



GOTHAM VOLLEYBALL LEAGUE, INC. Bylaws, Policies and Procedures For League Members

Included in this packet:

- I. Bylaws of the Gotham Volleyball League
- II. Rules of Play
- III. Sportsmanship and Anti-Violence Policy

Effective May 24, 2022

GOTHAM VOLLEYBALL LEAGUE, INC.

BY-LAWS

ARTICLE I NAME AND MISSION

Section 1. Name. The name and purpose of the corporation is Gotham Volleyball League, Inc. (referred hereafter as Gotham, Corporation, League, or Organization).

Section 2. Mission. The mission of Gotham Volleyball is to improve the quality of life for LGBTQ individuals by building community through the sport of volleyball. Gotham Volleyball will accomplish this mission, among other ways, by:

- A. Providing volleyball competition and other activities designed to help bring people together (both within the LGBTQ community, and fostering interaction and understanding between the LGBTQ community and the greater community), foster friendships, reinforce healthy lifestyles, and build community pride and participation, all within a non-judgmental, competitive, safe, positive, encouraging and fun environment.
- B. Fostering amateur athletic competition within the meaning of Section 501(c)(3) of the Internal Revenue Code and promoting education by breaking down the stereotypes about the LGBTQ community in sports through organizing volleyball training programs at all levels, training teams to compete in national and international tournaments, and entering teams in national and international volleyball tournaments (including, but not limited to, those organized by the North American Gay Volleyball Association).
- C. Promoting youth education by (1) partnering with, and supporting the mission of, New York City Public Schools through financial support to these schools, (2) organizing youth volleyball tournaments and other youth athletic training, and (3) providing scholarship opportunities for students.
- D. Providing greater understanding and breaking down barriers by fostering, through our organization's activities, greater interaction between people of different races, religions, cultures, creeds, origins, gender identities, and socioeconomic classes and by providing financial scholarships for those who may not otherwise have the means to participate in our organization.

Section 3. Scope. Any person or anything using the name of Gotham Volleyball League or the organization's resources (including Membership lists, Membership groupings, organization structure, e-mail distribution lists, logos or other identifying marks, social media accounts, Gotham structures or the corporation's Tax identification number) falls under the jurisdiction of these Bylaws, and is subject to regulation by the Board of Directors and other governing bodies of Gotham.

ARTICLE II MEMBERS

Section 1. Membership. Membership shall be open to all persons over 18 years of age and interested in the purpose of Gotham. Members of Gotham must comply with Membership policies as established by the Board of Directors and be active and up-

to-date in dues and any other fees owed to Gotham. Gotham does not discriminate in its Membership on the basis of race, sex, age, religion, national origin, sexual orientation, or gender identity.

Section 2. Membership Dues. Membership dues shall be determined on an annual basis, by a majority vote of the Board of Directors.

Section 3. Limits on Membership. Members who are not up to date in payments due to the organization, or who have been found to violate the rules and obligations of Membership in the organization pursuant to the procedures set forth in these Bylaws, and/or other policies set forth by the Board of Directors, are considered Members in Bad Standing. Members in Bad Standing are not permitted to vote, participate in Gotham activities, or enjoy other benefits of Membership until they are returning to Good Standing.

- A. Members in Bad Standing as a result of failure to pay dues or fees owed to Gotham shall be considered in Bad Standing as soon as they have failed to pay the relevant dues or fees, but shall be immediately returned to Good Standing upon payment of the outstanding dues or fees, unless the Board of Directors establishes other criteria necessary for the member to return to Good Standing.
- B. Members in Bad Standing as a result of matters other than of failure to pay dues or fees (even if failure to pay dues and fees is an additional matter) shall be returned to Good Standing as determined by the Board of Directors, or other relevant body as designated by these Bylaws, or the Board of Directors, or any policy of the Board of Directors.

Section 3. Meetings and Voting. At least once during each year, the Membership shall vote on issues facing the organization as determined by the Board and for relevant Gotham leadership using a method designated by the Board. Unless determined otherwise by the Board, these votes will take place through a survey of the Membership, the voting will be construed as an annual meeting of the Membership, and no in-person annual meeting shall be required. However, as provided below, other meetings of the Membership may be called if necessary.

- A. Procedures For In-Person Meetings Of The Membership. Notwithstanding the provision of Section 3, the Board (by majority vote) or the Membership by petition signed by at least 30% of the membership may call an in-person meeting of the Members to conduct business when necessary. The meeting shall be held at a date and time determined by the Board, or as stated in the Membership petition. If the meeting is called pursuant to a Member petition, the petition must explicitly state the matters to be put before the Membership at the meeting, and the meeting shall be limited to consideration of those issues. The President of Gotham shall preside at the meeting(s) of the Members or, in the absence of the President, an acting Chairperson shall be chosen by the Board Members present. The Secretary of Gotham 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.

- B. Action of the Members. Except as otherwise provided by these Bylaws, any action authorized by the Members at a meeting must receive a majority of the votes cast, along with a quorum of members participating.

Section 4. Notice of Meetings. Written notice of the date and time of any meeting of the Members, along with a description of the matters at issue during the meeting, shall be disclosed to the Membership, not less than 14 calendar days before the date of the meeting.

Section 5. Quorum and Voting.

- A. During survey voting and leadership elections as described in Section 3, a member may vote through a method designated by the Board of Directors, so long as each member is provided adequate notice and an opportunity to vote. Each member in good standing shall be entitled to one vote, regardless of the extent of the Member's participation in Gotham activities, unless otherwise specified in these Bylaws. No proxy voting is permitted.
- B. At any in-person meeting of the Members, each member in good standing shall be entitled to one vote, regardless of the extent of the member's participation in Gotham activities, unless otherwise specified in these Bylaws. Participation by a majority of the members shall constitute a quorum necessary for the transaction of business. A member may vote by proxy by designating their 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 their own vote.
- C. The Secretary shall maintain a record of both (1) vote totals and (2) the original ballots (if by paper) or a database of the member responses (if by electronic survey) for at least a period of one year following any vote.

Section 6. Member Initiative and Recall. Any member, supported by a petition signed by 30% of the membership, may make a proposal not inconsistent with these Bylaws or seek a recall of any Gotham officer by filing a petition signed by 30% of the current Membership. Any such petition shall be subject to review as to sufficiency by the Grievance Officer, with any challenges heard by the Grievance Committee. If sufficient, the question shall be presented to the members within a reasonable time set by the Grievance Committee. For recall petitions, 60% of the membership must vote to recall the officer or official in order for the position to be declared vacant.

Section 7. Resignation and Removal of Members. Each member shall be a member for the fiscal year in which dues are paid or until their death, incapacity, resignation, or removal.

- A. Resignation. Any member may resign from the Membership by delivering a resignation orally, in writing or by e-mail to the Secretary of Gotham Volleyball. Resignation does not entitle the member to a refund of any dues.
- B. Removal. Any member may be removed from the Membership for good cause by a two-thirds (2/3) vote of the Board of Directors. Additionally, a member may be removed by a majority vote of the Board of Directors upon the recommendation of any Leadership Group overseeing a program in

which the member is an active participant by a two-thirds vote, or upon the recommendation of a majority vote of the Grievance Committee of the Board of Directors, consistent with that Committee's procedures as set forth in these Bylaws and other policies adopted by the Board of Directors. Before any member can be removed, the member must be given advance notice of each and every meeting where the matter of the member's removal will be considered.

ARTICLE III BOARD OF DIRECTORS

Section 1. Powers and Responsibilities. Gotham shall be managed by its Board of Directors (referred hereafter as Board). The Board is Gotham's highest body of authority, and its purpose is to oversee, coordinate, manage, and plan to ensure that Gotham achieves its mission. The Board may, in its sole discretion, may promulgate binding policies and take any action on any matter affecting the organization, as long as the policy or action is not inconsistent with these Bylaws or any action taken by the Membership.

Section 2. Members of the Board of Directors.

- A. The following individuals constitute the Board of Directors:
 - (1) The Board of Directors will include the President, Vice President for Division Play, Vice President for Training, Vice President for Activities and Outreach, Secretary, and Treasurer.
 - (2) Directors-At-Large: Four Directors-At-Large elected by the Membership.
 - (3) Active Past Presidents: Active Past Presidents who make an annual commitment to fulfill the duties required of Board members may serve as members of the Board. However, whenever more than three Active Past Presidents serve on the Board at the same time, only three Active Past Presidents shall be entitled to vote at meetings of the Board. Whenever there are more than three Active Past Presidents in attendance at Board meetings, the 3 votes shall be allocated at each meeting amongst the Active Past Presidents by agreement between them, and, if there is a dispute, the four votes shall be allocated among the Active Past Presidents by the officer chairing the Board meeting. Active Past Presidents who are in attendance but are not allocated a vote at any given meeting shall be entitled to participate as a non-voting member of the Board.
 - (4) Grievance Officer: The Grievance Officer shall serve as a non-voting, *ex officio* member of the Board of Directors.
- B. Each member of the Board shall hold office until the expiration of the term for which the member is serving or until their death, resignation, or removal.
- C. Each voting member of the Board of Directors is entitled to one vote. No individual may hold more than one voting position on the Board of Directors, nor may any voting member of the Board of Directors hold a voting position in any Leadership Group. However, any voting Board

member may serve on any Committee, and/or in a non-voting capacity in any Leadership Group.

Section 3. President: Powers and Duties. The President shall preside at all meetings of the Membership and Board of Directors; have general supervision of the affairs of the Corporation and shall keep the Board fully informed about the activities of the Corporation; have the power to sign alone in the name of the Corporation, all contracts authorized by the Board, unless the Board shall specifically require an additional signature; and shall perform other duties as assigned by the Board. The President shall not act in contradiction to any action of the Members or the Board unless specifically authorized by these Bylaws. When the President expects to be unavailable, the Secretary shall temporarily perform the duties of President, but the Secretary shall not take any binding action unless specifically authorized by the Board.

Section 4. Vice President for Division Play: Powers and Duties. The Vice President for Division Play ("VPDP") shall be responsible for general oversight of Gotham's Division Play program, and shall serve on, and chair, the Division Play Leadership Group; shall coordinate and ensure necessary communication between the Board and the Division Play Leadership Group, and advocate for the Division Play Leadership Group's needs on the Board. The Vice President for Division Play shall also fulfill such powers and duties as may be assigned to by the Board or by the President as authorized by these Bylaws.

Section 5. Vice President for Training: Powers and Duties. The Vice President for Training ("VPT") shall be responsible for general oversight of Gotham's Power program, and shall serve on, and chair, the Training Leadership Group; shall coordinate and ensure necessary communication between the Board and the Training Leadership Group, and advocate for the Training Leadership Group's needs on the Board. The Vice President for Training shall also fulfill such powers and duties as may be assigned to by the Board or by the President as authorized by these Bylaws.

Section 6. Vice President for Activities and Outreach: Powers and Duties. The Vice President for Activities and Outreach ("VPAO") shall be responsible for general oversight of Gotham's programming that does not fall within the Division Play, Tournaments and Open Play, and Training groups. The VPAO is charged with ensuring that Gotham provides a variety of community programming consistent with its mission. The VPAO shall serve on the Activities and Outreach Leadership Group, shall coordinate and ensure necessary communication between the Board and the Activities and Outreach Leadership Group, and advocate for the Activities and Outreach Group's needs on the Board. The VPAO shall also fulfill such powers and duties as may be assigned to by the Board or by the President as authorized by these Bylaws.

Section 7. Vice President for Tournaments and Open Play: Powers and Duties. The Vice President for Tournaments and Open Play ("VPTOP") shall be responsible for general oversight of Gotham's volleyball activities that do not fall within the Division Play or Training groups. The VPTOP shall serve on, and chair, the Tournaments and Open Play Leadership Group, shall coordinate and ensure necessary communication between the Board and the Tournaments and Open Play Leadership Group, and advocate for the Tournaments and Open Play Leadership Group's needs on the Board. The VPTOP shall also fulfill such powers and duties as may be assigned to by the Board or by the President as authorized by these Bylaws.

Section 8. Secretary: Powers and Duties. The Secretary shall act as secretary of all meetings of the members and the Board. The Secretary shall be responsible for the giving and serving of all notices of the Corporation 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. The Secretary shall also collect the minutes of meetings of the Leadership Groups and Board Committees, circulating these minutes to the members of the Board for their reference, and maintain and make available copies of these minutes as required in these Bylaws.

- A. 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.
- B. Any member may inspect the minutes, agendas, and other public records by making a reasonable request in writing to the Secretary. The Secretary must allow inspection at the site of the Secretary's choosing for a reasonable period of time within ten (10) business days of the request. The Secretary may fulfill this obligation by directing the requesting member to relevant sections of the Gotham website to the extent that all of the requested information is contained therein.
- C. The Secretary shall maintain physical and/or electronic records for the past seven (7) fiscal years.

Section 9. Treasurer: Powers and Duties. The Treasurer shall keep full and accurate accounts of receipts and disbursements of the Corporation, and shall deposit, or cause to be deposited, all monies and other valuable effects of the Corporation in the name and to the credit of the Corporation in such banks or depositories as the Board may designate. At the annual meeting of the Board, and whenever else required by the Board, the Treasurer shall render a statement of the Gotham's accounts. The Treasurer, at all reasonable times, shall exhibit the Gotham'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 their duties as the Board may determine.

