



OPERATING POLICIES AND PROCEDURES

OF

GOLDEN GLOVES OF AMERICA, INC.

CONTENTS

1) FRANCHISES.....	3
FRANCHISES/SUB-FRANCHISES DEFINED	
GRANTING OF FRANCHISES/SUB-FRANCHISES	
COMPLIANCE REQUIREMENTS	
FINANCIAL REQUIREMENTS	
COMPETITIONS: AGE GROUPS, EQUAL OPPORTUNITY, CITIZENSHIP, BOUT REQUIREMENTS	
2) TOURNAMENT OF CHAMPIONS.....	6
DATE OF COMPETITION	
COMPETITION ENTRIES	
TEAM UNIFORMS	
TEAM POINTS	
TOURNAMENT EVENT	
FRANCHISE PARTICIPATION	
TOURNAMENT RULES	
RANKING/QUALIFYING TOURNAMENT CRITERIA	
3) GOLDEN GLOVES OF AMERICA NATIONAL TOURNAMENT EVENTS.....	8
ANNUAL COMPETITION CRITERIA	
JUNIOR/YOUTH	
MASTER'S	
WORLD GOLDEN GLOVES	
4) TOURNAMENT VENUE BIDDING PROCEDURES.....	8
TOURNAMENT HOST	
MINIMUM BID AMOUNT	
BIDDING PROCESS	
BID PACKETS	
TRAVEL EXPENSES	
BROADCAST/SPONSOR INCOME	
5) NATIONAL ORGANIZATION OF GOLDEN GLOVES OFFICIALS OF AMERICA (NOGGOA).....	10
NOGGOA OPERATIONS	
6) MEETINGS.....	11
ORDER OF BUSINESS	
7) ETHICS AND ACCOUNTABILITY PROCEDURES.....	11
FILING A COMPLAINT	
INITIAL REVIEW/INVESTIGATION	
HEARING/RESOLUTION/DECISION/APPEALS	

8) FINANCIAL POLICIES.....15

MID-YEAR MEETING EXPENSES

DOCTORS' TRAVEL EXPENSES

LEGAL EXPENSES

9) EMERITUS MEMBERS.....15

QUALIFICATIONS

RECORDS

APPENDIX A - TEAM COLORS

APPENDIX B - ETHICS AND ACCOUNTABILITY FILING FORM

1) FRANCHISES**A) FRANCHISES/SUB-FRANCHISES DEFINED:**

Golden Gloves of America, Inc. is the national governing organization for Golden Gloves competition within the United States. The organization consists of up to thirty-two (32) designated franchise territories authorized to conduct Golden Gloves competition and related activities within their respective geographic areas.

- i) Franchises may be awarded to qualified organizations maintaining valid 501(c)(3) non-profit status that actively support the promotion, development, and advancement of amateur boxing.
- ii) Franchise territories shall be defined by maps, geographic descriptions, and official records maintained by the Golden Gloves of America Territorial Board Representative.
- iii) Sub-franchise territories may be established within an existing franchise territory by the recognized Franchise holder, subject to compliance with the Bylaws and Policies and Procedures of Golden Gloves of America.
- iv) Each Franchise shall designate an official Delegate to represent the Franchise at the national level.
- v) Each Franchise is responsible for conducting local club shows, tournaments, and annual championship events for eligible male and female athletes within its designated territory. Franchise competition may culminate in regional and/or national Golden Gloves tournaments through qualification and advancement procedures established by Golden Gloves of America.

