



# DC PRIDE VOLLEYBALL LEAGUE

---

## DC PRIDE VOLLEYBALL LEAGUE BY-LAWS

### ARTICLE I NAME AND PURPOSE

**Section 1. Name.** The name and purpose of the corporation is DC Pride Volleyball League (referred hereafter as DCPVL or League).

**Section 2. Purpose.** The main purpose of the League shall be to promote the development and enjoyment of the sport of volleyball among the gay, lesbian, bisexual, and transgender community and our straight allies.

**Section 3. Scope.** Any person or anything using the name of DC Pride Volleyball League or the organization's resources or the corporation's Tax identification number falls under the jurisdiction of the League's Board of Directors, and is subject to compliance with all guidelines provided within the DC Pride Volleyball League By-laws.

### ARTICLE II MEMBERS

**Section 1. Membership.** Membership shall be open to all persons over 18 years of age and interested in the purpose of DCPVL. A member of DCPVL is one who actively participates in League play and/or classes for which dues are charged, and that person remains active and up to date in dues payments.

**1a.** DCPVL does not discriminate in its membership on the basis of race, sex, age, religion, national origin, or sexual orientation.

**Section 2. Membership Dues.** Membership dues shall be determined, per season, by a majority vote of the Board.

**2a.** Dues collected shall not be donated to any outside organization, group, or individual unless there is a majority vote of the Board of Directors. This clause is not to restrict the Board or League Members from holding specific fundraising events for the purpose of donation.

**Section 3. Meetings.** The annual meeting of Members shall be held during the month of June. Any other meetings of the Members shall be held whenever called by the Board or the Commissioner of DCPVL. Meeting of the Members may be held on successive nights to accommodate regular, League activities, but a member may vote at only one of those meetings. Except as otherwise provided by law or by these By-Laws, any corporate action authorized by the Members must receive a majority of the votes cast at a meeting (or meetings as provided above) of Members at which a quorum is present.

**Section 4. Notice of Meetings.** Written notice of the place, date, and time of any meeting shall be given to each Member entitled to vote at such meeting by posting, not less than 14 nor more than 30 calendar



# DC PRIDE VOLLEYBALL LEAGUE

---

days before the date of the meeting. Notice of special meetings shall indicate the purpose for which they are called and have a signed petition of no less than 10% of the Membership by the person(s) calling the meeting.

**Section 5. Quorum.** At all meetings of the members, a majority of the members, present in person or by proxy, shall constitute a quorum for the transaction of business.

**Section 6. Organization.** The Commissioner of DCPVL shall preside at the meeting(s) of the Members or, in the absence of the Commissioner, an acting Chairperson shall be chosen by the Executive Committee members present. The Secretary of DCPVL shall act as Secretary at all meetings of the members, but in the absence of the Secretary, the presiding officer may appoint any person to act as secretary of the meeting.

**Section 7. Voting.** At any meeting of the Members, each Member present in person or by proxy in good standing shall be entitled to one vote.

**7a.** A member may vote by proxy by designating his or her vote in writing to another member who will be present at the meeting. In no event shall any Member present be allowed to cast more than one proxy vote in addition to his or her own vote.

**7b.** Any vote presented at the meeting can be voted on by ballot if requested by a Member.

**7c.** The Members in each division will vote for and elect team captains, who are to be voted upon by written ballot.

**7d.** In the event that an insufficient number of captains stand for election, the Commissioner shall nominate and the Full Board confirm the appropriate number of captains to meet the League's need.

**Section 8. Action by the Members Outside of Meetings.** Except as otherwise provided by law or by these By-Laws, action may be taken without a meeting upon written consent, signed by a majority of the Membership.

**Section 9. Resignation and Removal of Members.** Each Member shall be a member for the year in which dues are paid or until his or her death, incapacity, resignation, or removal during that year.

**9a.** Resignation. Any Member may resign from the membership by delivering a resignation orally or in writing to their Team Captain, Division Representative, or any Member of the Board.