- A. The Treasurer shall produce and publish to the Membership an annual-budget containing all revenues and expenses of the League within sixty-days (60 days) of the beginning each Fiscal Year.
- B. The Treasurer shall produce and publish a financial statement within thirty days (30 days) of the close of each quarter to the Membership.
- C. The publishing of quarterly statements should be consistent with the League's Fiscal Year; Q1 ends on August 31st, Q2 ends on November 30th, Q3 ends on February 28th, and Q4 ends on May 31st.
- D. 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.

- E. 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 the Treasurer's choosing for a reasonable period of time within ten (10) business days of the request.
- F. The Treasurer shall maintain physical and/or electronic records for the past seven (7) fiscal years.

Section 10. Directors-At-Large: Powers and Duties: Directors-At-Large of the Board of Directors shall help guide the organization as voting members of the Board. Directors-at-Large are responsible for attending Board meetings, assigned committees, helping Gotham fulfill its mission through significant commitments of time, efforts, and/or resources, and fulfilling all other duties assigned by the Board.

Section 11. Active Past Presidents Serving On The Board: Powers and Duties: Qualified Acting Past Presidents shall help guide the organization as voting members of the Board as described in Section 2(A)(3). Active Past Presidents shall share the knowledge and experience they acquired as leaders in this organization to ensure Gotham remains committed to and fulfills its mission. Active Past Presidents are also responsible for attending Board meetings, assigned committees, and providing significant commitments of time, efforts, and/or resources, and fulfilling all other duties assigned by the Board.

Section 12. Grievance Officer: Powers and Duties: The Grievance Officer shall chair the Grievance Committee, shall serve as an *ex officio* member of the Board of Directors, and shall also serve as an impartial arbiter in organizational disputes, ensuring fairness and Gotham's continued focus on fulfilling its mission. The Grievance Officer shall fulfill all duties and responsibilities required of the Officer under these Bylaws and policies of the Board, including, but not limited to, Gotham's Sportsmanship and Anti-Violence Policy.

Section 13. Election and Term of Office of the President, Secretary, and Treasurer. The President, the Secretary, and the Treasurer shall be elected by the Membership by majority of the votes cast.

- A. These elected officials shall each hold office for a term of two years, starting June 1 after their election and ending the second May 31 after the start of the term. The year they are elected is hereinafter referred to as the President Election Year, and the year where they are not up for election is hereinafter referred to as the Alternate Election Year.
- B. To be eligible to be a candidate for Gotham President, a candidate must have been a member of the Board of Directors, or served on one of Gotham's Leadership Groups, within the previous three (3) years.

Section 14. Appointment and Term of Office of Vice Presidents. The Vice President for Division Play, Vice President for Training, Vice President for Activities and Outreach, and Vice President for Tournaments and Open Play shall be nominated by the Elections and Nominations Committee of the Board of Directors and confirmed by a majority vote of the Board of Directors at the organizational meeting of the Board of Directors in June.

- A. The Vice Presidents two-year term starting in the immediately upon confirmation at the organizational meeting of the Board of Directors for the Alternate Election Year, and expiring May 31 during the next Alternate Election Year.
- B. Individuals nominated to serve in each of the Vice President roles must demonstrate commitment to Gotham Volleyball, possess skills necessary for leadership in Gotham Volleyball and the position to which they are being nominated, commit to help Gotham Volleyball fulfil its mission, and add value to the Board of Directors.

Section 15. Election and Term of Office of Directors-At-Large. Four elected Directors-At-Large shall be elected by the Membership.

- A. Elected Directors-At-Large shall be elected in the Alternate Election Year. They shall hold office for a two-year term starting June 1 after their election, ending the second May 31 after the start of the term. . A candidate must receive at least 40% of the vote in order to be elected as a Director-At-Large.

Section 16. Active Past Presidents. Past Presidents who are Members in Good Standing who seek to serve on the Board of Directors shall submit to the President, at least 48 hours prior to the June organizational meeting, a written or e-mail request expressing their interest in service on the Board for the term. The Past President must agree to comply with all policies and expectations of Board members. The Board will consider the request at its organizational meeting and may reject the request only if the Past President (1) was found to have failed to comply with the policies and expectations of Board members while serving on the Board in the past, (2) has been previously removed from the Board for cause, and/or (3) it has been more than two years since the Past President has been a member of Gotham. If approved, the Past President shall serve as a member of the Board until the end of the term on May 31. If rejected, the Past President may not serve on the Board in that capacity that year, but may submit a new request prior to the next organizational meeting.

Section 17. Appointment and Term of Office of the Grievance Officer. The Grievance Officer shall be nominated by the Elections and Nominations Committee of the Board of Directors and confirmed by a majority vote of the Board of Directors at the organizational meeting of the Board of Directors each June.

- A. The Grievance Officer shall serve a one-year term starting immediately upon confirmation at the organizational meeting of the Board of Directors and expiring the following May 31.
- B. An individual selected to serve as Grievance Officer must have a history of commitment to Gotham Volleyball and adherence to and respect for Gotham's policies and procedures, including, but not limited to, the Sportsmanship and Anti-Violence Policy; possess the character, judgment, impartiality, and skill necessary to mediate challenging interpersonal and technical disputes; and desire to help Gotham Volleyball successfully fulfil its mission.

Section 18. 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 the

Board member serves or until the Board member's death, incapacity, resignation, or removal.

- A. Resignation. Any member of the Board, except the President, may resign from office at any time by delivering a resignation in writing to the President. If the President resigns from office, the President shall deliver a resignation in writing to the Secretary.
- B. 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 60% vote of the Members pursuant to the Recall provision of these Bylaws.

Section 19. Vacancies.

- A. Vacancies Filled By Board Appointment. Upon the death, incapacity, resignation, or removal of any member of the appointed members of the Board at any time, or any elected member of the Board other than President, the remaining members of the Board shall fill the vacancy by a majority vote of the Board based on a recommendation of the Elections and Nominations Committee following the vacancy being publicized to the membership, solicitation of applications for the vacancy and a subsequent a merit-based screening process by that Committee. In the event an active Past President serving on the Board vacates a seat on the Board, that seat shall remain vacant for the remainder of the term.
- B. President. In the event the President's office becomes vacant a special election shall be held in which a new President shall be elected to fill the vacancy for the remainder of the term. The Secretary shall serve as acting President until a new President is elected, and shall oversee the election of the new President (unless the Secretary is a candidate, in which case the Secretary shall, as acting President, select an impartial Board member who is not running to oversee the election). The election shall be held as soon as practical, but in no event may the election be held later than thirty (30) days after the President's office becomes vacant.

Section 20. Meetings. Meetings of the Board may be held at any place within or outside the State of New York 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 election of applicable Board positions by the Membership. Other meetings of the Board shall be held whenever called by the President or a majority of the members of the Board.

- A. Organizational Meeting of the Board. The Board shall hold an organizational meeting each June. During this organizational meeting, the Board shall conduct the following business:
 - (1) Confirmation votes for all nominations to appointed Board seats for the upcoming year;
 - (2) Confirmation votes for all nominations to appointed positions on Leadership Groups for the upcoming year;

- (3) Approval votes for all Past Presidents who seek seats on the Board of Directors for the upcoming year;
- (4) Assigning individuals to serve on all standing committees, and any *ad hoc* committees, for the upcoming year for any position not otherwise filled pursuant to these Bylaws and other policies; and
- (5) Establishing policies and expectations for the conduct of Board members for the upcoming year.

Section 21. Quorum and Voting. Unless a greater proportion is required by law, a majority of voting Board members shall constitute a quorum for the transaction of business. Only members of the Board who are present at the meeting may vote; a Board member is present when that Board member is able to fully participate at the meeting, even if in a remote location using telephone, video conference, or other similar means. There shall be no proxy voting at Board meetings.

Section 22. Action by the Board. Except as otherwise provided by law or by these Bylaws, the Board takes an action when the action is approved by a majority vote of a quorum present and voting at a Board meeting. However, the Board or any committee thereof may take an action outside of a meeting if a majority (or greater number if these Bylaws so require for the matter at issue) of members of the Board eligible to vote or the committee consent in writing or electronically to the action. Any action taken outside a meeting must include published notice of 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 next meeting of the Board or committee.

Section 23. Emergency Action by Gotham Officers. In between meetings of the Board of Directors, in an event that a timely vote by the entire Board of Directors is not practical by other means, the President, Secretary, and Treasurer, along with any Vice Presidents whose areas of responsibility are affected by the matter at issue, shall have the power to take action on urgent organizational matters in place of an action by the Board of Directors, subject to later review by the Board of Directors. In no event may the Officers take an action in contradiction to an action of the Board of Directors or the Members, nor may they make a decision that could otherwise have been made by the Board of Directors. The Board of Directors shall have the power to reverse any decision of the Officers made under this clause if it deems it necessary. A quorum of at least 4 Officers is necessary for the Officers to take an action under this provision.

Section 24. 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 25. 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. Votes on such employees and agents must be consistent with the Board's Conflict of Interest Policy.

Section 26. Removal of Employees and Other Agents. Any employee or agent of Gotham may be removed with or without cause, except as otherwise prohibited by law, by a vote of the majority of the Board.

Section 27. Mandatory Duties. The Board and each individual officer thereon must comply with all state and federal laws, including ensuring timely completion of corporate and tax filings.

Section 28. Standing Committees. The Board shall have three standing committees: Elections and Nominations Committee; Finance Committee; and Grievance Committee.

- A. Elections and Nominations Committee. The Elections and Nominations Committee shall be responsible for running all Gotham elections and recommending relevant policies to the Board to regulate elections so that all candidates are given a full and fair opportunity in each election. Unless otherwise specified, the Committee shall make recommendations to the Board of Directors for individuals to fill all appointed positions based on the criteria set forth for those appointments in these Bylaws and as established by the Board. The Committee will also hear, review, and recommend resolution to the Board regarding all grievances regarding Gotham elections. The Committee shall also fulfill other duties and responsibilities as delegated by the Board.
 - (1) Composition of the Committee. The Elections and Nominations Committee shall be chaired by the President or another member of the Committee so designated by the President. The Committee shall include (1) the President, (2) the Secretary, (3) three additional Board members selected each year by the President and confirmed by the Board, (4) up to three interested individuals nominated by the Committee and confirmed by the Board. Vacancies shall be filled by the Board, upon the recommendation of the Elections and Nominations Committee.
- B. Finance Committee. The Finance Committee shall be responsible for recommending a budget for the Board's consideration prior to the Board's April meeting each year, and to recommend to the Board allocations of funds during the fiscal year for matters, except those allocations where these Bylaws state otherwise. The Committee shall also fulfill other duties and responsibilities as delegated by the Board.
 - (1) Composition of the Committee. The Finance Committee shall be chaired by the Treasurer or another member of the Committee so designated by the Treasurer. The Committee shall include (1) the Treasurer; (2) one representative from each Leadership Group selected each year by the chair of that Leadership Group; (3) up to four Board members selected each year by the President and confirmed by the Board; (6) up to two interested individuals elected each year at the Board's organizational meeting from interested members of Gotham who do not serve on either the Board or a Leadership Group, based on the recommendation of the Elections and Nominations Committee. Vacancies shall be filled by the Board, upon the recommendation of the Elections and Nominations Committee.
- C. Grievance Committee. The Grievance Committee will consider grievances as specified in these Bylaws (including, but not limited to, Article IX of these Bylaws), as well issues designated to it by the Board. The Grievance

Committee shall also fulfill other duties and responsibilities as delegated by the Board.

- (1) **Composition of the Committee:** The Grievance Committee shall be chaired by the Grievance Officer, who is nominated each May by the Elections Nominations Committee and confirmed by the Board at its organizational meeting. The Committee shall include (1) the Grievance Officer; (2) three members from Division Play; (3) two members from the Training Program; and (4) one member at-large.
- (2) **Qualification and Section of Committee Members:** All members of the committee shall demonstrate a history of adherence to Gotham's policies concerning community conduct, character and temperament appropriate to handling the issues that are heard by the committee and, to the extent practicable, should be selected to ensure representation from different days of play and skill levels. Grievance Committee members all be confirmed by the Board upon the recommendation of the Elections and Nominations Committee. Additionally, the President may designate a member of the Board to serve as a non-voting advisor to the Committee. Other than the Grievance Officer and the Board Advisor, no Board members may serve on the Grievance Committee.
- (3) **Procedure of the 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, as set forth in Article IX, the Committee must have an absolute majority of its actual Membership voting for a particular decision for that decision to bind Gotham.

Section 29. Ad Hoc Committees. Based on the Gotham needs, the Board shall create any necessary additional Committees.

Section 30. Committee Jurisdiction. All Committees fall under the jurisdiction of the Board, and all actions taken by the Committees are subject to Board review, except as specified in these Bylaws.

ARTICLE IV LEADERSHIP GROUPS

Section 1. Purpose and Number. Gotham shall have four Leadership Groups, made up of designated leaders of Gotham, each with jurisdiction to implement a key area of programming, maintain oversight over that programming, request funding from the Board for that area of programming, and, subject to the approval of the Board of Directors, promulgate policies for that area of programming. The four Leadership Groups are: Division Play, Training, Tournaments and Open Play, and Activities and Outreach.

Section 2. Division Play Leadership Group. In consultation with the Board, the group is responsible for the implementation of Division Play, including tryouts, weekly competition, and End of Season Tournaments. The group may allocate funds budgeted to it by the Board of Directors. The group shall assess all independent contractors and employees who facilitate Division Play activities, and make recommendations to the Board regarding these independent contractors and employees. The group shall recommend to the Board changes to Gotham policies,

including any rules pertaining to Division Play. The group is also responsible for other duties designated by the Board.

