

La Pine Sports Academy Consolidated Bylaws

Version 3.8 - Adopted [10/30/2025]

Preamble

This document consolidates and simplifies all previous governing documents of the La Pine Sports Academy (LPSA). This version supersedes all prior bylaws and policies and officially clarifies the organization's structure as a **non-member, non-profit corporation governed solely by its Board of Directors**, organized for charitable purposes under Section 501(c)(3) of the Internal Revenue Code.

Article I: General Provisions

Section 1.01: Name

The name of this organization is the La Pine Sports Academy, hereinafter referred to as "LPSA"

or "the Academy".

Section 1.02: Mission Statement

The mission of the La Pine Sports Academy is to cultivate a safe, positive, and supportive environment where every athlete can play, grow, and belong. Through the spirit of Hawk Pride, we build athletes of strong character who value effort, respect, and teamwork—on and off the field. Our culture is one of building up, not tearing down, where confidence, communication, and community pride are strengthened through every practice, game, and act of sportsmanship.

Section 1.03: Non-Profit Status

LPSA is a non-profit corporation and shall maintain its tax-exempt status as an organization described in Section 501(c)(3) of the Internal Revenue Code. LPSA shall maintain good standing as a charitable organization with the Oregon Secretary of State and Department of Justice.

Section 1.04: Non-Discrimination

LPSA will not discriminate on the basis of race, color, religion, national origin, citizenship, disability, age, sex, sexual orientation, gender identity, or veteran status.

Section 1.05: Boundaries and Colors

- **Territory:** The primary territory is the vicinity of La Pine, Oregon, but may extend to include Jefferson, Lake, Douglas, Lane, Deschutes, and Klamath counties.
- **Colors:** The official colors of LPSA are Black, Red, Blue, and White.

Section 1.06: Fiscal Year

The fiscal year for LPSA begins on January 1st and ends on December 31st.

Section 1.07: Rules of Order

Procedural matters not covered by these bylaws shall be governed by Robert's Rules of Order.

Section 1.08: Charitable Purpose

LPSA is organized exclusively for charitable and educational purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code. In furtherance of these purposes, LPSA is authorized to accept, receive, and maintain funds or property through donations, grants, sponsorships, and contributions. No part of the net earnings of the organization shall inure to the benefit of, or be distributable to, its directors, officers, or other private persons.

Section 1.09: Prohibited Activities

Notwithstanding any other provision of these bylaws, no substantial part of the activities of the corporation shall be the carrying on of propaganda, or otherwise attempting to influence legislation. The corporation shall not participate in, or intervene in (including the publishing or distributing of statements), any political campaign on behalf of or in opposition to any candidate for public office.

Section 1.10: Dissolution

Upon dissolution of LPSA, any remaining assets after all debts are paid shall be distributed to the La Pine Senior Activity Center, a qualified 501(c)(3) organization.

Article II: Participation and Volunteering

Section 2.01: Participants

- **Definition:** Participants include all youth players, coaches, trainers, managers, and their families engaged in LPSA programs.
- **Expectations:** All participants are required to adhere to the LPSA Code of Conduct and all other policies adopted by the Board.
- **Registration:** All participants must complete the official registration process prior to engaging in any LPSA program.

Section 2.02: Volunteers

- **Definition:** Volunteers are non-voting individuals who contribute their time and skills to support LPSA's mission.
- **Requirements:** All adult volunteers must complete a mandatory background check.
- **Commitment:** Volunteers are expected to fulfill their duties and adhere to all LPSA policies.

Article III: Board of Directors

Section 3.01: Governing Authority

LPSA is a non-member corporation and has no voting members. All corporate powers are vested in its Board of Directors ("the Board").

Section 3.02: Composition of the Board

- **Executive Board:** Composed of the President, Vice President, Secretary, Registrar, and Director of Youth Development.

- **Coordinator Board:** Composed of Directors who oversee operational and programmatic areas, including Operational Directors (e.g., Sergeant at Arms, Events, Sponsorships) and Sport Program Directors (e.g., Basketball, Soccer).

Section 3.03: Terms, Elections, and Removal

The Board of Directors is self-perpetuating. The process for electing, removing, and filling vacancies on the Board shall be managed by the existing Board members in accordance with these bylaws.