**9b.** Removal. Any Member may be removed from the membership for good cause by a two-thirds (2/3) vote of the Board.



# DC PRIDE VOLLEYBALL LEAGUE

---

## ARTICLE III BOARD OF DIRECTORS

**Section 1. Responsibilities and Numbers.** DCPVL shall be managed by its Board of Directors (referred hereafter as Board). The Board is the League's highest body of authority between Membership meetings. The number of members of the Board shall reflect the needs of the League.

**Section 2. Members of the Board of Directors.** The members of the Board are:

- Commissioner
- Vice Commissioner
- Secretary
- Treasurer
- One Division Representative from each division
- Players Director
- Social and Sponsorships Director
- Facilities and Equipment Director
- Communications Director
- Tournament Director
- Skills Development Director

**Section 3. Election and Term of Office of the Executive Officers.** The Commissioner, Vice Commissioner, Secretary and Treasurer shall be elected at the annual meeting of the Membership by majority of the votes cast. All officials shall be elected to hold office for a term of two years.

**3a.** To be eligible to be a candidate for the position of DC Pride Volleyball League Commissioner, the candidate must have been a member of the Board of Directors within the previous three (3) years.

**3b.** In the League's inaugural year, 2015, the Vice Commissioner and Secretary will be elected at the conclusion of the Fall Season in December 2015 for a term lasting until the annual meeting in June 2017. The Commissioner and Treasurer shall be elected at the first annual meeting in June 2016 for a two-year term.

**Section 4. Election and Term of Office of the Division Representatives.** Division Representatives shall be elected for each division by the Members of that division before the beginning of the each season. They shall hold office for a term beginning four weeks before the start of the season and ending four weeks before the start of the next season. Division Representatives must play in the division for which they have been elected. Should a division representative transfer to another division during the term, the vacancy shall be filled as directed by Section 7. Each member of the Board shall hold office until the expiration of the term for which he or she is elected or until his or her death, resignation, or removal.



# DC PRIDE VOLLEYBALL LEAGUE

---

**Section 5. Selection and Term of Office of Additional Board Members.** Additional Board members, Players Director, Communications Director, Social and Sponsorships Director, Facilities and Equipment Director, Skills Development Director and Tournament Director (hereinafter referred to as Members-at-Large) shall be nominated by the Commissioner of DCPVL with the advice of the Executive Committee. Nominees must then be confirmed by a majority vote of the Board.

**5a.** Members-at-Large shall take office as soon as they have been confirmed by the Board and shall hold office for one year or until their predetermined term has expired.

**Section 6. Resignation and Removal of Members of the Board.** Each member of the Board shall hold office until the expiration of the term for the position to which he or she serves or until his or her death, incapacity, resignation, or removal.

**6a.** Resignation. Any member of the Board, except the Commissioner, may resign from office at any time by delivering a resignation in writing to the Commissioner. If the Commissioner resigns from office, he or she shall deliver a resignation in writing to the Executive Committee.

**6b.** Removal. Any member of the Board may be removed for cause by a two-third (2/3) vote of members of the Board present at a special meeting of the Board called for that purpose at which there is a quorum, or without cause, by a majority vote of the Members of the League.

**Section 7. Vacancies.** Upon the death, incapacity, resignation, or removal of any member of the Board, except the Commissioner, the remaining members of the Board shall fill the vacancy by a majority vote. In the event the Commissioner's office becomes vacant, a special meeting of the Members shall be held in which a new Commissioner shall be elected. The meeting shall be held as soon as practical, but in no event may the meeting be held later than one month after the Commissioner's office becomes vacant.

**Section 8. Meetings.** Meetings of the Board may be held at any place within or outside the District of Columbia as the Board may from time to time fix. The annual meeting of the Board in each year shall be held immediately following the annual meeting of the Membership. Other meetings of the Board shall be held whenever called by the Commissioner or a majority of the members of the Board.

**Section 9. Quorum and Voting.** Unless a greater proportion is required by law, a majority of the entire Board shall constitute a quorum for the transaction of business. Except as otherwise provided by law or by these By-laws, the vote of a majority of the officers present at the time of the vote, if a quorum is present, shall be the action of the Board. There shall be no proxy voting at Board meetings.