- A. Composition. The Leadership Group shall consist of the Vice President of Division Play and one elected representative from each level of Division Play.
- B. Elections for Division Representatives. Division Representatives to the Division Play Leadership Group shall be elected by all participants in the relevant division who are in good standing. While all participants can vote in the election, only Members of Gotham in good standing can serve as Division Representatives.
- C. Term of Office of the Division Representatives. Division Representatives shall be elected for each division of play by the participants in good standing of that division at the beginning of the Fall season by the third week of competition in their respective division. They shall hold office for a term of one year, beginning the fourth week of competition of the Fall season and ending the third week of competition of the following Fall season. Division Representatives must play in the division for which they have been elected.
- D. In-Term Vacancies: Each Division Representative shall hold office until the expiration of the term for which the Division Representative is elected or until their death, resignation, removal, or departure from the division. In the event that a Division Representative position becomes vacant, the Division Play Leadership Group shall appoint a member in good standing who plays in the relevant division to fill the position for the remainder of the term.
- E. Powers and Duties of Division Representatives. Division Representatives represent their division at Division Play Leadership Group meetings. Each Division Representative coordinates with the Treasurer for the collection of fees from the participants in the division. The Division Representative is responsible for keeping their division informed of Gotham's activities. Division Representatives shall perform additional duties as assigned by the Board and/or the Division Play Leadership Group.
- F. Team Captains. Each team in Division Play will be headed by a Team Captain. Team Captains will be responsible for selecting a team during the selection process, and responsible for working with the Division Representative to keep team members updated on Gotham information, as well as any other responsibilities designated under the Rules of League Play. There shall be as many Team Captains as there are teams per division.
 - (1) Nominations. The Elections and Nominations Committee shall, in coordination with the Division Play Leadership Group hold elections for Team Captains for the following season. Nominations for Team Captain must be solicited at least 1 week prior to the end of the season, and at least 1 week prior to the election.
 - (2) Voting. Team Captains shall be elected by participants in good standing in the relevant division. The nominees receiving the most votes will

become Team Captains. Nominees who are not voted in as Team Captains, but who received one-eighth (1/8) or more votes, are Alternate Team Captains. Alternate Team Captains will become Team Captains, in the order most to least votes, should a position of Team Captain become vacant prior to and up to the team selection process. Should there be fewer nominees than positions available in a particular division, the remaining positions shall be considered vacant and filled pursuant to Section 7, below.

- (3) Eligibility. Only participants who are (1) in good standing, (2) without any current misconduct sanctions, and (3) are currently playing in the Division shall be eligible to run for Team Captain for the following season.
- (4) New Divisions. In the event a new division is created, the Division Play Leadership Group shall have authority to install the first set of Team Captains however it deems appropriate, unless otherwise instructed by the Board.
- (5) Resignation. A Team Captain may resign at any time by delivering a letter of resignation to their Division Representative.
- (6) Removal. Any Team Captain may be removed, for cause and on notice to the Team Captain, by a majority vote of the Division Play Leadership Group. The Team Captain may appeal any removal in writing within 24 hours to the Board of Directors. If appealed, the Board may affirm the appeal by majority vote, or, if the motion to affirm fails to get a majority vote, the removal shall be considered invalid. If the Team Captain does not appeal to the Board, the decision of the Division Play Leadership Group is final. Further, a Captain may be removed by for cause by a majority vote of the Board of Directors without the involvement of the Division Play Leadership Group when such an action is recommended by the Grievance Officer or the Grievance Committee.
- (7) Vacancies. A Team Captain position is vacant when a Team Captain resigns, is removed from the position, dies, is absent from the team selection process at the start of the season, or fails to remain a member in good standing. If a Team Captain position becomes vacant before the team selection process, the next eligible Alternate Captain shall become Captain or, if there is no Alternate Captain, a new captain shall be appointed by the Division Play Leadership Group. If the position is vacant after the team selection process, the team shall elect a new Team Captain from amongst its Membership.

G. Season Cancellation: The Board of Directors, by a 2/3 vote and with consultation with the Division Play Leadership group, shall modify any procedural processes effected by a season cancellation or unanticipated change to the annual Division Play structure. Such modifications shall be narrowly tailored, limited to the season(s) directly impacted by the change and shall not be inconsistent with any substantive provision of these bylaws.

Section 3. Training Leadership Group. In consultation with the Board, the group is responsible for the implementation of the Power Program and other clinics, including tryouts, classes, and coach coordination (in conjunction with the Power

Technical Director). The group shall also be responsible for other duties designated by the Board. The group may allocate funds budgeted to it by the Board of Directors. The group shall assess all independent contractors and employees who facilitate Power Program and other training activities, and make recommendations to the Board regarding these independent contractors and employees. The group shall recommend to the Board changes to Gotham policies.

- A. Composition. The Training Leadership Group shall consist of the Vice President of Training and one elected representative from each Power class. The Leadership Group may also appoint volunteers to assist in its duties who can serve as non-voting members of the Group. The Power Technical Director must attend meetings of this Leadership Group as a non-voting participant, but, at the Leadership Group's discretion, may be excluded from meetings to the extent that the Leadership Group discusses and votes on recommendations regarding personnel issues.
- B. Elections for Power Representatives. Power Representatives to the Training Leadership Group shall be elected by all participants in the relevant Power class as long as they are in good standing (including payment of all relevant dues and fees). While all participants can vote in the election, only members in good standing can serve as Power Representatives.
- C. Election and Term of Office of the Power Representatives. Power Representatives shall be elected for each Power class by the participants in good standing in that class at the beginning of the Fall season by the third week of competition in their respective class. They shall hold office for a term beginning the fourth week of competition of the Fall season and ending the third week of competition of the following Fall season. Power Representatives must play in the class for which they have been elected. Should a Power Representative transfer to another class during the term, the position shall be considered vacant. Each Power Representative shall hold office until the expiration of the term for which they were elected or until the Representative's death, resignation, removal, or departure from the Power class. In the event that a Power Representative position becomes vacant, the Training Leadership Group shall appoint a member in good standing who plays in the class for which there is a vacancy to fill the position for the remainder of the term.
- D. Powers and Duties of Power Representatives. Power Representatives represent their class at Training Leadership Group meetings. Each Power Representative coordinates with the Treasurer for the collection of fees from the participants in their class, and assist the coach(es) of the class in maintain class records and other assistance as requested by the coach(es). The Power Representative is responsible for keeping their class informed of Gotham's activities. Power Representatives shall perform additional duties as assigned by the Board and/or the Training Leadership Group.
- E. Season Cancellation: The Board of Directors, by a 2/3 vote and with consultation with the Training Leadership group, shall modify any procedural process effected by a season cancellation or unanticipated change to the annual Power structure. Such modifications shall be narrowly tailored, limited to the season(s) directly impacted by the change

and shall not be inconsistent with any substantive provision of these bylaws.

Section 4. Tournaments and Open Play Leadership Group. In consultation with the Board, the Tournaments and Open Play Leadership Group is responsible for the implementation of all Open Plays, Friendship Tournaments, Gotham-sponsored Tournaments, and Gotham-managed inter-city and international tournaments. The group may allocate funds budgeted to it by the Board of Directors. The group shall assess all independent contractors and employees who facilitate its programming, and make recommendations to the Board regarding these independent contractors and employees. The group shall recommend to the Board changes to Gotham policies. The group shall also be responsible for other duties designated by the Board.

- A. Composition. The Tournaments and Open Play Leadership Group shall consist of the Vice President of Tournaments and Open Play and at least 4 and not more than 10 appointed Gotham Members-At-Large. Any Tournament Director who is not already a member of the Tournaments and Open Play Leadership Group shall be a non-voting, *ex officio* member of the Leadership Group.
- B. Appointment and Term of Office of the Members-At-Large. Members-At-Large of the Tournaments and Open Play Leadership Group shall be recommended by the Elections and Nominations Committee, and confirmed by the Board at its organizational meeting. In order to be nominated for this position, the individual must have a history of demonstrated interest in and contributions toward Tournaments and/or Open Play. Each Member-At-Large shall hold office for a term beginning with their confirmation by the Board, and ending the following May 31. Each Member-At-Large shall hold office until the expiration of the term for which they were elected or until the Member-At-Large's death, resignation, or removal. In the event that a Member-At-Large position becomes vacant, the Tournaments and Open Play Leadership Group shall appoint another member of Gotham in good standing who meets the appropriate criteria to fill the position for the remainder of the term.
- C. Powers and Duties of Members-At-Large. Members-At-Large shall be assigned by the Leadership Group to facilitate specific programs that fall under the jurisdiction of the Leadership Group. Members-At-Large shall perform additional duties as assigned by the Board and/or the Training Leadership Group.

Section 5. Activities and Outreach Leadership Group. In consultation with the Board, the Activities and Outreach Leadership Group is responsible for the implementation of all social events, community events, and community outreach programming necessary for Gotham to achieve its mission. The Leadership Group may allocate funds budgeted to it by the Board of Directors. The group shall also be responsible for other duties designated by the Board.

- A. Composition. The Activities and Outreach Leadership Group shall consist of the Vice President of Activities and Outreach and at least 4 and not more than 10 appointed Gotham Members-At-Large.

- B. Election and Term of Office of the Members-At-Large. Members-At-Large of the Activities and Outreach Leadership Group shall be recommended to the Board by its Elections and Nominations Committee, and confirmed by the Board at its organizational meeting. In order to be nominated for this position, the individual must have a history of demonstrated interest in and contributions toward Gotham's social programing, community programming, and/or community outreach. Each Member-At-Large shall hold office for a term beginning with their confirmation by the Board, and ending the following May 31. Each Member-At-Large shall hold office until the expiration of the term for which they were elected or until the Member-At-Large's death, resignation, or removal. In the event that a Member-At-Large position becomes vacant, the Leadership Group shall appoint another member in good standing who meets the appropriate criteria to fill the position for the remainder of the term.
- C. Powers and Duties of Members-At-Large. Members-At-Large shall be assigned by the Leadership Group to facilitate specific programs that fall under the jurisdiction of the Leadership Group. Members-At-Large shall perform additional duties as assigned by the Board and/or the Training Leadership Group.

Section 6. Meetings. Meetings of each Leadership Group shall be held at a regular time and place scheduled by the Leadership Group Chair, or the Board. .

Section 7. Voting and Quorum. Unless a greater proportion is required by law, a majority of Leadership Group members shall constitute a quorum for the transaction of business. Votes may be held electronically and outside of regularly scheduled meetings, provided there is a written record of the vote and the action taken. There shall be no proxy voting by Leadership Group members. Each voting member of a Leadership Group is only entitled to one vote, and may not serve in more than one voting position within a group. However, otherwise eligible individuals may serve in a voting capacity in multiple groups.

Section 8. Actions Taken by Leadership Groups. Any actions taken or recommendations made by each Leadership Group must comply with these Bylaws, all other policies promulgated by the Board, and cannot contradict an action of the Board or the Members. Except as otherwise provided by law or by these Bylaws, a Leadership Group takes an action when such action is approved by a majority vote with a quorum participating. Any formal action of a Leadership Group must be documented, including the members of the group present and the total vote of the group members. Such documentation shall be transmitted to the Board of Directors by its next meeting and made available for member inspection. Unless the Board determines otherwise, if the Leadership Group fails to provide timely documentation to of its action by the next meeting of the Board the action of the Leadership Group shall be considered null and void.

Section 9. Removal of Leadership Group Members. Any member of a Leadership Group may be removed in any the following ways:

- A. for cause by a two-third (2/3) vote of members of the Leadership Group present at a meeting of the Leadership Group at which there is a quorum, provided the member of the Leadership Group has notice of the action and

an opportunity to be heard and subject to appeal and reversal by a majority vote a quorum of the Board of Directors,

- B. with cause by a (2/3) vote of the Board of Directors at any regular or special meeting, provided the member of the Leadership Group has notice of the intended action and an opportunity to be heard, or
- C. without cause, by a 60% vote of the Members of Gotham scheduled by the Board or pursuant to the Recall provision of these Bylaws.

ARTICLE V

CONTRACTS, CHECKS, BANK ACCOUNTS, INVESTMENTS, AND SPENDING

Section 1. Checks, Notes, and Contracts. The Board is authorized to select such depositories as it shall deem proper for the funds of the Corporation. The President, Secretary, and the Treasurer shall have signing power for bills, notes, receipts, acceptances, endorsements, checks (two signatures required, where appropriate), releases, contracts, and documents. In no instance may a person receiving a disbursement be a sole signature on any check or other method used to issue that disbursement.

Section 2. Investments. The funds of the Corporation may be retained in whole or in part in cash or be invested from time to time in any investment that is secure and FDIC insured (CD for example). Any investment not FDIC insured may only be approved by a 2/3 vote of the Board of Directors.

Section 3. Limits on Spending Organization Revenue. No Gotham funds shall be donated to any outside organization, group, or individual in a manner inconsistent with the League's mission. Any expense must be explicitly budgeted and approved by the Board of Directors. Furthermore, any donation or similarly discretionary expense that would result in the League going below cash reserve targets shall not be permitted unless approved by a three-fourths (3/4) majority vote of the Board of Directors. This clause is not to restrict the Board of Gotham Members from holding specific fundraising events for the purpose of donation.