B) GRANTING OF FRANCHISES/SUB-FRANCHISES:

- i) Franchises and Sub-Franchises are granted on an annual basis and remain subject to continued compliance with the Bylaws, Policies and Procedures, Code of Conduct, financial obligations, operational standards, and sanctioning requirements of Golden Gloves of America.
- ii) Golden Gloves of America reserves the sole and absolute discretion to suspend, place on probation, revoke, reassign, deny renewal of, or otherwise modify a franchise or sub-franchise territory at any time for cause, including but not limited to: poor performance; failure to remain in good standing; non-compliance with governing documents, rules, or directives; code of conduct violations; financial instability or hardship affecting operations; reputational harm to the organization; inability or failure to secure or maintain event sanctioning; unsafe practices; or conduct deemed detrimental to the best interests of Golden Gloves of America.
- iii) In the event a Franchise Delegate resigns, is removed, suspended, or otherwise vacates the position, Golden Gloves of America reserves the right to review, reassign, restructure, merge, dissolve, or otherwise modify the affected franchise territory in

the best interests of the organization. Any existing 501(c)(3) organization operating within the established franchise territory, or any other qualified 501(c)(3) organization seeking consideration within that territory, may be invited to submit an operational business plan and supporting documentation for review by the Territorial Board Representative and/or designated review committee. Submission of a proposal does not guarantee approval, designation, or reassignment of franchise rights. Application fees may apply.

- C) **COMPLIANCE REQUIREMENTS:** Franchises and Sub-Franchises shall maintain annual compliance with all applicable requirements of Golden Gloves of America, Inc. and USA Boxing, Inc.
- i) All boxers, coaches, officials, Franchise/Sub-Franchise Delegates, and affiliated staff participating in franchise operations or events must maintain current registration and remain in good standing with USA Boxing, Inc.
 - ii) All coaches and officials participating in franchise-sanctioned activities must maintain current USA Boxing certification and any other required credentials.
 - iii) Each Franchise and Sub-Franchise shall maintain an active and publicly accessible website and/or official communication platform containing current contact information, schedules of events, and other information required by Golden Gloves of America.
 - iv) Franchises and Sub-Franchises must respond to official requests for information, documentation, or compliance materials from the National Office within fourteen (14) calendar days unless otherwise specified.
 - v) Failure to maintain compliance with the requirements set forth herein may result in probation, suspension, loss of voting privileges, revocation, non-renewal, reassignment of franchise rights, or other disciplinary action deemed appropriate by Golden Gloves of America.
- D) **FINANCIAL REQUIREMENTS:** Each Golden Gloves of America Franchise shall be financially responsible for approved team travel expenses, including lodging, transportation, per diem, and official team uniforms for eligible team members participating in Franchise competition and advancement events. Covered team members shall include up to two (2) coaches and two (2) officials, unless otherwise approved by Golden Gloves of America. The Franchise Director Delegate shall be responsible for the general supervision, safety, and well-being of official team members during authorized Franchise travel, beginning at the time of departure from their home location through return to their home location. Franchises are not required to assume financial responsibility for uncontested boxers advancing to the Tournament of Champions or other advancement events. However, a Franchise may voluntarily elect to provide full or partial financial assistance for such participants. Any uncontested boxer receiving Franchise support or participating as part of the official Franchise delegation must be declared to the Franchise Delegate immediately upon confirmation of advancement eligibility and must complete all

required registration, waiver, and eligibility documentation established by Golden Gloves of America in order to be recognized as an official member of the Franchise team. Failure to satisfy required financial obligations, team responsibilities, reporting requirements, or participant documentation standards may result in disciplinary action, including probation, suspension, loss of privileges, or revocation/non-renewal of Franchise status.