**Section 10. Action by the Board.** Any action required or permitted to be taken by the Board or any committee thereof may be taken without a meeting if all members of the Board or the committee consent in writing or electronically to the adoption of a resolution authorizing the action. The resolution and the written consents thereto by the members of the Board or committee shall be filed with the minutes of the proceedings of the Board or committee. Any one or more members of the Board or any committee thereof may participate in a meeting of the Board or committee by means of a conference telephone or similar communications equipment allowing all persons participating in the meeting to



# DC PRIDE VOLLEYBALL LEAGUE

---

hear each other at the same time. Participation by such means shall constitute presence in person at a meeting.

**Section 11. Notice of Meetings.** Notice of the time and place of each regular or special meeting of the Board, together with a written agenda stating all matters upon which action is proposed to be taken and, to the extent possible, copies of all documents on which action is proposed to be taken, shall be delivered to each member of the Board, at least three (3) days before the day on which the meeting is to be held.

**Section 12. Commissioner: Powers and Duties.** The Commissioner shall preside at all meetings of the Members, the Board, and the Executive Committee. He or she shall have general supervision of the affairs of the League and shall keep the Board fully informed about the activities of the League. He or she has the power to sign alone in the name of the League, all contracts authorized by the Board, unless the Board shall specifically require an additional signature. He or she shall perform other duties as assigned by the Board. The Commissioner shall not act in contradiction to any action of the Members or the Board unless specifically authorized by these By-laws.

**Section 13. Vice Commissioner: Powers and Duties.** The Vice Commissioner shall have such powers and duties as may be assigned to by the Board or by the Commissioner as authorized by these By-laws. In the absence of the Commissioner, Vice Commissioner shall perform the duties of the Commissioner but shall not take any binding action unless specifically authorized by the Board. In the event the office of the Commissioner becomes vacant, the Vice Commissioner shall serve as Commissioner until a new Commissioner is elected.

**Section 14. Secretary: Powers and Duties.** The Secretary shall act as secretary of all meetings of the Members, the Board, and the Executive Committee. He or she shall be responsible for the giving and serving of all notices of the League and shall perform all the duties customarily incident to the office of the Secretary, subject to the control of the Board, and shall perform such duties as assigned by the Board. The Secretary shall have available the seal of the Corporation.

**14a.** All minutes, agendas, and other records (paper and electronic) shall be turned over to the new Secretary within fifteen (15) calendar days upon leaving office.

**14b.** Any Member may inspect the minutes, agendas, and other public records by visiting [www.DCPVL.org/Board](http://www.DCPVL.org/Board). The Secretary is responsible for ensuring all documents of public record are posted to the League website in a timely manner.

**14c.** The Secretary shall maintain physical and/or electronic records for the past seven (7) fiscal years.

**Section 15. Treasurer: Powers and Duties.** The Treasurer shall keep full and accurate accounts of receipts and disbursements of the League, and shall deposit, or cause to be deposited, all monies and other valuable effects of the League in the name and to the credit of the League in such banks or depositories as the Board may designate. At the annual meeting of the Board, and whenever else



# DC PRIDE VOLLEYBALL LEAGUE

---

required by the Board, the Treasurer shall render a statement of the League's accounts. The Treasurer, at all reasonable times, shall exhibit the League's books and accounts to any member of the Board and shall perform all duties incident to the position of Treasurer, subject to the control of the Board, shall perform additional duties as assigned by the Board, and shall, when required, give such security for the faithful performance of his or her duties as the Board may determine.

**15a.** The Treasurer shall produce and publish to the Membership an annual-operating budget for the League within sixty (60) days of the beginning of each Fiscal Year.

**15b.** The Treasurer shall produce and publish a financial statement within thirty (30) days of the close of each quarter, as defined in Section 15c below, to the Board.

**15c.** The publishing of quarterly statements should be consistent with the League's Fiscal Year; Q1 ends on March 31st, Q2 ends on June 30th, Q3 ends on September 30th, and Q4 ends on December 31st.

**15d.** All financial records (paper and electronic), including invoices, bank statements, canceled checks, paperwork, budgets, etc., shall be turned over to the new Treasurer within fifteen (15) calendar days upon leaving office.