ARTICLE VI

OFFICE AND BOOKS

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

Section 2. Books. There shall be kept at a place or places determined by the Board, 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 Bylaws, and all minutes of meetings of the members and of the Board.

ARTICLE VII

FISCAL YEAR

The fiscal year of the Corporation shall be June 1 through May 31.

ARTICLE VIII BUDGET

The Board shall be responsible for creating the budget for the next fiscal year by May 1 of the current fiscal year, upon the recommendation of the Finance Committee. The Budget shall be amended, as necessary, by a majority vote of the Board in the event of a change of programming, unforeseen expenses, or other unanticipated fiscal or programming changes.

ARTICLE IX GRIEVANCES

Section 1. Grievances Regarding Division Play, Tournament Play, or Training Classes. Any grievance or protest filed regarding an issue that arises from a ruling of a referee or other league official concerning the conduct of a volleyball match during sanctioned volleyball competition shall be heard by the process outlined in the applicable Rules for each activity. Unless otherwise specified in the rules, final jurisdiction on these issues rests with the appropriate Leadership Group unless the applicable rules specify otherwise.

Section 2. Grievances Regarding Elections. Grievances regarding elections shall be heard by the Elections and Nominations Committee and appealed to the Board of Directors, whose decision shall be final. These grievances should be raised prior to the election so that the Committee can work to resolve the issue before the election is held. If the issue is not known prior to the election, the grievance must be filed within 24 hours after the results of the election are known.

Section 3. Grievances Regarding Other Issues. For any issue implicating Gotham's Sportsmanship and Anti-Violence Policy, or issues that do not fall within the categories described in Sections 1 and/or 2, a member must follow the grievance procedure as outlined in these Bylaws.

Section 4. Procedure for Member Grievances. If any member wishes to pursue a legitimate grievance against any issue that does not fall within the jurisdiction of Section 1 or 2 of this article, that 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 Grievance Officer.

- A. 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 team/class selection or becoming a member of the Gotham and a former member may file a grievance relating to action taken while the former member was a member regarding their dismissal as a member. 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.
- B. If a grievance falls within the jurisdiction of Section 3 of this article, the Grievance Officer must attempt to informally resolve the grievance and, failing resolution, the Committee shall meet in person or remotely within 10 business days of the grievance being filed to decide the issue. The Committee shall give all interested parties the opportunity to be

heard prior or at the meeting, unless the Committee determines by a majority vote that the Grievance lacks merit on its face. the

- C. 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. 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 Bylaws and other rules. If, after the hearing, the Committee believes the member's grievance is without merit, it shall dismiss the grievance.
- D. 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 Grievance Officer. 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. Unless appealed, the decision of the majority of the Grievance Committee is final and binding on Gotham.
- E. The appeal shall be heard at the next scheduled meeting of the Gotham Board of Directors, or at a special meeting called for that purpose prior to the next scheduled meeting.. The Board may not table the appeal, but if the Board determines that the grievance is limited in scope to the jurisdiction of one of the Leadership Groups, it may refer the appeal to the appropriate Leadership Group for final resolution. The Board or delegated Leadership Group may discuss the appeal in closed session, but the minutes must reflect the nature of the debate. Any decision by the Board or the delegated Leadership Group is final and binding on the League. Absent a two-thirds (2/3) vote of the Board or delegated Leadership Group reversing or modifying the decision, the Grievance Committee's decision shall stand.

ARTICLE X 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 they, their 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.

ARTICLE XI AMENDMENTS

Any proposal for amendment to the Bylaws first must be approved by a majority vote of the Board or, alternatively, presented in written form to the Board along with petition supporting the amendment signed by at least 30% of the Membership. These Bylaws are amended when a majority of the Membership of Gotham with a quorum of Membership participating approves the proposed amendment. The process of presenting the proposal to the general Membership for voting shall be managed by the Board, with the requirement that the Board present requisite notice to the Membership ahead of the vote.

ARTICLE XII IMPLEMENTATION

- A. These Bylaws shall become effective once approved by a majority vote of the Members of the Corporation, and shall wholly replace all prior Bylaws of the Corporation. Policies Adopted Under Previous Bylaws. All policies previously approved under the previous Bylaws, including the Rules of Play and Sportsmanship and Anti-Violence Policy remain in full force and effect as if passed by the Board under these Bylaws, except to the extent that they conflict with these Bylaws.
- B. Past Commissioners Construed As Past Presidents: The term “Past President” as used in these Bylaws shall include those individuals who served as “Commissioner” under any previous versions of these Bylaws where that title was used instead of the title of “President.”

Bylaws Amendments Approved by the Gotham Board of Directors on April 18, 2022 – Eric Eichenholtz, President; Kyle Williams, Secretary; Andre Carneiro, Treasurer; Patrick So, Vice President for Division Play; Blake Rogers, Vice President for Training; Juan Arevalo, Vice President for Activities and Outreach; Joe Hemsing, Vice President for Tournaments and Open Play; Joe Mignano, Joey Osio, Directors-at-large; Josh Christensen, Lew Smith, Past Presidents.

Bylaws Amendments Approved by the Membership in May 2022 by votes of 437-13 and 357-29.

Bylaws Amendments Approved by the Gotham Board of Directors on April 8, 2019 – Eric Eichenholtz, President; Erik Johnson, Secretary; Mike Hess, Treasurer; Patrick So, Vice President for Division Play; Leah Hughey, Vice President for Training; Max Szadek, Vice President for Activities and Outreach; David Fredericks, Joseph Hemsing, Jacob Rossmer, Greg Rubin, John Wetsell, Directors-at-large; Alan Amechazurra, Josh Christensen, Seth Eichenholtz, Lew Smith, Past Presidents.

Bylaws Amendments Approved by the Membership in May 2019 by votes of 557-37, 582-22, and 497-100.

Bylaws Amendments Approved by the Gotham Board of Directors on April 20, 2017 – Trevor Cano, President; Eric Eichenholtz, Secretary; Mike Hess, Treasurer; Patrick So, Vice President for Division Play; Leah Hughey, Vice President for Training; Max Szadek, Vice President for Activities and Outreach; Doug Christian, David Fredericks, Mark Liu, Yuxiang Sun, John Wetsell, Directors-at-large; Alan Amechazurra, Josh Christensen, Seth Eichenholtz, Lew Smith, Past Presidents.

Bylaws Amendments Approved by the Membership in May 2017 by votes of 610-14 and 595-30.

Bylaws Approved by the Gotham Board of Directors on November 10, 2015 – Trevor Cano, Commissioner; Eric Eichenholtz, Vice Commissioner; Manny Ciccone, Secretary; Lew Smith, Treasurer; Jarrett Adams, Royce Bugarin, Patrick Callahan, Doug Christian, Rafael De Arce, Seth Eichenholtz, David Fredericks, Michael Hess, Leah Hughey, Erik Johnson, Ronaldo Medina, Henry Mui, Richard Reid, Patrick So, Yuxiang Sun, Max Szadek, Vinh Truong, Richard Tucker, John Wetsell.

Bylaws Approved by the Membership in December 2015 by a vote of 522-56.

GOTHAM VOLLEYBALL LEAGUE, INC.

Policies, Rules & Procedures Manual

RULES OF PLAY

I. GENERAL GUIDELINES FOR VOLLEYBALL ACTIVITIES

A. PURPOSE

The enjoyment of the sport of volleyball in a safe environment for all participants should be the goal of Gotham's volleyball activities and is the intent for all rules and regulations regarding volleyball activities.

B. JURISDICTION

Although Gotham Volleyball Division play and other Gotham-sanctioned volleyball activities generally follows USA Volleyball rules, amendments or exemptions contained in these guidelines are applicable to all Gotham sanctioned competition.

C. DISTRIBUTION AND COMPLIANCE

1. The Gotham Volleyball Division Play Leadership Group shall coordinate the distribution of the complete Gotham Volleyball Policies and Procedure Manual to all participants in Division Play. This requirement may be satisfied by posting these policies on the Gotham Volleyball website and informing Team Captains of how to find them.
2. Participants in all Gotham-sanctioned volleyball activities, including, but not limited to, Division Play, Power classes, tournaments, and open play sessions, must be at least eighteen (18) years of age and sign a Member Liability Waiver Form accepting the terms and conditions contained in, and adherence to these rules and Gotham's various policies before engaging in any volleyball activities. This requirement may be satisfied by a member completing an online Member Liability Waiver Form via the Gotham Volleyball online registration system.

II. RULES OF THE SPORT FOR ALL GOTHAM SANCTIONED COMPETITION

A. GOTHAM VOLLEYBALL SANCTIONED PLAY FOLLOWS THESE RULES:

1. **GENERALLY:** All Gotham Volleyball sanctioned play follows USAV rules, except as otherwise specified.
2. **HEALTH AND SAFETY PROTOCOLS:** All participants in and spectators of Gotham Volleyball sanctioned activities are required to follow safety protocols enacted by the Board and Leadership Groups, as well as all applicable public health mandates.
3. **SERVICE:** The service zone is extended to include the full width of the 9-meter area behind the end lines. Only one toss or release of the ball for service allowing eight (8) seconds to complete the service. A point does not begin until the server makes contact with the ball (thus when the referee beckons for the point to begin and the clock expires prior to the server making contact with the ball, the play is dead and the set is over). The 'win by two' scenario, within regulation time (non-overtime) play, is the exception to this rule (if the score differential is less than two, and the clock expires, the point must be allowed to play out). The serving player is exempt from the positional order and may be at the left of the players on position 5 or 6. All other players must be in correct order inside the court.
4. **CONTACT WITH NET:** A player is not permitted to make contact with the net during the act of playing the ball, or anytime the contact interferes with play.

The act of playing the ball includes (among others) the act of take off, a hit, block or set attempt, or landing. Any contact with the antenna or net in the playing area while playing or attempting to play the ball is considered interference and a fault. A player is considered "in the act of playing the ball" if the player is close to the ball as it is played or the player is attempting to contact the ball, even if the player does not actually make contact with the ball. Other examples of interference include catching or holding the net, taking support from the net or antenna, using the net to hinder an opponent from playing the ball, or using the net to create an unfair advantage over the opponent. Players may touch the post, ropes, or any other object outside the antennae, including the net itself, provided that it does not interfere with play.

5. CONTACT WITH OPPONENT'S COURT: A player is permitted to penetrate under the net into the opponent's court with any part of the body above the feet, provided it does not interfere with the opponent's play. Therefore, a center line fault is called when either (1) a player's foot completely penetrates into the opponent's court past the center line or (2) a player interferes with opponent's play while penetrating into the opponent's court.
6. BALL CONTACT WITH GYM CEILING AND WALLS
 - a. A team may play the ball off the ceiling within its own court only. If ball breaks the plane of the net after hitting ceiling, it's considered "out" off last contact.
 - b. Ball contact with hanging backboards can be considered interference within Referee discretion and may be played over.
 - c. Ball contact with hanging sideboards and walls are considered "out" off last contact.
 - d. For Gotham sanctioned matches held in the O. Henry School, contact off the wooden divider across the top of the net may be played by a team within its own court only. If the ball breaks the plane of the net after hitting the divider, it is considered out off last contact. If the ball hits only the wire hanging off the wooden divider, or the divider itself *after* touching the wire, it is considered interference and the point shall be played over.

III. RULES APPLICABLE ONLY TO DIVISION PLAY

A. DIVISIONS

1. Division Play competition will be conducted between teams within a Division under the structure set by the Division Play leadership group. Teams shall be selected consistent with the guidelines set forth in Sections C, D and E below. Team members, players must fit within the skill level associated with the Division. Mindful of the community nature of Gotham Volleyball, Captains are encouraged to favor level-appropriate members who participated in the Division during the prior season.

2.

B. SEASONS

1. The dates and structure of each season shall be publicized in advance by the Gotham Volleyball League season. In structuring each season the Gotham Volleyball League should be mindful of major calendar holidays and other events that might cause participants and/or facilities to be unavailable.

2. Divisions that play at the same time will rotate through all available gyms at pre-set points through the season to, as much as possible, make sure each division gets to use each gym for a similar amount of weeks.
3. The number of matches, the schedule of team competition and officiating team assignments for the season will be determined and published by the Gotham Volleyball League.

C. TEAM MEMBERS

1. Each participant in Division Play may play on only one Gotham Division Play team per season. Once drafted onto a team or selected to fill a vacancy, a participant becomes ineligible to play on any other team that season.
2. The Division Play Leadership Group will have final approval of all Team Members chosen to participate, subject to the review of the Board of Directors, if requested.
3. Team Members may resign from their teams by giving notice to either the Team Captain or a member of the Division Play Leadership Group. Generally, as noted below, Division Play dues are not refundable absent exceptional circumstances. Should a member request a refund notwithstanding this policy, the request will be heard by the Grievance Committee, who will decide the request based on guidelines set by the Board of Directors. All recommendations by the Grievance Committee regarding refund requests are subject to review and may be amended by the Board of Directors. Unlike the procedure outlined for a formal grievance, the Grievance Committee does not need to hold a hearing regarding a refund request and can conduct their discussion and votes over e-mail.
4. Team Members who do not play for two consecutive scheduled matches without notifying the team Captain or a member of the Division Play Leadership Group will be deemed inactive. When a player becomes inactive, the Team Captain may choose to keep them on the team's roster or declare the spot vacant. If a Team Captain keeps an inactive member on the roster, the captain must get approval from the Division Play Leadership Group before the inactive player may be returned to active status. The Leadership Group must approve the Captain's request unless the Inactive Player is in a member in bad standing, has a pending or ongoing misconduct sanction, or the Division Play Leadership Group has determined the member shall be removed for the season.
5. The Division Play Leadership Group may, for cause and after providing the player notice and an opportunity to be heard, remove any member of Division Play for the remainder of the season.
6. Any team member that resigns, is injured, is disqualified, or is removed under sections 4 and 5 above will not be eligible to play for another team in any division during the current season.
7. If a team member is drafted and resigns from the team for reasons other than injury or an unforeseeable conflict, that member may be required by the Division Play Leadership Group to pay the member's non-refundable dues in advance the next seasons in order to ensure that the member will play if selected for a team.
8. Dues are to be paid in full prior to the first match in which the member plays, or no play. However, a member may make a partial payment as part of a payment plan, as long as the payment plan has been affirmatively authorized by the Gotham Treasurer at least 24 hours in advance of the player's first match. In the event of a payment plan, all payments must be made in full in

the week(s) when the payment(s) are due or the member will not be able to play in the match.