Article IV: Committees

Section 4.01: Purpose and Structure

LPSA utilizes Standing and Ad Hoc committees to manage its operations. Key committees include those for Finance, Bylaws, Discipline, Board Development, and specific Sport Programs. All committees make recommendations to the Board for final approval.

Article V: Meetings

Section 5.01: Board of Directors Meetings

The Board shall meet regularly. A quorum shall consist of one-fifth (1/5) of the total number of filled board positions, rounded up.

Section 5.02: Annual Community Meeting

LPSA shall hold at least one Annual Community Meeting for informational and transparency purposes. No binding votes will be taken at this meeting.

Article VI: Financial and Operational Policies

Section 6.01: Financial Management

The Executive Board shall prepare an annual budget for approval by the full Board. An annual financial audit shall be conducted by an independent auditor.

Section 6.02: Indemnification

To the fullest extent permitted by law, LPSA shall indemnify its directors and officers against reasonable expenses incurred in connection with their roles, except in cases of willful

misconduct.

Article VII: Conduct, Discipline, and Grievances

Section 7.01: Code of Conduct

All participants, volunteers, board members, and members of the public attending LPSA events are expected to treat others with respect and promote a safe, positive environment. LPSA has zero tolerance for abuse, bullying, hazing, discrimination, or harassment.

Section 7.02: Right to Exclude Participants and Public

The Board of Directors reserves the absolute right to refuse, suspend, or terminate the participation of any individual or to exclude any member of the public from its programs and events if their conduct is determined to be detrimental to the safety, well-being, or mission of the Academy. The specific grounds and procedures for such actions are detailed in the **LPSA Participant and Public Conduct Policy**. All such disciplinary matters shall be reviewed and decided by the Executive Board in a closed session to ensure confidentiality. **The Executive Board may delegate parts of the investigation process but retains final authority for all disciplinary action.**

Section 7.03: Grievance and Appeals Procedure

LPSA maintains a formal process for handling grievances and appeals. If informal resolution fails, a formal written grievance may be submitted to the Executive Board for investigation and resolution. Decisions may be appealed to the Executive Board, whose decision on the matter is final.

Section 7.04: Exhaustion of Remedies

No individual may involve the courts without first exhausting all internal grievance and appeal remedies provided by LPSA.

Article VIII: Bylaw Amendments

Section 8.01: Amendment Procedure

These bylaws may be amended by a two-thirds (2/3) majority vote of the entire Board of Directors, provided that notice of the proposed amendment was delivered to each director at least ten (10) days prior to the meeting.

Article IX: Director Conduct and Conflict of Interest

Section 9.01: Standards of Conduct

Each director shall perform their duties in good faith and in a manner they reasonably believe to be in the best interests of LPSA, in accordance with Oregon law.

Section 9.02: Conflict of Interest

Directors must disclose any potential conflict of interest and recuse themselves from any discussion or vote on the matter.

Certificate of Adoption by the Board of Directors

La Pine Sports Academy

At a regular meeting of the Board of Directors of the La Pine Sports Academy (LPSA), a non-profit corporation, duly held on , at which a quorum was present and acting throughout, the following resolution was put to a vote and adopted as follows:

Total Directors Present:

Votes FOR adoption:

Votes AGAINST adoption:

Votes ABSTAINING:

RESOLVED, that the Board of Directors of La Pine Sports Academy hereby adopts the new consolidated bylaws presented at this meeting, designated as the "**La Pine Sports Academy Consolidated Bylaws, Version 3.8**".

FURTHER RESOLVED, that this document, "La Pine Sports Academy Consolidated Bylaws, Version 3.8," shall, upon adoption, immediately supersede any and all previous bylaws, amendments, and governing policy documents of the corporation.

Attestation

I, the undersigned, do hereby certify that I am the duly elected and acting President of the La Pine Sports Academy Board of Directors, and that the foregoing is a true and correct copy of a resolution duly adopted at a meeting of the Board of Directors held on the date specified above.