**15e.** Any Member may inspect the books by making a reasonable request in writing to the Treasurer. The Treasurer must allow inspection at the site of his or her choosing for a reasonable period of time within ten (10) business days of the request.

**15f.** The Treasurer shall maintain physical and/or electronic records for the past seven (7) fiscal years.

**Section 16. Division Representatives: Powers and Duties.** Division Representatives represent their division at Board meetings. The Division Representative is responsible for keeping his or her division informed of the Board's activities. Division Representatives shall perform additional duties as assigned by the Board.

**Section 17. Members-at-Large: Powers and Duties.** Members-at-Large shall have such powers and duties as may be assigned to by the Board or by the Commissioner as authorized in these By-laws.

**17a.** Social and Sponsorship Director: The Social and Sponsorships Director shall be responsible for identifying and managing relationships with league, division and team sponsors and coordinating membership socials and recruiting events. He or she shall maintain electronic records of sponsorship history.

**17b.** Players Director: The Players Director shall be responsible for all matters related to the team selection process, league scheduling and certification of officials. He or she shall maintain electronic records of player ratings and official certifications.



# DC PRIDE VOLLEYBALL LEAGUE

---

**17c. Facilities and Equipment Director:** The Facilities and Equipment Director shall be responsible for identifying and securing the playing facility and any necessary equipment.

**17d. President's Pride Cup (PPC) Tournament Director:** The PPC Tournament Director shall be responsible for planning the annual NAGVA sanctioned DC tournament taking place over the Thanksgiving Holiday weekend.

**17e. Rehoboth Beach Open (RBO) Tournament Director:** The RBO Tournament Director shall be responsible for planning the annual Rehoboth Beach sand tournament taking place in the month of June.

**17f. Skills Development Director:** The Skills Development Director shall be responsible for running the Skill Assessment sessions and all matters related to player eligibility, as well as the planning and implementation of weekly skills clinics to nurture the improvement of League members.

**17g. Communications Director:** The Communications Director shall be responsible for all matters related to communicating with the League members and external parties. This includes the League email, website and social media platforms.

**Section 22. Employees and Other Agents.** The Board may appoint from time to time such employees and other agents as it shall deem necessary, each of whom shall hold office during the pleasure of the Board, and shall have such authority and perform such duties and shall receive such reasonable compensation, as the Board may from time to time deem necessary.

**Section 23. Removal of Employees and Other Agents.** Any employee or agent of the League may be removed with or without cause, except as otherwise prohibited by law, by a vote of the majority of the Board.

## ARTICLE IV EXECUTIVE COMMITTEE

**Section 1. Responsibility and Numbers.** The Executive Committee of DCPVL shall consist of the Commissioner, Vice Commissioner, Secretary, and Treasurer. It shall serve as a committee of the Board of Directors and shall make recommendations to the Board on issues facing the League and the administration of the League. The Executive Committee shall also fulfill all other duties and obligations assigned it by the Board of Directors.

**1a.** In an event that a timely vote by the entire Board of Directors is not practical, the Executive Committee shall have the power to take action on urgent League matters between meetings of the Board of Directors in place of an action by the Board of Directors, subject to later review by the Board of Directors. In no event may the Executive Committee take an action in contradiction to an action of the Board of Directors or the Members, nor may it make a decision that could otherwise have been made by the Board of Directors. The Board of Directors shall have the



# DC PRIDE VOLLEYBALL LEAGUE

---

power to reverse any decision of the Executive Committee made under this clause if it deems it necessary.

**Section 2. Meetings.** Meetings of the Executive Committee shall be held at a time and place scheduled by the Commissioner or requested by the Board of Directors. Meetings shall be held on a regular basis as the need of the League requires.

**Section 3. Voting and Quorum.** Unless a greater proportion is required by law, three of the four Executive Committee members shall constitute a quorum for the transaction of business. Except as otherwise provided by law or by these By-laws, the vote of a majority of the officers present at the time of the vote, if a quorum is present, will constitute an act of the Executive Committee. There shall be no proxy voting at Executive Committee meetings.