9. If a member's check is returned by the bank where issued, that member will be responsible for all bank fees in addition to the outstanding fees. Within 24 hours after being notified that a check has been returned, if a member with a returned check does not pay the outstanding dues and all bank fees, the member will no longer be in good standing until payment is made.

D. TEAM SELECTION AND ADMINISTRATION

1. CHOOSING TEAM MEMBERS

- a. Each Captain is required to select seven (7) or eight (8) Team Members in addition to the Captain in an open tryout at the beginning of each season, subject to the following exceptions:
 1. The most beginning-level division of play shall automatically be exempt from this rule in that they may have more than 8 additional players selected for each team. Further, if the Vice President of Division Play deems it appropriate in order to accommodate as many members as possible, captains in the most beginning-level division of play, or any captain during summer league play, may be required to select eight (8) team members in addition to the Captain.
 2. In rare instances as a result of extraordinary circumstances, the Board of Directors designee managing the tryout process, in consultation with enough Gotham officers to make an emergency decision, may grant an exception from this rule to allow a division of higher level competition to select one fewer members per team if all involved agree that the level of competition would not be sufficient given the pool of available players.
- b. Team Members shall be drafted through the process described in Section E of these rules. If any vacancies occur, new Team Members may be chosen pursuant to the procedure specified in sub-section 2. Additionally, while the most beginning-level division of play may have a tryout, the requirement that tryouts be held is waived for that division and, if appropriate and for that level of play only, the Division Play Leadership Group may decide to select teams using another method.
- c. A team that plays league-sanctioned matches with a player not chosen as stipulated in these guidelines will forfeit any and all sets played during the violation. Violations are subject to review and further sanction by the Division Play Leadership Group, the Board of Directors, or the Grievance Committee.

2. FILLING A VACANCY

- a. A Vacancy is created when a Team Member is removed, resigns, becomes injured, or is in default/bad standing for more than 2 consecutive matches and the Captain deems the position vacant.
- b. The Division Representative will monitor the filling of Vacancies within the Division.
- c. A captain may choose to fill a Vacancy whenever the team has fewer than the total number of members selected by the Captain during the draft plus the Captain.

- d. A captain must fill Vacancies if the team has fewer than six (6) Team Members including the Captain.
- e. No team can pick a player after the 10th week of play unless they have fewer than five (5) players left due to injury or an inactive player whose spot on the team has been declared a vacancy.
- f. Under no circumstances can any team can fill a vacancy just for the End of Season Tournament.
- g. Only the team captain can make a request to fill a vacancy.
- h. Players who expressed interest in joining Division play prior to tryouts, were eligible for the draft, and were not selected will be placed in a Pool of available players for each Division. The Division Play Leadership Group will have final approval of all players included in the Division Pools. The Division Representative to the Leadership Group will maintain the Pool in each Division.
- i. The Team Captain filling a Vacancy may choose any of the players currently listed in the Division Pool by following these procedures:
 - 1. When a vacancy occurs, the Captain should request that the Division Rep provide the list of players in the Division Pool.
 - 2. The Captain shall inform the Division Rep of the player s/he wishes to add from the Division Pool.
 - 3. The Division Rep shall verify the player is eligible and, once the Division Rep confirms eligibility, the Captain can ask the player if s/he is still interested in playing this season. If the player is interested in joining the team, the Captain and player shall inform the Division Rep and the player shall be added to the Team Roster.
- j. If the Team Captain fills a Vacancy with a player not already in the Division Pool, the Captain must follow these procedures:
 - 1. The Player should inform the Division Rep of the desire to play in the Division.
 - 2. The Captain should inform the Division Rep of the desire to select the player to fill the vacancy.
 - 3. The Division Rep will do an anonymous balloting of captains for approval. If the division rep is a captain, a member of the Division Play Leadership Group, as designated by the Vice President for Division Play, will conduct the balloting. Voting must be completed twenty-four (24) hours before the next scheduled match. Any Captain who does not cast their vote by the given deadline will have their votes recorded as an abstention. If the division has an odd number of teams and the vote results in a tie, the Division Representative will cast the deciding vote. In the case that the Division Representative is a Captain, the Vice President for Division Play will cast the deciding vote. In the case that both the Division Representative and Vice President for Division Play are Captains, the Vice President for Division Play shall designate a leader in Gotham who is familiar with the situation, but is not a captain in the division nor a member of the team seeking to add the player, to break the tie.
 - 4. If four of the seven Captains agree (the eighth captain being the captain making the request), the player may

join the team. For divisions with less than 8 teams, a majority of Captains must agree.

- k. Due structure for replacement players will be calculated dividing the total dues for Division Play in a season (minus any included membership fee and without applying any discount for paying electronically) divided by weeks of play, multiplied by weeks remaining in the season, plus a membership fee if the person is not already a member in good standing. This amount plus membership fee should never exceed the cost of the seasonal dues, without applying any discount for paying electronically, and if it does, the full regular seasonal dues amount will apply.
- l. If the vacancy created is the captain position, the remaining team members must vote and elect a new team captain, and the new captain may select a player to fill the vacancy pursuant to these Rules.

3. COLLECTION & DISTRIBUTION OF MATERIALS

- a. Each Captain will be responsible for the distribution of league materials, a copy of the Gotham Bylaws, a copy of the Rules of Play, a copy of the Sportsmanship and Anti-Violence Policy, and a copy of the season schedule to each of the members of the team. A Captain can fulfill this responsibility by informing their teammates of these documents' location on the Gotham Volleyball website.
- b. The Team Captain is charged with the collection of team members' dues.
- c. The Treasurer, any other individual designated by the Board to assist the Treasurer, and Division Representative are charged with providing the captain sufficient information to allow the captain to timely collect the team members' dues, including, but not limited to, the payment status of all team members and information pertaining to the due dates for payments of any member on a payment plan.
- d. Any player declaring Financial Hardship should e-mail the Gotham Treasurer sufficiently in advance of the member's first match so that the Gotham Treasurer can approve any payment plan or scholarship request, if applicable, at least 24 hours prior to the first match.
- e. The Captain is responsible for forwarding materials and checks to the Division Representative by the first week of play. The Division Representative shall then forward all checks and other financial receipts to the Treasurer or the Division representative.

4. TEAM ADMINISTRATION

- a. Captain shall encourage team members to review postings for information related to league and division issues, and sign up for the Gotham Announcements e-mail distribution list, and follow relevant Gotham social media accounts.
- b. Team captains must communicate to their teams Gotham announcements and directives as instructed by the Division Representative.
- c. Captains are responsible for the observance of all rules and regulations by the team and its members during league sanctioned team competition and officiating team assignments and will accept any penalties or sanctions imposed on the team as

a result of any misconduct or violation by the team's member(s) including forfeiture of set(s) and match(es).

- d. Captain should appoint another Team Member as Alternate Captain should the Captain not be able to attend a regularly scheduled event.
- e. Team Captains must also perform related tasks to enhance the Division's operation and administration, including adherence to directives contained in the Captain's Manual and to health and safety protocols.
- f. Team Captains must report all team member issues, concerns, and/or feedback to the Division Representative so that the Representative may report the issues, concerns, and/or feedback, if appropriate, to the Division Play Leadership Group.
- g. Individuals serving as volunteer coaches on any Division Play team must be members in good standing of Gotham Volleyball.

E. TRYOUTS RULES AND PROCEDURES

- 1. The Division Play Leadership Group, along with other Gotham leaders designated by the Board and/or the Division Play Leadership Group, will administer Tryouts at the beginning of each season.
- 2. Each Division will conduct an open tryout. The specific format of the tryout is determined by the Division Play Leadership Group, subject to review by the Board of Directors. As noted above, the most beginner-level division is exempt from this rule and the Board may use an alternate method to determine that division's Captains and team member selection or assignment as the situation dictates.
- 3. The Division Tryouts will be scheduled in order of Division ranking so that the highest ranked Division will hold the first tryouts and remaining Divisions follow in order of ranking.
- 4. In order to be eligible for the player draft, an individual must have yet to be drafted to play on a team for that season. Further, to be eligible for the draft, the individual must participate in tryouts for the relevant division unless the individual has played in that division or a more advanced level division within the past 3 seasons. If a player attends tryouts but is forced to leave before the end of the tryout, the member is obligated to report that to a Gotham leader at tryouts so that the player may be accommodated or removed from the list of eligible players. If a Team Captain questions whether or not a person the member intends to pick participated in tryouts, they should bring that concern to the attention of the Gotham official(s) presiding over the draft prior to selection process.

F. PLAYER DRAFT RULES AND PROCEDURES

- 1. Team Captains will randomly pick a number from a container to establish the order of the draft.
- 2. Team Captains and their teams will be identified by a number starting with 1 as established by the order of draft
- 3. Draft will be conducted with the Team Captain with number 1 having the first player pick, then 2 and so on until all captains have picked a player
- 4. Second round will start in the reverse order of round 1, round 3 in the same order of round 1, round 4 in the same order as round 2 and so on until all captains have picked at least seven players.

5. Except as otherwise specified in of these Rules, during the eighth round captains may pass or pick an eighth player in addition to the captain. The ninth and final round will allow captains who passed to pick an eighth player.
6. Each team captain shall have one minute and 30 seconds to make a draft pick in each round. Each captain will also be allowed a one minute and 30 second extension for one round of the draft of the Captain's choice. If a captain takes more than the allotted time to make a selection, the captain will lose priority in that round and pick at the end of the round. If the captain already has the final pick, the Captain will pick for that round at the end of the subsequent round.
7. Except as otherwise specified in these Rules, if a captain has selected at least 7 players, and has declared the team "closed," the Captain can no longer choose a player through the draft process nor add an additional player through the vacancy process.

G. MATCHES

1. Matches shall consist of three sets, with a warm-up period and ninety-second breaks between sets. The warm-up period will be as long as will fit in the scheduled time slot for the match after accounting for the 3 sets and breaks between sets.
2. The scheduled start time for each match is the time when the referee should begin the warm up period.
3. The team that wins two of the three sets will be awarded the match.

H. SETS

1. Each set shall consist of a fifteen (15) minute or zero-to-twenty-five (0 to 25) rally point scoring period with a cap of 27.
2. The first team to reach twenty-five (25) points or more with a two (2) point lead within fifteen (15) minutes is the winner of the set. If neither team reaches 25 points before the 15 minutes expire, the team with at least a two point lead, or the first team to reach twenty-seven (27) points is the winner of the set.
3. If neither team has a two point advantage nor 27 points at the end of regulation, a two (2) minute, sudden-death overtime is played without interruption. The first team to gain a two point advantage or reach 27 points, wins the set.
4. At the end of the two minute overtime period, a one (1) point advantage will determine the winner of the set.

I. SCORING

1. SCORING SYSTEM

- a. Scoring system will be rally scoring.

2. SCORING SANCTIONED SETS

- a. Points will be awarded by the Referee.
- b. Scoreboard will reflect status of score during the sets.
- c. Final score of sets will be recorded in score sheet by the Referee.
- d. Team Captains (from both teams) and the Referee for the match must initial score sheet at end of match to verify recorded scores.
- e. Any dispute about the score recorded on the sheet should be addressed to the Referee at the time of signing. If the dispute is not resolved, the Referee should advise the Gotham leader on duty who will then bring the dispute to the Division Play Leadership Group for resolution. Failure to sign score sheet waives disputes or

correction of errors and scores as recorded on score sheet will be recorded in the Division standings as written unless both Team Captains agree to a correction.

3. SCORING FORFEIT SETS

- a. A forfeited set will still be played and the score of the set will be kept unless one of the teams has less than four (4) team members present to play.
- b. If a forfeited set is not played at all, the score will be recorded in the standings as a final score of 6-1, with the forfeiting team losing.
- c. If the forfeited set is played, in whole or in part, the score will be recorded in the standings with a final score of 6-1, with the forfeiting team losing, or the actual set score, whichever is least favorable to the forfeiting team. Under no circumstances may the forfeited team be credited with anything more favorable than a 5-point set loss.
- d. Double forfeit sets will be recorded in the standings as 1-1, regardless of the actual score, and both teams will be recorded in the standings as having lost the set. If an entire match is double forfeited, then both teams will receive a match loss.
- e. If a single set is double forfeited, and the teams split the remaining two (2) sets of the match, the Match will be awarded based on the point differential of the two non-forfeited sets. If the teams have no point differential, the Division Play Leadership Group shall determine how to record the match of the standings by the beginning of the next scheduled match. The Division Play Leadership Group may, but is not required to, count that match in the standings as a tie.