- E) **COMPETITIONS:** Golden Gloves of America Franchises and Sub-Franchises may conduct club shows or local tournaments but must hold competitions each year in their franchise territory to make every effort to send a full team as well as two coaches and two officials, one of which can be a USA Boxing registered Physician, to the annual Tournament of Champions.
- i) All Franchise qualifying tournaments must be completed in enough time to deliver complete team rosters and make any other necessary arrangements by the required deadline.
 - ii) **CLUB SHOWS:** Each Franchise Delegate is authorized to conduct club shows and to invite registered members affiliated with USA Boxing, Inc., provided all rules, regulations, procedures, and policies of each member organization are followed. In the event of conflicting rules, regulations, procedures, and policies, the competition will not be held or said member will not be invited.
 - iii) **LOCAL TOURNAMENTS:** Each Franchise and Sub-Franchise Delegate is authorized to conduct local tournaments and to invite registered members affiliated with USA Boxing, Inc., provided all rules, regulations, procedures, and policies of each member organization are followed.
 - iv) All Franchises and Sub-Franchises must use all USA Boxing, Inc. technical and competition rules except for USA Boxing approved Golden Gloves Rule Modifications.
 - v) **ENTRY FEES:** Sub-franchise and Franchises typically do not require tournament entry fees. Should there be an entry fee, it must not exceed \$50 per boxer.
 - vi) **AGE GROUPS:** The age group for Elite boxers (novice and open) is 18 through 40. A boxer must be at least 18 years of age at the start of the advancing tournament series and not more than 40 years of age at the end of their regional Franchise competition. Any boxer who advances to the Tournament of Champions must not be 41 years of age before the end of the national tournament. The age group for Junior/Youth boxers (novice and open) is 8 through 18 years of age.
 - vii) **EQUAL OPPORTUNITY:** Golden Gloves will provide equal opportunity to male and female boxers to compete in local, regional, state, and national championship tournaments.
 - viii) **CITIZENSHIP:** Non-US Citizens who are legal residents of the US and have resided in the US for at least one year are eligible to participate in Golden Gloves competitions. This policy may change during Olympic Trials Qualifying years as mandated by USA

- Boxing, Inc.
- ix) **NUMBER OF BOUTS FOR OPEN BOXERS:** The standard number of bouts for the male and female novice class is ten (10) bouts or fewer. For male and female open class eleven (11) bouts or more. For safety considerations, each Franchise may set the number of bouts that determines when a boxer becomes open class. The minimum bout requirement to compete at the National Tournament is ten (10) bouts for men and eight (8) bouts for women. Walkovers are not considered competition. Competition experience waivers may be completed at the discretion of the franchise delegate at the regional/franchise level. Competition waivers for competing at the national tournament must be approved by the Franchise Delegate and Golden Gloves of America President, in conjunction with the Executive Director and National Tournament Official In Charge.

2) TOURNAMENT OF CHAMPIONS

- A) **DATE OF COMPETITION:** The Tournament of Champions will be held within the month of May each year. Under certain exceptions, the date of the Tournament may be moved at the discretion of the Executive Committee. It will be held at a location selected through the tournament bid process (see Bidding Process).
- B) **COMPETITION ENTRIES:** All entries into the Tournament of Champions shall come through and represent the Franchise in the territory in which the entrant is domiciled (see Tournament Rules). A boxer may compete in only one progressive Golden Gloves Franchise Tournament per year. (*Note:* In some circumstances, local officials may reinstate a defeated boxer for subsequent tournaments if the champion in the same weight class is unable to continue to the next tournament.)
- C) **TEAM UNIFORMS:** When competing in the Tournament of Champions, boxers must only wear uniforms with the team colors assigned to their Franchise (See Appendix A). Boxing trunks and tank tops must be separated by a contrasting-colored waistband. The Board of Directors shall have the power to waive this requirement.
- D) **TEAM POINTS:** Points to determine a national Team Champion are as follows:
- i) A Franchise will receive one (1) point for each win throughout the tournament.
 - ii) Team points are not awarded for byes. Team points will be awarded for walkovers if a scheduled bout is cancelled due to injury or disqualification.
 - iii) In the case of a tie the team with the most champions will receive the first-place award. If there is a tie for points and number of champions, the team with the most boxers competing in the championship round shall receive the first-place award.
 - iv) Additional Officials and Coaches not included on the official franchise roster may