Signature



Travis Tarter

President, LPSA Board of Directors

Date: 10/28/2025

LPSA Participant and Public Conduct Policy

Version 1.1 - Adopted [10/30/2025]

1. Purpose

The La Pine Sports Academy (LPSA) is committed to providing a safe, positive, and productive environment for its youth participants, volunteers, families, and the public. The purpose of this policy is to define the standards of conduct expected at all LPSA events and to provide a clear procedure for addressing conduct that is detrimental to the Academy's mission and the well-being of its participants.

For the purposes of this policy, 'LPSA events' include any activity organized, endorsed, or hosted by LPSA or its affiliated programs, including but not limited to games, practices, tryouts, meetings, and fundraisers.

2. Scope

This policy applies to all individuals associated with or attending LPSA functions, including:

- Youth participants (players)
- Parents, guardians, and family members
- Coaches, volunteers, and staff
- Board members
- Members of the public and spectators

3. Prohibited Conduct

LPSA has a zero-tolerance policy for abuse and harassment. Any individual who engages in the following behaviors at an LPSA event, or in any communication related to LPSA, may be subject to disciplinary action:

- **Abuse:** Physical, sexual, verbal, or emotional abuse; hazing; bullying or cyberbullying.
- **Harassment & Discrimination:** Conduct or comments related to race, color, religion, sex, national origin, or any other protected class that creates an intimidating or hostile environment.
- **Threats & Violence:** Any threat of physical harm, or any act of physical violence.
- **Unsportsmanlike Conduct:** Cursing, taunting, disrespecting officials, or inciting negative behavior in others.
- **Property Damage:** Willful destruction or theft of property belonging to LPSA, its participants, or its host facilities.
- **Safety Violations:** Disregarding safety rules or creating an unsafe environment.
- **Misconduct:** Any other behavior that disrupts an LPSA event or is determined to be fundamentally detrimental to the mission of the Academy.

4. Reporting

Any individual who witnesses or is subject to prohibited conduct is urged to report the incident.

- **Process:** Reports should be made in writing to any member of the Executive Board.
- **Confidentiality:** All reports will be handled with the utmost confidentiality, with information shared only with those necessary to conduct an investigation.
- **Non-Retaliation:** No person shall be subject to retaliation for making a good faith report under this policy.

5. Investigation and Sanctions

Upon receiving a report, the Executive Board shall initiate a review in a closed session.

1. **Investigation:** The Board will confidentially investigate the complaint. The Board may delegate parts of the investigation process but retains final authority.
2. **Decision:** The Executive Board will determine, in its sole discretion, whether a policy violation has occurred.
3. **Sanctions:** If a violation is found, the Executive Board may impose one or more of the following sanctions:
 - **Written Warning:** A formal warning to cease the behavior.
 - **Probation:** A set period during which any further violation will result in immediate, more severe sanctions.
 - **Suspension:** A temporary removal from all LPSA events for a specified period.
 - **Exclusion (Ban):** A permanent termination of participation and/or attendance at all LPSA programs and events.

Whenever appropriate, disciplinary measures will follow a progressive approach, with education and corrective action prioritized before suspension or exclusion. However, the Board

reserves the right to impose immediate suspension or exclusion for severe violations.

6. Appeals Process

Individuals who receive a formal sanction of Suspension or Exclusion have the right to appeal the decision.

- **Submission:** An appeal must be submitted in writing to the Executive Board within seven (7) days of receiving the sanction notice. The appeal should state the reasons for the appeal.
- **Review:** The Executive Board will review the appeal and may, at its discretion, hold a final meeting with the appealing party.
- **Final Decision:** The decision of the Executive Board on the appeal is final and binding.
- **Timing: Appeals submitted after seven (7) days may be considered at the discretion of the Executive Board if extenuating circumstances exist.**

La Pine Sports Academy

Sanctioning and Restoration Protocol

1. Purpose

This document outlines the formal protocol for issuing sanctions (including suspensions or exclusions) to players, their families, and other associated individuals who violate LPSA bylaws or policies. It also details the specific process by which a sanctioned individual may petition for restoration.

This protocol is managed by the LPSA Discipline Committee and all final decisions are approved by the Executive Board, ensuring a fair, confidential, and consistent process that protects the safety and mission of the Academy.