J. ADDITIONAL RULES OF COMPETITION

1. COMPETING TEAMS REQUIREMENTS

- a. At least four (4) players from each team scheduled to play must be present at the sound of the opening whistle.
- b. Failure by the teams scheduled to play to comply with the four-player requirement for scheduled match will result in forfeit of the first set.
- c. Failure by the team to provide at least four (4) players at the beginning of subsequent sets in that match will result in forfeit of each set the violation applies.

2. FORFEITS

- a. Team Captains must provide a minimum of four (4) players for scheduled competition or it will result in forfeiture at beginning of each set. If additional team members arrive before the beginning of the next set and the team can provide a minimum of four (4) players, the remaining set will be played as scheduled and the score will be counted in the standings.
- b. All matches will be played in order to maintain the schedule. Under no circumstances may a referee start a subsequent match early without the consent of the Team Captains and the Gotham official on duty.

3. INJURY

- a. Any injury after play has started cannot force forfeiture unless a team would then have fewer than four (4) players.

- b. Under no circumstances will a team be allowed to play with fewer than four (4) players.
- 4. ROTATION
 - a. There are no substitution rules observed. All teams must rotate members. All team members present must play unless a teammate arrives later than five minutes before the start of the first match. That team member may be excluded from the first set after the player arrives. No team member may join a set that is already in progress.
 - b. Players may rotate in at position one (1) or four (4) or both.
 - c. In the event of an injury, a player off the court must rotate in to fill the vacancy while maintaining the integrity of the established rotation for that set. If there is no player off the court, the two players to each side of the injured player shall “collapse in” to maintain the integrity of the established rotation.
- 5. TIMED SETS (EXCEPT END OF SEASON TOURNAMENT)
 - a. MATCH CLOCK
 - i. The Referee will set, control and observe match clock during timed sets. If a scoreboard with a clock is provided and functioning, the scoreboard clock should be used.
 - ii. Clock stops for any injury, when match ball exits the gym or, at the discretion of the Referee, any serious distraction.
 - iii. In the event of an injury where a player needs emergency medical attention, if an injured player feels that they will exacerbate the injury by moving off the court, the player should not be moved until medical attention arrives. An injured player may be moved off the court at any time when the player consents to be moved or if the injury does not affect the player’s mobility (i.e. a finger injury).
 - iv. After twelve (12) minutes of play in each set, the Referee shall blow the whistle three (3) times to indicate that there are three (3) minutes left in the clock.
 - v. Any errors in time warnings do not extend the fifteen (15) minutes allocated for the set.
 - b. TIMEOUTS
 - i. Only the team Captain or Coach (as identified by the team Captain) may signal the Referee for a timeout.
 - ii. Each team is allowed one 30-second timeout during the first twelve (12) minutes per set of season play.
 - iii. No timeouts are allowed during the warning period.
 - iv. No timeouts are allowed during an overtime period.

K. OFFICIATING

1. REFEREE RESPONSIBILITIES

- a. Referee should be at the assigned gym ten (10) minutes before the first scheduled match to secure match ball and necessary materials (whistles, stopwatch, red/yellow cards) and oversee proper equipment installation. The referee is expected to bring their own red/yellow cards. The referee shall report any missing or damaged equipment to the Board member on duty.
- b. Referees are expected to be familiar with these Rules of League Play and the Gotham Sportsmanship and Anti-Violence Policy.

- c. Referee should call Team Captains five (5) minutes before play to determine competing teams and officiating team requirements.
 - d. Referee should notify the Gotham official on duty in instances and circumstances forcing a set forfeiture and insure appropriate scoring of forfeited sets. Referee should also promptly notify a Gotham official on duty in the event of a violation of Gotham's sportsmanship policy or an act of violence.
 - e. Hats and other equipment prohibited subject to Referee's judgment.
 - f. Referee should confirm all participants are adhering to health and safety protocols, and may issue sanctions for non-compliant players.
 - g. The Referee will record points on the scoreboard and should check the score before each play.
 - h. The Referee will fill out a Gotham-approved score sheet that indicates the final score and winner of each set, obtain the initials of both Team Captains, record any incidents of misconduct as described under III.G.1. and/or the League Sportsmanship and Anti-Violence Policy, the nature and circumstances behind any protest of a set or match by any team, and any other pertinent information.
 - i. At the conclusion of the last scheduled match, the Referee is responsible for returning the match game ball and secured materials in the designated storage bags to the Board member performing gym-closing duties.
2. SEQUENCE OF REFEREE SIGNALS
- a. After a referee blows the whistle to end a rally, the referee will indicate the following with hand signals:
 - i. If the first referee whistles the fault, they will indicate:
 - 1. the team that will serve next; then
 - 2. the nature of the fault that ended the rally
 - 3. the player at fault, if necessary.
 - ii. If the second referee whistles the fault, they will indicate:
 - 1. the nature of the fault, then
 - 2. the player at fault, if necessary
 - b. Following the first referee's hand signal, the team that will serve next.
3. DIVISION PLAY OFFICIATING TEAM DUTIES AND REQUIREMENTS
- a. Each team will provide at least three of the Team Members to act as officials - (2) line judges and (1) second referee - during all scheduled officiating assignments.
 - b. Team members performing officiating team duties during league sanctioned matches are under the supervision of the Referee and must follow the Referee's directions.
 - c. Officiating Team members are expected to be considerate and to stay focused on officiating the match and can be replaced at the request of the Referee. The Referee may issue the Team members a forfeit of the first set of their next scheduled match in instances of extreme inappropriate or non-attentive conduct during officiating duties. If such a forfeit is issued, the referee must promptly inform the Board member on duty. In the event of such a forfeit, the team must still continue to perform its other assigned officiating duties. Failure to do so shall be considered a

Sportsmanship Violation and subject to the review of the Vice President for Division Play and the Grievance Committee, if appropriate.

- d. Team scheduled to officiate the first scheduled match must also perform opening duties and must have all equipment in place five (5) minutes before the scheduled match. If the team fails to do so, and the failure to set up equipment results in a delay of the first match, the team assigned to perform officiating duties for the first match shall be issued a forfeit of the first set of their next scheduled match. In the event of such a forfeit, the team must still continue to perform its other assigned officiating duties. Failure to do so shall be considered bad sportsmanship and subject to the review of the Vice President for Division Play and the Grievance Committee, if appropriate.
- e. Teams scheduled to officiate a match must also assist with equipment maintenance duties which include wipedown/sanitization of equipment as well as the take down and appropriate storage of all equipment (including all balls, scoreboard, and official stand) when appropriate.
- f. Officiating teams must complete other duties as assigned by the Board. However, Board members must provide notice to an officiating team regarding other duties so that they will have sufficient players present to cover those duties.
- g. Failure by the officiating team to comply with regulations will result in a sanction of the forfeiture of the first set of their next scheduled match. If a team repeatedly fails to comply with these regulations, it shall be considered bad sportsmanship and subject to the review of the Vice President for Division Play and the Grievance Committee, if appropriate.

L. CONDUCT OF THE MATCH

1. MISCONDUCT

- a. Penalties
 - i. When a team member's behavior reaches the level of inappropriate conduct, sanctions will be applied by the Referee. Before sanctions are applied, where practical, oral and/or hand signal warnings by the Referee should be used to advise the team member that the member's behavior is approaching this level. If the behavior continues and the Referee assesses a penalty assessed, the signal will be a Yellow card.
 - ii. The Referee can also assess a Red Card penalty for repeated or unusually severe inappropriate conduct. If a Red Card is issued, a player is ineligible to continue to participate in the set. Red Cards should be issued rarely, only under exceptional circumstance. Incidents of repetitive conduct should be documented and will always be subject to review and sanction by the Division Play Leadership Group, and, if appropriate, the Gotham Grievance Committee.
 - iii. If the player continues the inappropriate behavior, or if the behavior constitutes an act of violence, the referee may eject the player, meaning the player is ineligible to participate in the remainder of the match or tournament (if

applicable) and must leave the venue immediately. The signal will be a Yellow and Red Card together. Like Red Cards, this is an extreme sanction that should be issued rarely, only under exceptional circumstance. If ejected from a match, pursuant to the Sportsmanship and Anti-Violence Policy, a player is ineligible to participate in Gotham activities until reviewed by the appropriate officials under the procedure in that policy.

- iv. In the case of repetitive instances of offensive conduct or any act of violence, regardless of whether or not a Red card or ejection is issued, the team member(s) shall be reported to the appropriate Gotham leader for referral to the Grievance Committee, if appropriate. In addition to the sanctions mentioned here, the member may be referred to the Grievance Committee pursuant to the procedure set forth in the Gotham Sportsmanship and Anti-Violence Policy.

2. DISPUTES

- a. Only Team Captains may address the Referee about a disputed play. No other team members [or coaches] should address the Referee directly.
- b. A Captain who wishes to dispute a play should approach the Referee after the play is blown dead, not before. If a Captain or other player on the team attempts to end the rally prematurely due to a disagreement with a call (e.g. by catching the ball, walking off the court and/or encouraging teammates to stop playing), any dispute over the call shall be deemed waived, the point shall be awarded to the other team and, if appropriate, a yellow card may be issued.
- c. When a Captain seeks to dispute a call, the Referee should acknowledge the Captain following the conclusion of the point and before beginning the next point. The Captain must address the Referee with a respectful demeanor and maintain appropriate sportsmanlike behavior at all times. The Referee shall likewise address the concern with respect and with professional behavior, including providing an explanation for the call if requested.
- d. Should the Captain not be satisfied with the explanation of the Referee, the Captain must file an official protest prior to the referee beckoning for serve on the next point. Unless expressly permitted by these Rules of Play or other applicable rules and procedures, the Referee shall not reconsider or otherwise reverse the disputed call after proceeding to the next point. If the disagreement involves the last point of the set, the official protest must be recorded within the first 60 seconds after the final point of the match is concluded. If the Captain does not timely declare an official protest in accordance with this paragraph, the dispute shall be deemed waived.
- e. When a Captain declares the official protest to the Referee, the Referee must note the protest in writing on the scoresheet and shall record any pertinent notes regarding the incident. At the discretion of the referee, an official timeout may be taken during this process. After the protest is noted, the referee shall verify the correct set score after the continuation of play.

- f. Any protest must promptly be referred to the Gotham Leader on Duty ("GLOD") by a member of the officiating team. The GLOD will be responsible for advising the Vice President of Division Play within 24 hours by including the details of the dispute in the event report or otherwise contacting the Vice President for Division Play directly.
- g. Any protest of a discretionary call (e.g. ball handling) is not permitted and may be summarily denied by the Vice President of Division Play. For all other official protests under this section, the Vice President of Division Play or their designee shall first attempt to resolve the dispute informally. Should informal methods of resolution fall, the Division Play Leadership Group shall meet and determine the outcome of the appeal prior to the beginning of the following week's scheduled match. The Division Play Leadership Group may meet either in person or via electronic means to decide the issue, affording all parties involved the opportunity be heard, either by submitting statements or other documents for review, addressing the Leadership Group in person or both, at the Leadership Group's sole discretion. After considering all submissions, the dispute shall be resolved by a majority vote of a quorum of the Leadership Group. Any member of the Leadership Group who was a participant in the match that gave rise to the disputed call shall abstain from the vote. The vote, along with the explanation of the determination, shall be published in the Leadership Group minutes.

M. SEASON STANDINGS AND STATISTICS

1. All Teams will be identified within a Division by a series of numbers starting with 1.
2. The team standings for each division will be determined by order of (1) matches won-lost record, (2) sets won-lost record, (3) head-to-head record (4) coin toss called by the captain of the team number or letter closest to 1.
3. Current season standings will be posted and updated after each session on the Gotham Volleyball website.

N. CHAMPIONSHIP TOURNAMENTS

1. MONITORING
 - a. Charts determining the teams for all matches, outlining the order of matches and team officiating assignments should be posted on day of tournament for each Division.
 - b. Charts should reflect current status of competition for each Division until the Championship Matches are played.
 - c. A Protest and Appeal Committee as designated by the Division Play Leadership Group should be present during the Division Tournaments to offer quick resolution to filed protest(s) and expedite the appeal process. Final determination will be issued by the Referee, who will indicate the following with hand signals: the team that will serve next, then the nature of the fault that ended the rally, (if necessary) the player at fault and (if applicable) the team awarded the set and match.
2. DIVISIONS WITH SIX OR MORE TEAMS
 - a. In Divisions with six teams or more, Division Tournaments will observe a double elimination format. A team must lose two

matches before the team is eliminated from further competition. This rule may be waived, if necessary, for Championship Tournaments held during the summer season.

- b. Division teams will be ranked for the season tournament in the order of the final season standing.
- c. Seedings will determine first matches teams assignments or draws for the first round of the tournament.
- d. Winners bracket matches will consist of three sets. First two sets will be twenty-one (21) rally-point sets, beginning at 4-4, win by two points, with a cap of twenty-seven (27), at which time a team wins by one point. The third set, if necessary, will be a fifteen (15) rally-point set with no cap, win by two points.
- e. Matches will be determined by the first team to win two of the three sets. If a team wins the first two sets of a match, the third set will not be necessary and will not be played.
- f. Losers bracket matches will consist of one set. The set will be a thirty (30) rally-point set with no cap, win by two points.
- g. Sets will not be timed and will be played to conclusion.
- h. Team to finish without losing a match wins the Tournament Championship. If two teams finish with one match loss after the winner's bracket final is played, an additional, twenty-five (25) rally-points, win-by-two with no cap set between the two teams will decide the Tournament Championship.
- i. Each team is allowed two 30-seconds timeouts at any time, per set.