- attend at their own expense and participate in the National Tournament of Champions.
- E) **TOURNAMENT EVENT:** There will be a Delegate Welcoming Banquet/Hall of Fame Banquet on the Sunday preceding the first night of competition of the Tournament of Champions.
- F) **FRANCHISE PARTICIPATION:** If a Franchise does not participate in the Tournament of Champions in any given year the franchise will be put on one-year probation. If the Franchise does not send a team for a second year, the Franchise shall be suspended and may be rescinded at the discretion of the Board of Directors.
- G) **TOURNAMENT RULES:** Rules of USA Boxing, Inc. shall apply unless provided for otherwise as stipulated in the USA Boxing approved Golden Gloves of America Rule Modifications. In addition, the following rules apply:
- i) A boxer must compete in the Golden Gloves territory where they are domiciled. Franchises may deviate from this rule only in extenuating circumstances and with written approval, including the reason for the deviation, of the participating Franchises. Copies of the approval document must be provided to the Territorial Board Representative and Executive Director prior to the start of competition.
 - ii) All entries will be received by the Tournament Director or their designee. The Tournament Director can be the Host, or a person appointed by the Host and duly recognized by the National Golden Gloves Executive Committee.
 - iii) No Franchise may participate in the Tournament of Champions with fewer than seven (7) qualified contestants. The Executive Committee may, in its sole discretion, waive this requirement based on extenuating circumstances.
 - iv) Any boxer who advances to the Tournament of Champions must be at least 18 years of age at the start of the advancing tournament series and must not be 41 years of age before the end of the national tournament. The Boxers shall have the name and logo of their Franchise on their boxing attire unless specifically waived by the Board of Directors.
 - v) All boxers who enter National Golden Gloves Tournaments shall be subject to weigh-ins and physicals each day of their competition.
 - vi) Current weight divisions are as follows:
 - Male: 110, 121, 132, 143, 154, 165, 176, 187, 198, 198+
 - Female: 106, 112, 119, 125, 132, 143, 154, 165, 176, 176+
- H) **RANKING/QUALIFYING TOURNAMENT:** If the Tournament of Champions is deemed a qualifying tournament by USA Boxing, Inc., Golden Gloves, Inc. will follow all required criteria. Other tournament modifications may be made during these tournament years.

3) GOLDEN GLOVES OF AMERICA NATIONAL TOURNAMENT EVENTS

- A) ANNUAL COMPETITIONS:** National Tournament of Champions, Junior/Youth, World, and Master's Golden Gloves Tournaments may be held annually.
- B) JUNIOR/YOUTH:** Entries into the National Junior/Youth Golden Gloves shall be an open entry tournament held on a date and at a location selected through the tournament bid process. Individual tournament Fact Sheets will provide information specific to the organizing of the event.
- C) WORLD GOLDEN GLOVES TEAM SELECTION:** Entries into the World Golden Gloves shall be an open entry tournament held on a date and at a location selected through the tournament bid process. Individual tournament Fact Sheets will provide information specific to the organizing of the event.
- D) MASTER'S GOLDEN GLOVES:** Entries into the Master's Golden Gloves shall be an open entry tournament held on a date and at a location selected through the tournament bid process. Individual tournament Fact Sheets will provide information specific to the organizing of the event.

4) TOURNAMENT VENUE BIDDING PROCEDURES

- A) TOURNAMENT HOST:** The Golden Gloves national office shall have the right to produce any Tournament of Champions, Junior/Youth, Master's or World Golden Gloves Tournament in any given location if the Executive Committee deems it necessary for the overall good of the organization. The Golden Gloves Executive Committee reserves the right to forego the open bid process before any bids have been accepted or if the winning franchise bidder is unable to perform under the terms of the commitment. Any bid monies received from a bidder unable to perform under the terms of the commitment shall be retained by the National Golden Gloves of America.
- B) MINIMUM BID AMOUNT:** Bids to host the Tournament of Champions or any other Golden Gloves affiliated national or world tournament, starting at \$40,000, will be given preferred consideration. However, based on extenuating circumstances the Executive Committee may agree to accept bids for a lower amount. Bids may be submitted by a Franchise, municipality, venue partner, organizing committee, or other qualified entity, subject to review and approval by Golden Gloves of America. The recognized Franchise Delegate for the affected territory shall be notified of and provided the opportunity to support, participate in, and coordinate with any bid submitted within their designated territory. Nothing herein shall prohibit Golden Gloves of America from reviewing or accepting a bid submitted by another qualified entity within a Franchise territory when

determined to be in the best interests of the organization. The approved host entity and/or sponsoring organization shall be financially responsible for all obligations, costs, and contractual commitments associated with the tournament upon acceptance of the bid.