**Section 4. Actions Taken by the Executive Committee.** Any actions taken or recommendations made by the Executive Committee must be submitted to the Board of Directors for its review and consent at the next meeting of the Board of Directors after the action was taken. No action taken by the Executive Committee shall bind DCPVL unless adopted by the Board of Directors, except as allowed by Section 1a of this Article.

**Section 5. Mandatory Duties.** The Executive Committee must comply with all state and federal laws, including corporate and tax filings.

## ARTICLE V TEAM CAPTAINS

**Section 1. Responsibility and Numbers.** Each team will be headed by a Team Captain. Team Captains will be responsible for selecting a team during the team selection process. There shall be as many Team Captains as there are teams per division.

**Section 2. Voting.** The Members in each division will vote for and elect Team Captains by means of a written ballot during the preceding Fall or Spring season. The nominees receiving the most votes will become Team Captains.

**2a.** Nominees who are not voted in as Team Captains, but who received one-eighth (1/8) or more votes, will be considered Alternate Team Captains. Alternate Team Captains will become Team Captains, in the order most to least votes, should a position of Team Captain become available prior to and up to the selection of teams.

**2b.** Should there be fewer nominees than positions available, the Board will appoint a player who played in that division the previous season.

**2c.** In the event a new division is created, the Board shall have authority to install the first set of Team Captains however it deems appropriate.





# DC PRIDE VOLLEYBALL LEAGUE

---

**Section 3. Resignation.** A Team Captain may resign from his or her position at any time by delivering a letter of resignation to their Division Representative.

**Section 4. Removal.** Any Team Captain may be removed for cause by a majority vote of the Board.

**Section 5. Vacancies.** A Team Captain is said to vacate his or her position by resignation, removal, death, or being absent from the team selection process.

**5a.** In the event of a vacancy during the season, the remaining members of the team must vote and elect a new Team Captain.

## ARTICLE VI COMMITTEES

**Section 1. Standing Committees.** The Board shall have the following standing committees to oversee the critical functions of the organization.

Committees shall be comprised of no less than 3, and no more than 5, voting members chosen from the full Board of Directors.

Committee members shall be nominated by the Commissioner, with the advice of the Executive Committee, and shall be voted on by the Full Board.

Additionally, one Committee member will be chosen by the full Board to serve as the Chair of the Committee.

An unlimited number of non-voting members may be added to the Committee, by a vote of the Committee, in order to properly execute the Committee's responsibilities.

**1a. Executive Committee.** The Executive Committee shall be comprised of the executive officers (Commissioner, Vice Commissioner, Treasurer and Secretary) of the organization. The Executive Committee shall have the responsibilities and authorities as detailed in Article IV of these By-Laws.

**1b. Governance Committee.** The purpose of the Governance Committee is to:

- i. Oversee the regular evaluation of the Board's performance and make recommendations to encourage the use of best practices.
- ii. Ensure compliance with all legal requirements of the organizations non-profit status.
- iii. The Vice-Commissioner shall always serve on the Governance Committee.

**1c. Audit Committee.** The purpose of the Audit Committee is to:



# DC PRIDE VOLLEYBALL LEAGUE

---

- i. Regularly review the organizations financial statements and make recommendations to encourage the use of best practices.
- ii. Ensure compliance with all accounting and financial requirements of the organizations non-profit status, including annual tax filing and audit.
- iii. The Treasurer shall always serve on the Audit Committee.

**1d. By-Laws and Rules Committee.** The purpose of the By-Laws and Rules Committee is to:

- i. Annually review the League's By-Laws and Rules of Play ahead of the annual meeting and prepare proposed changes for review and voting on by the Membership.
- ii. The Secretary shall always serve on the By-Laws and Rules Committee.

**Section 2. Needs.** Based on the League's needs, the Board shall create the necessary additional Committees.

**Section 3. Jurisdiction.** All Committees fall under the jurisdiction of the Board.

## ARTICLE VII CONTRACTS, CHECKS, BANK ACCOUNTS, AND INVESTMENTS

**Section 1. Checks, Notes, and Contracts.** The Board is authorized to select such depositories as it shall deem proper for the funds of the League. The Commissioner, the Vice Commissioner, the Secretary, and the Treasurer shall have signing power for bills, notes, receipts, acceptances, endorsements, checks (two signatures required, where appropriate), releases, contracts, and documents.