3. DIVISIONS WITH FEWER THAN SIX TEAMS

- a. Divisions with fewer than six teams, Division Tournaments will observe a "pool-play" or "round-robin" format.
- b. Teams will play three (3) timed-sets matches against all other teams in the Division during round-robin format.
- c. Each set shall consist of a fifteen (15) minute or zero-to-twenty-five (0 to 25) rally point scoring period.
- d. One timeout per set will be allowed before the referee whistles, warning the time remaining.
- e. At the conclusion of round-robin play, standings will be determined sets won-lost percentage and then on points differential between points score by and against the team. The two teams compiling the best records after conclusion of round-robin pool play will play in the Championship Match.
- f. The Championship Match will consist of two sets and, if necessary, a third. The first two sets will be twenty-one (21) rally-point sets, beginning at 4-4, win by two points, with a cap of twenty-sevent (27), at which time a team wins by one point. The third set, if necessary because the teams split the first two sets, will be a fifteen (15) rally-point set with no cap, win by two points to decide the Tournament Championship.. All sets will be un-timed and played to conclusion.

Revised April 18, 2022 by the Board of Directors, effective May 24, 2022: Eric Eichenholtz, President; Kyle Williams, Secretary; Andre Carneiro, Treasurer; Patrick So, Vice President for Division Play; Blake Rogers, Vice President for Training; Juan Arevalo, Vice President for Activities and Outreach; Joe Hemsing, Vice President for Tournaments and Open Play; Joe Mignano, Joey Osio, Directors-at-large; Josh Christensen, Lew Smith, Past Presidents.

Revised November 9, 2021, by the Division Play Leadership Group, without objection from the Board of Directors, effective immediately: Patrick So, Vice President for Division Play, Doug Christian, Ron Medina, Royce Bugarin, Eric Ma, Brady Ginn, John Cafarelli, Anthony Fontanello, Amy Santiago, Victor Ortiz, Division Representatives.

Revised September 1, 2021, by the Board of Directors, effective immediately: Eric Eichenholtz, President; Kyle Williams, Secretary; Andre Carneiro, Treasurer; Patrick So, Vice President for Division Play; Blake Rogers, Vice President for Training; Joe Hemsing, Vice President for Tournaments and Open Play; Joe Mignano, Joey Osio, Directors; Josh Christensen, Lew Smith, Past Presidents.

Revised February 20, 2018, by the Board of Directors, effective immediately: Trevor Cano, President; Eric Eichenholtz, Secretary; Mike Hess, Treasurer; Patrick So, Vice President for Division Play; Leah Hughey, Vice President for Training; Max Szadek, Vice President for Activities and Outreach; Dave Fredericks, Joe Hemsing, Mark Liu, Greg Rubin, John Wetsell, Directors; Alan Amechazurra, Josh Christensen, Seth Eichenholtz, Lew Smith, Past Presidents.

Revised June 26, 2017: Recommended by the Division Play Leadership Group: Patrick So, Vice President for Division Play; Jorge Palomares, Ron Medina, Royce Bugarin, Albert Chan, Vinh Truong, Henry Mui, Erik Johnson, Anthony Fontanello, Patrick Callahan, Isaac Soria, Division Representatives. Ratified by the Board of Directors: Trevor Cano, President; Patrick So, Vice President for Division Play; Leah Hughey, Vice President for Training; Max Szadek, Vice President for Activities and Outreach; Eric Eichenholtz, Secretary; Michael Hess, Treasurer; David Fredericks, Joe Hemsing, Mark Liu, Keith Myers, John Wetsell, Directors; Alan Amechazurra, Joshua Christensen, Seth Eichenholtz, Lew Smith, Past Presidents, and effective August 1, 2017.

Revised November 22, 2016: Recommended by the Division Play Leadership Group: Patrick So, Vice President for Division Play; Jorge Palomares, Ron Medina, Royce Bugarin, Albert Chan, Vinh Truong, Henry Mui, Erik Johnson, Anthony Fontanello, Patrick Callahan, Sorachai Kornkasem, Division Representatives. Ratified by the Board of Directors: Trevor Cano, President; Patrick So, Vice President for Division Play; Leah Hughey, Vice President for Training; Max Szadek, Vice President for Administration and Outreach; Eric Eichenholtz, Secretary; Michael Hess, Treasurer; Douglas Christian, David Fredericks, Mark Liu, Yuxiang Sun, John Wetsell, Directors; Alan Amechazurra, Joshua Christensen, Seth Eichenholtz, Lew Smith, Past Presidents, and effective January 21, 2017.

Revised April 12, 2016: Trevor Cano, Commissioner; Eric Eichenholtz, Vice-Commissioner; Manny Ciccone, Secretary; Lew Smith, Treasurer; Rich Reid, Ron Medina, Royce Bugarin, David McDermott, Vinh Truong, Henry Mui, Erik Johnson, Anthony Fontanello, Patrick Callahan, Jarrett Adams, Division Representatives; Leah Hughey, Douglas Christian, Yuxiang Sun, Power Representatives; Seth Eichenholtz, David Fredericks, Michael Hess, Patrick So, Max Szadek, John Wetsell, Members-at-Large, and effective June 1, 2016.

Revised August 5, 2014: Clovis Thorn, Commissioner; Trevor Cano, Vice-Commissioner; Manny Ciccone, Secretary; Pam Tong, Treasurer; Rich Reid, Royce Bugarin, Max Szadek, Justin Hill, Henry Mui, Mike Hess, Mark Ski, Jason Adoniz, Joel Etheridge, Division Representatives; Ed Flowers, Leah Hughey, Liman Cheng, Power Representatives; Josh Christensen, Seth Eichenholtz, Dave Fredericks, Leo Pedraza, Will Petrie, Jeffrey Reich-Hale, Lew Smith, John Wetsell, Members-at-Large, and effective August 5, 2014

Revised November 12, 2013: Lew Smith, Commissioner; Clovis Thorn, Vice-Commissioner; Manny Ciccone, Secretary; Pam Tong, Treasurer; Rich Reid, Will Petrie, Royce Bugarin, Max Szadek, Leo Pedraza, Henry Mui, Mike Hess, Mark Ski, Jason Adonis, Division Representatives; Leah Hughey, Power Representatives; Trevor Cano, Josh Christensen, Daryl Cochrane, Seth Eichenholtz, Dave Fredericks, Members-at-Large, and effective November 12, 2013

Revised June 9, 2010: Seth Eichenholtz, Commissioner; Josh Christensen, Vice-Commissioner; Craig Skelton, Secretary; Lew Smith, Treasurer; Rich Reid, Fabio Ostroviesky, Dale Shoemaker, Kleber Suarez, Dan Chen, Manny Collado, Daryl Cochrane, Division Representatives; Dominic Borgia, Leah Hughey, Jason Shaw, Power Representatives; Bob Arcari, Billy Bowden, Glen Fernandez, Omar Portillo, Wladimir Thomas, Pam Tong, Members-at-Large, and effective June 9, 2010.

Revised March 9, 2010: Seth Eichenholtz, Commissioner; Josh Christensen, Vice-Commissioner; Travis Pouliot, Secretary; Vinnie Mirrione, Treasurer; Rich Reid, Fabio Ostroviesky, Dale Shoemaker, Kleber Suarez, Omar Portillo, Dan Chen, Manny Collado, Wladimir Thomas, Daryl Cochrane, Division Representatives; Dominic Borgia, Leah Hughey, Jason Shaw, Power Representatives; Bob Arcari, Billy Bowden, Glen Fernandez, Joe Hom, John Rappaport, Craig Skelton, Lew Smith, Pam Tong, Members-at-Large, and effective March 9, 2010.

Revised January 24, 2009: Lew Smith, Commissioner; Seth Eichenholtz, Vice-Commissioner; Donald Orloski, Secretary; Josh Christensen, Treasurer; Rich Reid, Henry Vera, Greg Hughes, Kleber Suarez, John Rappaport, Sarah Cullen, Travis Pouliot, Wladimir Thomas, David Jordan, Division Representatives; Rex Chou, Scott Schmidt, Pam Tong, Voting Power Representatives; Alan Amechazurra, Bob Arcari, Billy Bowden, Rene Deida, Joe Hom, John Rappaport, Craig Skelton, Members-at-Large, and effective January 24, 2009.

Revised August 19, 2008: Lew Smith, Commissioner; Seth Eichenholtz, Vice-Commissioner; Donald Orloski, Secretary; Josh Christensen, Treasurer; Nick D'Andrea, Greg Hughes, Billy Bowden, Rob Frazier, Sarah Cullen, Juan Olmedo, Wladimir Thomas, Craig Skelton, Division Representatives; Alan Amechazurra, Bob Arcari, Rene Deida, Joe Hom, Members-at-Large, and effective August 19, 2008

Revised April 18, 2005: Don Murray, Commissioner; Waseem Akhtar, Vice-Commissioner; Ron Luce, Secretary; David Freedman, Treasurer; Nick D'Andrea, Daniel Agosto, Freddy Hernandez, Rob Frazier, Henry Mui, Harry Dickerson, Lenny Shields, Roy Harcourt, Division Representatives; Ted Gelpi, Webmaster; Bob Arcari, Tournaments Director, and effective May 1, 2005

Revised April 2, 2002: Alan Amechazurra, Commissioner; Rich Lopez, Vice-Commissioner; John Hatton, Secretary; Vincent Mogavero, Treasurer; Angel Hance, Dan Sullivan, Lenny Randazzo, Rob Frazier, Jeannie Herlihy, Jim Finch, Doug Reynolds, Division Representatives

Adopted on August 14, 2000: Angel Martin, Commissioner; Bob Arcari, Secretary; Rich Lopez, Treasurer; and Division Representatives Steven Alan Black, Steven Hahn, Mark Kline, Mark O'Byrne and Irwin Seltzer, and effective September 1, 2000.

Gotham Volleyball League, Inc.

Sportsmanship and Anti-Violence Policy

- I. Policy Statement: Gotham Volleyball is a community organization founded and organized to promote the development and enjoyment of the sport of volleyball among the gay, lesbian, bisexual, and transgender community, in particular, as well as among the general populace. Gotham's mission is to improve the quality of life for GLBTQ individuals by building community through the sport of volleyball. In doing so, Gotham Volleyball sponsors both sports competitions and social events to meet the athletic and social needs of the community it serves. Gotham seeks to use volleyball competition to help bring people together, foster friendships, reinforce healthy lifestyles, and build community pride and participation. In order to ensure these goals, Gotham Volleyball officials and participants are entitled to a non-judgmental, competitive, safe, positive, encouraging, and fun environment. Unsportsmanlike conduct, violence, harassment, including sexual harassment and sexual abuse, among other kinds of disruptive conduct and unlawful acts, can ruin this environment necessary for the League to achieve its objectives. The Board of Directors of Gotham Volleyball, therefore, establishes this policy to reduce or eliminate violence, unsportsmanlike behavior, and other disruptive conduct from all Gotham events, to give Gotham Leaders and officials the ability to deal with incidents of unsportsmanlike, violent, and/or unlawful behavior should they arise, and to ensure the healthy and safe environment that the members and officials of Gotham Volleyball are entitled to.
- II. Scope of Policy:
 1. This policy pertains to the conduct of all participating, in any manner, in any Gotham Volleyball event, including guests and spectators, or any interactions directly related to or arising from such events.
 2. For the purposes of this Policy, a "Gotham Volleyball event" is any event using the Gotham Volleyball name, structure and/or under the jurisdiction of the Gotham Volleyball League, Inc.
 3. Any event organized or authorized by any Gotham Leader, Team Captain or Coach (in their capacity as such) for the Gotham Volleyball League or any of its sub-divisions (including Divisions, Classes and Teams) shall be included within the definition of a Gotham Volleyball event and will be subject to this policy.
 4. The scope of this policy shall be construed with the purpose of ensuring that the Gotham Volleyball experience remains a safe, positive and healthy one for all members of the Gotham Volleyball community.
- III. Sportsmanship and Community Conduct Policy:
 1. Gotham's Policy

- a. Gotham Volleyball expects its participants (including their guests and spectators) and officials to conduct volleyball competition in a competitive and respectful way.
 - b. Gotham Volleyball prides itself on being an open and safe environment for all of its members. The conduct of members and participants at all Gotham Volleyball events should create a positive image regarding the community represented and served by Gotham. Use of inappropriate language or comments that focus on someone's age, race, sex, religion, national origin, sexual orientation, or other personal characteristics that have nothing to do with their play in volleyball is prohibited.
 - c. Engaging in conduct that disrupts the safe and supportive environment necessary for Gotham to achieve its mission is strictly prohibited.
 - d. Inappropriate conduct, including rude comments and verbal gestures, is prohibited by this policy and the Gotham Volleyball Rules of Play.
 - e. Cheering for a team should be done in a positive way, without belittling or making inappropriate comments regarding the opposing team or its members.
 - f. There is no place in Gotham Volleyball for taunting, embarrassing, or humiliating an opponent or match official.
 - g. Members are expected to be respectful when dealing with contentious issues during Gotham events. Members are not to speak in a rude or condescending manner to any other participant or league official. As discussed further below, no individual should, in any manner, threaten another individual.
 - h. During volleyball play, a Team Captain or Match Referee should allow time for an individual who has gotten angry to calm down before play resumes.
 - i. As provided in the Gotham Rules of Play, only Team Captains should address a referee during a match or Gotham-sanctioned tournaments. Whenever anyone addresses a referee, they should do so in a calm, polite, and professional manner. In no event may anyone make rude, obscene, or threatening remarks or gestures to a referee.
 - j. Referees and other Gotham officials must treat all Gotham members and participants with respect, even if the individual is acting inappropriately or if the official disagrees with the participant.
 - k. Guests and spectators at Gotham Volleyball events, by virtue of their presence at those events, are expected to adhere to this policy. Members are also responsible to ensure appropriate conduct from their invited guests and spectators.
 - l. Those in attendance must adhere to all policies and protocols, including health and safety protocols, while in attendance at Gotham events. A willful failure to adhere to these protocols shall be considered "unusually serious" within the meaning of this policy.
2. While all members of Gotham Volleyball are expected to conduct themselves in an appropriate manner, the following individuals are leaders

of Gotham Volleyball and expected to be role models of positive and constructive conduct while at Gotham events on and off the volleyball court:

- a. Members of the Gotham Board of Directors and Leadership Groups
- b. Team Captains
- c. Team Coaches
- d. Match Referees
- e. Tournament Directors
- f. Any other Gotham leadership roles
- g. Longtime participants in Gotham Activity

3. Handling Policy Violations

- a. The most typical violations of this policy, arguments between members of Gotham Volleyball, or participants and officials, during competitive league play, should be handled in an informal manner designed to defuse the situation and minimize disruption to the event and/or volleyball play.
- b. Disputes between a participant in volleyball play and an official shall be handled under the Gotham Rules of Play, unless the violation is unusually serious or repetitive.
- c. If a participant in Gotham event (including league officials) acts inappropriately, a referee or official, Gotham Leader, or that participant's Team Captain, if appropriate, should remove the participant from the situation, if possible, and discuss the situation with the participant, and assess the participant's ability to continue with the play in an appropriate way.
- d. If the participant cannot continue to participate in an appropriate manner at that time, the participant may be removed from the event for an appropriate period of time, not to exceed the remaining length of that event, by the team captain, referee or official in charge of the event.
- e. Any Gotham Leader or league official should warn a participant when the participant has violated this policy and explain how their conduct is inappropriate. No follow-up action need be taken unless the violation was unusually serious, part of a repetitive violation of the League's policy, and/or constitutes unlawful conduct.
- f. In a situation where there are repetitive violations of this policy by an individual (including participants, guests, and spectators), the individual's violation is unusually serious, and/or the violation is the result of unlawful conduct, the incident should be documented by a Gotham Leader and brought to the attention of the Vice President who oversees the program at which the most recent incident of poor conduct arose. The Vice President will then advise the President and the Grievance Officer. The Grievance Officer will attempt to resolve the matter informally and, if that is not possible, the President, in consultation with the applicable Vice President(s) and the Grievance Officer, will decide whether to refer the participant(s) to the Gotham Grievance Committee to address the situation.
- g. If there are multiple violations of this policy by an employee of Gotham Volleyball in the course of their duties, then the incident should be documented and referred to the Gotham Board of

Directors to review that individual's employment status with the league.

IV. Anti-Violence Policy:

1. Any form of violent behavior outside the rules of volleyball is strictly prohibited by Gotham. Violence is defined as any verbal threats or abuse, physical contact with another with the intent to threaten or injure, initiation of a fight or scuffle, or encouraging others to engage in physical violence.
2. All matters pertaining to incidents of violence, even when they occur during league sanctioned volleyball activity, are *never* considered rules disputes within the meaning of Article XI, Section 1 of Gotham Volleyball Bylaws. Therefore, all review of these matters are heard, in the first instance, by the Gotham Volleyball Grievance Committee.
3. Incidents of Violence– Any member or official of Gotham Volleyball, or any guest or spectator who attends Gotham events, who engages in violence during any Gotham event is immediately suspended from all Gotham activities. Any incident of violence should be immediately documented by an official of Gotham. However, Gotham may, *at any time*, still pursue sanctions against an individual engaging in violence even if the incident is not immediately documented. Gotham officials, which for the purposes of this section include Gotham Leaders, must document any complaints of behavior that violates this policy during league events, even if the incident is brought to the Gotham official's attention after the fact and/or the Gotham official did not personally witness the incident.
 - a. Responsibilities of the Gotham Official Documenting the Incident – The Gotham official who documents an incident of violence must deliver a report that is as detailed as possible to the Grievance Officer and the Vice President who oversees the program at which the incident took place. The Gotham official should also collect the names and contact information of any willing witnesses to the incident. If anyone is injured as a result of the act of violence, the Gotham official should contact 911 to request an ambulance and, if appropriate, the police.
 - b. Responsibilities of the Suspended Member or Official – Where an individual engaged in an act of violence is a member of Gotham Volleyball or a league official, the individual who has been suspended from the league under this provision must contact the Grievance Officer by 11 AM the following morning to arrange to discuss the incident. The Member or Official must attend all scheduled proceedings regarding the incident. The League must make reasonable attempts to accommodate the schedule of the suspended member or official when scheduling such meetings.
 - c. Responsibilities of the Grievance Officer – Once informed of a documented incident of violence by a member or official of the League, the Grievance Officer must be available to be contacted by the individual(s) who engaged in the violent activity. Once the Grievance Officer discusses the incident with the individual(s), the Grievance Officer, in consultation with the President and relevant Vice President(s) may either uphold the interim suspension or lift the interim suspension, subject to the review of the incident by the Gotham Grievance Committee. In either event, the Grievance

Officer must inform the Gotham Grievance Committee about the incident and work with the Grievance Committee to schedule a meeting to review the incident and determine the appropriate sanction.

- d. Violence by a Player during Division Play – In addition to this policy, acts of violence by a player during league sanctioned volleyball activity shall be dealt with as described in the Rules of Play for Gotham Volleyball, including the guidelines of the assessment of a yellow or red card by the referee. If a referee assesses a red card during Division play, the Division Representative must document the incident and the player is automatically suspended from further play, subject to the procedures in this policy. Additionally, Gotham may assess sanctions against the player pursuant to this policy even if no penalty or sanctions were assessed to the player during competition.
4. Other Incidents of Violence -- If any member or official of Gotham Volleyball engages in acts of violence during volleyball competition sponsored by other leagues or organizations, and that incident is brought to the attention of either the President of Gotham Volleyball or the Grievance Officer, the President of Gotham Volleyball, or the Grievance Officer with the consent of the President, may pursue sanctions against that member, if appropriate, by bringing the incident to the attention of the Grievance Committee.

V. Policy on Sexual Harassment and Abuse

1. Unwelcome sexual advances, including continued flirting after someone asks you to stop or other unwelcome verbal conduct of a sexual nature constitutes sexual harassment and is prohibited by this policy. Acts of sexual harassment shall be procedurally resolved in the same manner as violations set forth in Article III(3) of this policy, except that any language in that section specific to volleyball matches and Division Play should not be construed to limit the scope of this section.
2. Unwanted sexual contact, using a position of trust or authority in the Gotham Volleyball League to obtain sexual favors, and all unwanted physical touching of a sexual nature is considered sexual abuse. Sexual abuse is considered an act of Violence within the meaning of Article IV of this policy.
3. This policy does not prohibit behavior of a sexual nature that arises from a relationship of mutual consent. A hug between friends, mutual flirtation, and a compliment on physical appearance between teammates and/or members of the Gotham community are not considered harassment. Members who believe an act that would otherwise be prohibited was a result of mutual consent have the burden of demonstrating they successfully sought the consent of the other member or that consent was directly affirmed by the other member.
4. Referees, Coaches (whether paid or volunteer), Captains, and all other Gotham Volleyball Leaders and officials must always strive to exemplify

these guidelines. Individuals in those positions should also be mindful that at times they are serving in those capacities, they are serving as a representative of Gotham Volleyball. Those individuals must also be mindful that those roles may create a dynamic that gives them power of other members and, in those circumstances, that power may undermine what otherwise appears to be “mutual consent.” Failure to adhere to these guidelines constitutes grounds for termination of employment, termination of contract and/or removal for cause from a leadership position.

5. This section shall be construed in a manner as to promote Gotham Volleyball's mission of building community, including the formation of healthy relationships between its members, including intimate relationships built on the concept of mutual consent between adults, as well as the promotion of a safe environment for all members.

VI. Sanctions – Any sanction issued pursuant to this policy shall be determined by the Gotham Grievance Committee in accordance with the procedure outlined in the Gotham Bylaws, Gotham Rules of Play, and this policy.

- a. Sanctions must reflect the severity of the conduct at issue but shall be assessed at the discretion of the Grievance Committee.
- b. Sanctions may include a warning and/or a fine(s) against the member. When determining the amount of any fine, the member's ability to pay the fine(s) must be considered.
- c. Sanctions may include suspension of the individual from any or all Gotham sanctioned competition and/or Gotham events for any length of time, up to, and including, a lifetime (or “indefinite”) suspension. If a member is suspended, no additional sanctions may be assessed.
- d. When a sanction includes suspension from any portion of league or tournament play for which the individual has already paid dues or a fee, whether or not to refund a *pro rata* share of the dues or fee to the individual shall be determined as part of the sanction.
- e. Sanctions may also be directed at a team where appropriate, including the forfeiture of one or more sets. In the event that a team sanction is being considered, the team captain must be involved in the process.
- f. Absent exceptional circumstances, any intentional act of violence that results in physical injury to another individual will result in that member being suspended indefinitely from all Gotham events and activities, including non-competitive events.
- g. Any individual who is assessed a lifetime suspension must be provided with the ability to petition the League to lift the suspension no more than two years from the date of the suspension. The length of time shall be determined at the discretion of the Grievance Committee. If such a request is made and rejected, the individual must be allowed to renew the request at least once every subsequent year of competition.
- h. Any decision on sanctions may be appealed to the Gotham Board of Directors. In the event of an appeal, the Gotham Board of Directors shall have the power to modify or overturn any sanction and their decision shall be final.

Revised April 18, 2022, effective May 24, 2022: Eric Eichenholtz, President; Kyle Williams, Secretary; Andre Carneiro, Treasurer; Patrick So, Vice President for Division Play; Blake Rogers, Vice President for Training; Juan Arevalo, Vice President for Activities and Outreach; Joe Hemsing, Vice President for Tournaments and Open Play; Joe Mignano, Joey Osio, Directors-at-large; Josh Christensen, Lew Smith, Past Presidents.

Revised September 1, 2021, effective immediately: Eric Eichenholtz, President; Kyle Williams, Secretary; Andre Carneiro, Treasurer; Patrick So, Vice President for Division Play; Blake Rogers, Vice President for Training; Joe Hemsing, Vice President for Tournaments and Open Play; Joe Mignano, Joey Osio, Directors; Josh Christensen, Lew Smith, Past Presidents.

Revised February 20, 2018, effective immediately: Trevor Cano, President; Eric Eichenholtz, Secretary; Mike Hess, Treasurer; Patrick So, Vice President for Division Play; Leah Hughey, Vice President for Training; Max Szadek, Vice President for Activities and Outreach; Dave Fredericks, Joe Hemsing, Mark Liu, Greg Rubin, John Wetsell, Directors; Alan Amechazurra, Josh Christensen, Seth Eichenholtz, Lew Smith, Past Presidents.

Revised April 12, 2016, effective June 1, 2016: Trevor Cano, Commissioner; Eric Eichenholtz, Vice Commissioner; Lew Smith, Treasurer; Manny Ciccone, Secretary; Rich Reid, Division 1; Ron Medina, Division 2; Royce Bugarin, Division 3; David McDermott, Division 4; Vinh Truong, Division 5; Henry Mui, Division 6; Erik Johnson, Division 7; Anthony Fontanello, Division 8; Patrick Callahan, Division 9; Jarrett Adams, Division 10; Leah Hughey, Douglas Christian, Yuxiang Sun, Power Representatives; Seth Eichenholtz, David Fredericks, Michael Hess, Patrick So, Max Szadek, John Wetsell, Members at Large.

Revised June 10, 2014, effective immediately: Clovis Thorn, Commissioner; Trevor Cano, Vice Commissioner; Pam Tong, Treasurer; Manny Ciccone, Secretary; Rich Reid, Division 1; Royce Bugarin, Division 3; Max Szadek, Division 4; Henry Mui, Division 6; Mike Hess, Division 7; Mark Ski, Division 8; Jason Adoniz, Division 9; Joel Etheridge, Division 10; Ed Flowers, Leah Hughey, Liman Cheng, Power Representatives; Josh Christensen, Seth Eichenholtz, David Fredericks, Leo Pedraza, Will Petrie, Jeffrey Reich-Hale, Lew Smith, John Wetsell, Members at Large.

Adopted October 2007, effective immediately: Lew Smith, Commissioner; Rene Deida, Vice Commissioner; Joe Hom, Treasurer; Seth Eichenholtz, Secretary; Nick D'Andrea, Division 1; Alan Amechazurra, Division 2; Greg Hughes, Division 3; Billy Bowden, Division 4; Rob Frazier, Division 5; Sarah Cullen, Division 6; Juan Olmedo, Division 7; Wladimir Thomas, Division 8; Waseem Akhtar, Bob Arcari, Josh Christensen, Archie Messersmith, Donald Orloski, Members at Large.