C) BIDDING PROCESS: The bidding process shall proceed as follows:

- i) Bids to host a Tournament of Champions, National Golden Gloves Junior/Youth Tournament, Master's or World Golden Gloves Tournament may be submitted up to three (3) years in advance. However, special permission may be obtained from the Executive Committee to bid more than three (3) years in advance if a letter requesting such an exception is received by the Secretary not less than thirty (30) days before the next scheduled Executive Committee Meeting. Bids may be presented at any meeting of The Delegate Assembly. Should a tournament have not taken place for more than two (2) calendar years, bids may be presented directly to the Executive Committee.
- ii) A letter stating intent to bid must be sent via US mail or email to all Executive Committee members no fewer than ninety (90) days prior to the Annual or Mid-Year meeting. All Franchise Delegates will receive notification from the Executive Committee of the bidder's intent to present, no fewer than thirty (30) days prior to the Annual or Mid-Year meeting. At minimum, the letter must state:
 - a) Name, address, and telephone number of the bidding individual or organization;
 - b) Proposed location (city);
 - c) Name of the host hotel, competition venue, square footage of competition space, seating capacity/type for boxing, ancillary meeting room space, and technical amenities (internet/Wi-Fi capabilities.)
 - d) Proposed competition dates;
 - e) Names(s) of the person(s) who will appear before the Franchise Delegates, if required, to present the bid.
- iii) A completed Tournament Bid Form along with a check for twenty percent (20%) of the total bid must be sent by US Certified Mail to the National Golden Gloves Treasurer and received no fewer than 15 days prior to the meeting at which the bid will be presented, if required. Upon bid acceptance, payment schedule in 20% increments for the remaining balance of the bid fee will be established by the Executive Committee.
- iv) The Executive Committee reserves the right to accept or reject any or all bids pending an on-site visit and thorough assessment of the potential host

tournament site. All costs of the visit to be incurred by the bidding host(s) for up to two (2) individuals designated by the Executive Committee.

- v) If bidder's proposal is deemed advantageous by the Executive Committee, voting by the certified franchise delegates shall be conducted at the meeting in which the bid is presented.
- vi) Competitive tournament bids being presented by an Executive Committee member shall deem the Executive Committee member ineligible to receive opposing bid information.

- D) **BID PACKETS:** Golden Gloves bid packets are available from the Secretary or Executive Director.
- E) **TRAVEL EXPENSES:** Hosts of National Tournaments will be responsible for paying travel expenses (hotel, air and ground transportation, and \$45 per day per diem) of the Executive Director, President and Tournament staff authorized by the Executive Committee to work a Tournament for its duration. The Executive Director will provide names of Tournament staff to the host Franchise before their arrival.
- F) **BROADCAST/SPONSOR INCOME:** Host Franchises, if applicable, of the Tournament of Champions, the National Golden Gloves Junior/Youth Tournament, Masters, or the World Golden Gloves Tournament may receive a percentage of the net revenue received from television, live streaming, or any other broadcasting, and/or advertising revenue associated with broadcasting any of the Tournament Events as follows:
 - i) All broadcasting or visual dissemination of Golden Gloves National events is to be determined by the Golden Gloves of America Executive Committee in cooperation with the host. Host may receive net revenue shares of up to 25%.
 - ii) Sponsorships secured by host shall be 100% retained.
 - iii) Sponsorships secured by Golden Gloves of America shall be 100% retained.
 - iv) Sponsorships must not cause a conflict of interest with Golden Gloves of America current national sponsors or mission statement.
 - v) Any rebroadcast, reproduction, or other use of the pictures and accounts of Golden Gloves competitions and events surrounding those competitions without the express written consent of Golden Gloves of America, Inc. is prohibited. Sponsorships must not cause a conflict of interest with Golden Gloves of America current national sponsors or mission statement.