**1a.** In no instance may a person receiving a reimbursement be a sole signature on any check or other method used to issue a reimbursement.

**Section 2. Investments.** The funds of the League may be retained in whole or in part in cash or be invested from time to time in any investment that is 100% secure, (CD for example) with no risk.

## ARTICLE VIII OFFICE AND BOOKS

**Section 1. Office.** The office shall be located at such place as the Executive Committee may from time to time determine.

**Section 2. Books.** There shall be kept at a place or places determined by the Executive Committee, correct books of account of activities and transactions including a minute book, which shall contain a copy of the certification of incorporation, a copy of these By-laws, and all minutes of meetings of the members and of the Executive Committee.



# DC PRIDE VOLLEYBALL LEAGUE

---

## ARTICLE IX FISCAL YEAR

The fiscal year of the League shall be January 1 to December 31, determined by the Board of Directors.

## ARTICLE X BUDGET

The Board shall be responsible for creating the budget for the next fiscal year by December 1 of the current fiscal year.

## ARTICLE XI GRIEVANCES

**Section 1. Grievances Regarding League Play.** Any grievance or protest filed regarding an issue that arises during League or tournament play or pursuant to the League's Rules of Play shall be heard by the process outlined in those Rules. Final jurisdiction on these issues rests with the DCPVL Board of Directors and their decision shall be final. These grievances should be raised pursuant to the procedure outlined in the DC Pride Volleyball League Rules of Play.

**Section 2. Grievances Regarding Other Issues.** For all issues not relating to an issue of League play or play during a League tournament, including, but not limited to, those involving elections and League procedure, a member must follow the grievance procedure as outlined in these By-laws.

**Section 3. Procedure for Member Grievances.** If any member believes that he or she has a legitimate grievance against any issue that does not fall within the jurisdiction of Section 1 of this article, that League member should file a grievance, within ten (10) business days of the action taken that is the subject of their grievance, in writing or electronically, with the Commissioner of DCPVL.

**3a.** Non-members or former members may file grievances only in the following limited circumstances: a prospective member may file a grievance relating to the process of becoming a member of the League and a former member may file a grievance relating to action taken while he or she was a member of the League or regarding his or her dismissal from the League. In no event shall any non-members be entitled to file a grievance more than ten (10) business days after the action that is the subject of their grievance.

**3b.** If a grievance falls within the jurisdiction of Section 2 of this article, the Commissioner must provide the Grievance to the Chair of the Grievance Committee within five (5) business days. Once the Chair of the Grievance Committee receives the grievance, the Grievance Committee must, within ten (10) business days, either hold a hearing regarding the grievance or, when the Grievance Committee determines that the grievance lacks merit on its face, issue a written decision, as described in Section 3d, dismissing the grievance without a hearing.



# DC PRIDE VOLLEYBALL LEAGUE

---

**3c.** Grievance Committee hearings shall be held in a public setting at a time and place advertised to the League Membership with all interested parties specifically invited. All interested parties must be given time to address the Grievance Committee at the hearing. At the hearing, all interested parties must be invited to the meeting and allowed to speak. The Committee may choose to debate and rule on the grievance in a closed session but the Committee's written decisions must reflect the nature of the debate and the Committee's rationale behind its decision. If, after the hearing, the Committee believes the grievance to be legitimate, the Committee shall fashion an appropriate remedy that is otherwise allowable under the League's By-laws and other rules. If, after the hearing, the Committee believes the member's grievance is without merit, it shall dismiss the grievance.

**3d.** The Grievance Committee shall render a written decision regarding all grievances and shall note in the decision the members who support the decision and those who dissent. Any dissenting members of the Committee may write their own dissenting opinion, however, only the majority opinion shall constitute the decision of the Committee. Grievance Committee decisions shall be maintained for at least seven (7) years by the DCPVL Secretary and provided to the Grievance Committee Chair prior to the Committee's deliberations. Unless appealed, the decision of the majority of the Grievance Committee is final and binding on the League.