2. Governing Bodies

- **Discipline Committee:** Chaired by the Sergeant-at-Arms, the Discipline Committee is responsible for managing all reports, conducting investigations, holding hearings, and providing formal written recommendations for sanctions and restorations to the Executive Board.
- **Executive Board:** The Executive Board holds final authority over all disciplinary matters. It reviews all recommendations from the Discipline Committee and must sign off on any decision involving suspension, exclusion (sanctioning), or restoration.

3. Sanctioning Protocol

The following steps will be taken when considering a sanction against an individual or group.

1. **Formal Report:** A formal, written report alleging a significant violation of bylaws

or policies must be submitted to the Discipline Committee.

2. **Confidential Investigation:** The Discipline Committee will conduct a confidential and impartial investigation into the report.
3. **Hearing:** The committee will hold a closed hearing, inviting the reporting party and the alleged violator (the "respondent") to provide testimony, as detailed in the Participant and Public Conduct Policy.
4. **Committee Recommendation:** Following the investigation, the Discipline Committee will deliberate in a closed session and produce a formal, written recommendation. This recommendation will include:
 - A summary of findings.
 - The specific policies or bylaws violated.
 - A proposed sanction (e.g., warning, suspension, or permanent exclusion).
5. **Executive Board Review & Decision:** The recommendation shall be presented to the Executive Board in a closed session. The Executive Board will review the findings and vote to approve, modify, or reject the recommendation. This decision is final and will be documented in a formal letter to the respondent.

4. Sanctions Affecting Family and Associated Groups

LPSA recognizes that the conduct of one individual can impact the entire community. This protocol addresses individuals who actively participate in, or associate with, policy violations.

- **Sanctions on a Family Unit:** If a sanction is issued to a parent, guardian, or player for severe misconduct, the sanction (e.g., exclusion from all LPSA events) may be extended to the entire immediate family unit at the discretion of the Executive Board. This is to ensure the complete removal of the disruptive influence from the Academy environment.
- **Sanctions on Associated Individuals:** If the Discipline Committee's investigation finds that other individuals (e.g., players, parents, or spectators) were complicit in, encouraged, or deliberately "grouped" with the sanctioned individual during the violation, they may be subject to their own, separate disciplinary process under this same protocol.

5. Restoration Protocol

LPSA believes in accountability and, where appropriate, restoration. A sanctioned individual may petition for reinstatement only by adhering to the following process. Restoration is a privilege, not a right, and is at the sole discretion of the Executive Board.

1. **Waiting Period:** The sanctioned individual must wait a minimum of one (1) full year from the date of their sanctioning letter before they are eligible to petition for restoration.
2. **Petition for Restoration:** The sanctioned individual (the "petitioner") must submit a formal written petition to the Discipline Committee. This petition must include:
 - A statement acknowledging their understanding of the policy violation.
 - A description of corrective actions taken.
 - A formal request for restoration.
3. **Pledge of Sponsorship:** The petition **must** be accompanied by a signed "Pledge of Sponsorship" from a current LPSA participant in good standing (the "Sponsor"). The Sponsor cannot be a current LPSA board member.
4. **Sponsorship Agreement:** The Pledge of Sponsorship is a formal agreement with the LPSA Board of Directors. By signing it, the Sponsor explicitly agrees to the following terms:
 - The Sponsor personally vouches for the petitioner's character and reformed conduct.
 - The Sponsor agrees to attend all LPSA events that the petitioner attends for a probationary period of one (1) full year.
 - **The Sponsor fully understands and accepts that if the petitioner violates **any** LPSA bylaw or policy during the probationary period, the Sponsor will be **immediately and equally** sanctioned, up to and including permanent exclusion from the Academy, without a separate hearing.**
5. **Committee Review:** The Discipline Committee (chaired by the Sergeant-at-Arms) will review the petition and the Pledge of Sponsorship. The committee will meet with both the petitioner and the proposed Sponsor to ensure full understanding of the agreement.
6. **Final Approval by Executive Board:** The Discipline Committee will present the petition, the pledge, and its official recommendation to the Executive Board in a closed session. The Executive Board will vote on the restoration. A majority vote is required to approve the restoration, which is conditional upon the terms of the

Sponsorship Agreement.