5) NATIONAL ORGANIZATION OF GOLDEN GLOVES OFFICIALS OF AMERICA (NOGGOA)

A) The National Organization of Golden Gloves Officials of America (NOGGOA) is recognized as an independent membership organization supporting the advancement, development, and recognition of

officials and participants involved in Golden Gloves competition.

B) NOGGOA may conduct fundraising activities, scholarship programs, educational initiatives, recognition programs, and other charitable or membership-based activities in support of athletes and the sport of amateur boxing.

C) NOGGOA shall operate in accordance with its own Constitution, Bylaws, and organizational governing documents, provided such activities remain consistent with the mission, standards, and objectives of Golden Gloves of America and USA Boxing.

D) NOGGOA may collaborate with Golden Gloves of America, USA Boxing, Franchises, and other affiliated organizations to support athlete development, educational opportunities, scholarship distribution, and community engagement initiatives.

6) MEETINGS

Annual, Mid-Year, Executive Committee, and Board of Director Meetings will follow a standard order of business, which may be modified from time to time, dependent on subject matter for discussion. The following agenda items are standard information to be covered in meetings:

- A) Roll Call / Attendance
- B) Previous Meeting Minutes
- C) Reports of Officers
- D) Report of Executive Director
- E) Report of Board of Directors
- F) Special Reports and Presentations
- G) Unfinished Business
- H) New Business
- I) Adjournment

7) ETHICS AND ACCOUNTABILITY PROCEDURES

Golden Gloves of America (GGA) maintains a formal process for the submission, review, and resolution of complaints to ensure fair, transparent, and accountable governance within the organization. This policy applies to matters involving competition fairness, eligibility, conduct, or violations of GGA policies or bylaws arising within GGA-sanctioned events, programs, or administrative operations. This policy applies to athletes, coaches, officials, franchise representatives, and other participants involved in GGA activities.

1. Filing a Complaint

Any individual or organization registered in good standing with USA Boxing may file a formal complaint concerning matters related to:

- Violations of GGA policies or bylaws

- Competition fairness or eligibility
- Conduct violations
- Administrative or operational disputes within GGA-sanctioned activities

All complaints must be submitted in writing to the GGA Ethics and Accountability Panel and must include:

- A clear description of the complaint
- The specific rule, policy, or bylaw alleged to have been violated
- Supporting documentation or evidence (if available)
- The desired resolution or corrective action

Complaints should be submitted within thirty (30) days of the incident or discovery of the matter being reported unless extraordinary circumstances justify a later filing.

2. Initial Review and Investigation

Upon receipt of a complaint, the Ethics and Accountability Panel will conduct an initial review to determine whether the complaint falls within the jurisdiction of Golden Gloves of America.

Within seven (7) business days of receiving the complaint, the panel will acknowledge receipt and determine whether:

- The complaint will proceed to investigation
- Additional information is required from the complainant
- The matter falls outside the jurisdiction of GGA

3. Jurisdiction Determination

During the initial review, the Ethics and Accountability Panel will determine whether the complaint falls within the jurisdiction of Golden Gloves of America.

If the panel determines that the matter falls under the jurisdiction of USA Boxing, including matters related to SafeSport, eligibility governed by USA Boxing rules, or issues subject to the USA Boxing Judicial Committee, the panel may dismiss the complaint without further action and direct the complainant to the appropriate USA Boxing process. The panel may also refer the matter directly to USA Boxing if appropriate.