**3e.** Any interested party may appeal the Committee's decision, within ten (10) business days of the Committee releasing its decision, to the Board of Directors. An appeal is initiated when an interested party delivers a letter stating the nature of the appeal to the Commissioner. If a group of interested individuals is pursuing an appeal, they shall appoint one individual to represent them at the Board. The Grievance Committee shall appoint an individual to argue the Committee's position to the Board.

**3f.** The appeal shall be heard at the next scheduled meeting of the DCPVL Board of Directors, or at a special meeting called for that purpose prior to the next scheduled meeting, but in no event more than twenty (20) business days after the Commissioner received the request to appeal the decision. The Board may not table the appeal. The only three members who may present the appeal to the Board are the individual who represents those who sought to appeal the decision, a representative from the Committee to present the Committee's position, and the Executive Committee liaison to the Grievance Committee. The Board, by two-thirds (2/3) vote, may modify the Committee's decision in any way it deems appropriate, as long as the changes are otherwise allowable by these By-laws and other Rules of the League. The Board may discuss the appeal in closed session, but the minutes must reflect the nature of the debate. Any decision by the Board is final and binding on the League. Absent a two-thirds (2/3) vote of the Board, the Committee's decision shall stand.

**Section 4. Composition of the Grievance Committee.** The Grievance Committee shall be comprised of 2 members from each Division of the League and one member-at-large to make the number of committee members odd.



# DC PRIDE VOLLEYBALL LEAGUE

---

**4a.** Members of the Grievance Committee shall be nominated by the Commissioner of DCPVL and approved by the Board of Directors at its first meeting after the new Executive Committee takes office. If the member represents a particular division, he or she must have played in that division in the Spring season before his or her appointment, but moving to a different division in future seasons does not affect that member's position on the Committee.

**4b.** Members of the Grievance Committee shall serve one year terms, starting immediately after the Board confirms the member and concluding on the second June 30th the member serves. Members of the Grievance Committee must remain League members in good standing, or their position will be considered vacant.

**4c.** In the event of a vacancy on the Committee, the Commissioner shall nominate, with the approval of the Board of Directors, a replacement from the appropriate League division to complete the remainder of the term.

**4d.** Any member of the Grievance Committee may be removed for cause by a two-thirds (2/3) vote of the Board of Directors.

**4e.** The Executive Committee shall appoint one of its members to attend each hearing of the Committee and serve as a non-voting, advisory member to the Committee. This Executive Committee liaison shall attend and participate in all Committee proceedings, even if they are being held in closed session. If the subject of the grievance is against the Board, then the Commissioner shall not serve as the Executive Committee liaison.

**Section 5. Procedure of the Grievance Committee.** The Grievance Committee shall only meet when it needs to address a grievance. A quorum of the committee shall be a majority of its members. However, the Committee must have an absolute majority of its actual membership voting for a particular decision for that decision to bind the League.

**5a.** Each year, the Commissioner shall appoint one of the Committee members to act as Committee Chairman. The Committee Chairperson shall receive any grievance from the Commissioner and shall call a meeting of the Committee within ten (10) business days of receipt of the appeal. The Committee Chairperson shall preside over all meetings of the Committee. In the event the Chairperson is unable to attend, the Chairperson shall nominate a member of the Committee to oversee the meeting, subject to the approval of the Commissioner.

## ARTICLE XII INDEMNIFICATION

The Corporation may, to the fullest extent now or hereafter permitted by law, indemnify any person made, or threatened to be made, a party to any action or proceeding by reason of the fact that he, his testator or intestate was officer, employee, or agent of the Corporation, against judgments, fines, amounts paid in settlement and reasonable expenses, including attorney's fees.



# DC PRIDE VOLLEYBALL LEAGUE

---

## ARTICLE XIII AMENDMENTS

These By-laws may be amended by the affirmative vote of a majority of the entire membership of the League at a meeting duly called for the purpose of amending these By-laws. Any proposal for amendment to the By-laws must be presented in written form to the Board at least 90 days prior to the Annual Meeting of the Membership. The process of presenting the proposal to the general membership for voting shall be managed by the Board.