined in (a) below, by majority vote of the Board of Directors present and voting at a special board meeting called for this purpose, provided that a quorum is present, as defined in Article VI, Section 5, and provided that the requisite written notice for such meeting shall properly set forth on the agenda the said removal vote.
   1. Any officer or member of any committee may be removed, if he/she acts in a manner detrimental to the objectives of the Association and the sports of skiing and snowboarding or has violated any of the By-Laws of the Association.
   2. Any officer or member of any committee subject to removal shall be notified in writing of all charges against him/her and be offered the opportunity to be heard before the Board and to present witnesses on his/her behalf.

**ARTICLE VIII: DUTIES OF OFFICERS**

1. The President shall be the Chief Executive Officer of the Association and shall preside at the Convention Week and Board meetings. He/she/they shall act as liaison between the Association and other organizations with which the Association is affiliated.
2. The Vice-President shall perform the duties of the President in his/her/their absence or when the office of the President becomes vacant. He/she/they shall act as chairperson of the Membership and Benefits Program Committee.
3. The Secretary shall record all convention and Board meetings and read the minutes of such.
4. The Treasurer shall collect dues and keep a list of all active members. He/she/they shall submit a yearly financial report to the membership. He/she/they shall collect all United States Deaf Ski and Snowboard Teams Fund moneys.
   1. The fiscal year begins on January 1.
   2. The Treasurer shall have a complete financial report up to the end of the most recent fiscal year available at all times to the public via website. All financial records, bank statements, and receipts shall be available to the entire board at any time for review.
5. The Director of Alpine and Cross Country Skiing and Director of Snowboarding are responsible for planning and implementing development and training camps, as well as for monitoring recreational skiing and/or snowboarding programs in their respective disciplines.

**ARTICLE IX: COMMITTEES**

* + - 1. The Board of Directors may establish Committees, as it deems necessary for the proper execution of business of this Association.
      2. Such committees shall remain in operation until the committee agrees to dissolve or has served its purpose.
      3. The Membership and Benefits Committee shall be a standing committee chaired by the Vice President. The Vice President may select USDSSA members to this committee subject to approval of the Board of Directors.

**ARTICLE X: ADMINISTRATION**

All business unless otherwise stated in the Association By-Laws shall be conducted by the Board of Directors, subject to their general direction by the officers of this Association.

The Board of Directors shall meet at least once a year, including at the Convention Week, and at times the President deems necessary, with majority approval of the Board. At other times, business may be conducted through video conference, email, or by other convenient means.

The Board of Directors may at any time determine reasonable expenses incurred by the duly-elected officers and that these expenses shall be reimbursed by this Association.

Any act of the Board of Directors may be overruled if:

A member objecting to an act secures a petition with fifteen (15) or more signatures of members in good standing besides himself/herself, to force a vote by the general membership on the issue in question.

A majority vote of general membership at the Convention Week against the act shall invalidate it.

**ARTICLE XI: ORDER OF BUSINESS**

1. The order of business at the General Assembly during the National Convention Week shall be as follows:
   1. Reading of minutes of last meeting
   2. Officers' reports
   3. Committee reports
   4. Unfinished business
   5. New business
   6. Election of new officers
   7. Progress report from next National Convention Week committee
   8. Bids for future conventions
   9. Adjournment
   10. Announcements and presentations

**ARTICLE XII: NATIONAL SKI AND SNOWBOARD WEEK CONVENTION BID**

1. Selection of the National Deaf Ski and Snowboard Week Convention site shall be decided as far as possible in advance by ballot at the business meeting of the United States Deaf Ski & Snowboard Association, Inc.
   1. Bids to host the USDSSA National Deaf Ski and Snowboard Convention Week may be made by any Internal Revenue Service Code Section 501(c) (3) non-profit organization in which the majority of the Board of Directors consists of Deaf individuals. Said club shall present the USDSSA Treasurer with a photocopy of their IRS non-profit status declaration letter. In such, one-half of net profits from the convention will go into the USDSSA treasury and the second half shall be the host club’s net profit.
   2. Should a Deaf majority organization which does not possess non-profit status under Section 501 (c) (3) of the Internal Revenue Service Code, wish to host an USDSSA Convention, they may do so as a convention committee under direction of the USDSSA Board of Directors. In such, all net profits from the convention will go into the USDSSA treasury.
   3. Delegates or representatives speaking for the prospective National Deaf Ski and Snowboard Convention Week hosts shall be prepared to show a letter of intent confirming their club’s consent to make the bid, (2) They shall submit all convention details, costs, and other fees at least eight (8) months before the first day of the National Convention Week.
   4. The Board of Directors may submit any site proposals as it wishes, in addition to those proposed in (a) hereof, or if no bids are received.
   5. Based on recommendations from the Directors of Alpine and Cross Country Skiing, Director of Snowboarding, the USDSSA Board of Directors, and United States of America Deaf Sports Federation (USADSF) Board of Directors’ approval, the host committee for the USDSSA National Convention shall sponsor international and/or United States competition for alpine skiing, cross country skiing, and snowboarding.
      1. All competitors participating in the United States and International competitions must have at least a 55-decibel hearing loss in their better ear.
      2. The United States Deaf Championships shall be open to all Deaf skiers or snowboarders who reside in the United States.
      3. The International Championships shall be open only to members of National Deaf Ski and Snowboard Teams and Deaf individuals who meet any additional eligibility requirements determined by the Directors of each sports discipline and approved by the USDSSA Board of Directors.
2. Expenses from the USDSSA National Convention to be reimbursed to the President, Vice-President, Treasurer, Secretary, Director of Cross Country and Alpine Skiing, Director of Snowboarding of USDSSA and the Host Committee shall be determined by the Board of Directors dependent on the event’s budget and revenue.
3. There shall be a binding, signed contract between the USDSSA and the convention chairperson and/or host club, which outlines the convention and financial responsibilities between the USDSSA Board of Directors and the convention chairperson and/or host club.
4. USDSSA shall not provide any financial assistance to any Convention host club or organization expected to suffer a loss from hosting the Deaf Ski and Snowboard Week Convention, until after the closing of said convention and after said host organization provides the USDSSA Board of Directors with a complete financial report from said convention. Said Convention financial report must be submitted to the Treasurer of USDSSA within 30 days after the conclusion of said Convention.
5. The Convention Host Committee shall be responsible for making sure that all convention participants are current members of USDSSA and for directing old and new members to pay for membership fees through a platform designated by the Treasurer.

**ARTICLE XIII: AMENDMENTS**

1. Notification of proposed amendments to USDSSA’s By-Laws must be published in the USDSSA E-Newsletter and on social media at least one (1) month in advance of an online vote using a confidential platform administered by the Board of Directors.
2. A majority vote of the members is required to amend the By-Laws.

**ARTICLE XIV: DISSOLUTION**

1. In case of dissolution of this Association, moneys remaining in the Association’s treasure following payment of all bills shall be donated to the USADSF, to the World Winter Games for the Deaf Ski and Snowboarding Teams, or to any other non-profit Deaf sports groups the Board of Directors deem appropriate.

**ARTICLE XI: ARBITRATION DECISIONS**

1. The United States Deaf Ski & Snowboard Association, Inc. agrees to submit to binding arbitration conducted, in accordance with the commercial rules of the American Arbitration Association, in any controversy involving the opportunity of any amateur athlete, coach, trainer, manager, administrator, or official to participate in amateur athlete competition, as provided for by the United States Olympic Committee's Constitution and By-Laws.

Approved by USDSSA Membership

February 2025, Breckenridge, Colorado