If the complaint proceeds, the panel may initiate an investigation that may include:

- Gathering statements from all involved parties
- Reviewing relevant documentation, policies, or event footage

- Consulting witnesses, officials, or other relevant stakeholders

The panel may request additional information or clarification from the complainant or respondent as necessary.

The investigation phase should generally be completed within thirty (30) days, unless the complexity of the matter requires additional time.

4. Conflict of Interest and Recusal

To ensure fairness and impartiality, any member of the Ethics and Accountability Panel must recuse themselves from participation in any matter in which they have a conflict of interest.

A conflict of interest may include, but is not limited to:

- Personal involvement in the complaint or incident
- Direct affiliation with a party involved in the dispute
- Financial or organizational interests that could influence impartial judgment
- Any circumstance that could reasonably create the appearance of bias

If a panel member identifies a conflict, they must immediately disclose the conflict and refrain from participating in the investigation, deliberation, or decision regarding that matter.

If a conflict is identified by another party, the panel will review the concern and determine whether recusal is appropriate.

5. Hearing and Resolution Process

If the panel determines that the matter requires formal review, a hearing may be scheduled.

The hearing process may include:

- Review of all submitted evidence and testimony
- Opportunity for both the complainant and respondent to present their positions
- Questions from members of the Ethics and Accountability Panel to clarify facts

Whenever possible, hearings should be scheduled within fourteen (14) days following the completion of the investigation.

Following the hearing, the panel will deliberate and issue a decision based on:

- Golden Gloves of America policies and bylaws

- Applicable USA Boxing rules
- Relevant governing standards or laws

6. Decision and Appeals

The decision of the Ethics and Accountability Panel will be communicated in writing to the relevant parties and will include:

- Findings of the investigation
- Determination regarding the complaint
- Any corrective actions or disciplinary measures imposed

A written decision should be issued within ten (10) business days following the conclusion of the hearing or final deliberation.

If a party disagrees with the outcome, an appeal may be submitted to the GGA Board of Directors. If the BOD believes the appeal has merit worth considering, the appeal may be presented to the GGA Delegate Assembly.

Appeals must be submitted within ten (10) business days of the written decision and must include justification for reconsideration, including any new evidence or procedural concerns.

Decisions rendered by a vote of the GGA Delegate Assembly shall be considered final and not subject to further appeal.

7. Disciplinary Actions

Depending on the nature and severity of the violation, disciplinary actions may include:

- Written warning or reprimand
- Suspension of participation in GGA activities
- Revocation of franchise rights in cases of severe or repeated violations

For matters involving significant governance or compliance issues, the Ethics and Accountability Panel or the complainant may request review by the USA Boxing Judicial Committee, which may initiate additional proceedings, administrative actions and fees in accordance with USA Boxing regulations.

8. Authority and Scope

This policy governs the internal complaint review procedures of Golden Gloves of America.

Nothing in this policy supersedes the authority of USA Boxing, including its Judicial Committee, grievance procedures, or SafeSport requirements.

Participants in Golden Gloves of America programs and events remain subject to all applicable USA Boxing rules, policies, and disciplinary processes.

8) FINANCIAL POLICIES

- A) **MEETING EXPENSES:** Host Franchises of National Tournaments will be responsible for providing Airfare, ground transportation, lodging, and per diem of \$45 per day for the Executive Director and President. Remaining Executive Committee members (Vice President, Secretary, Treasurer and Immediate Past President) shall be allowed expenses by the national office for the Mid-Year Meeting and any other special meetings or functions.
- B) **DOCTORS' TRAVEL EXPENSES:** Doctors pre-authorized by the Executive Committee and tournament host who provide medical services for the entire duration of a Golden Gloves national tournament, shall be eligible to be reimbursed by the tournament host. Reimbursement amounts are at the discretion of the tournament host. Confirmation of reimbursement eligibility will be provided in writing by the tournament host for the following areas and amounts:
 - i) Up to two hundred fifty dollars (\$250.00) for meals;
 - ii) Up to two hundred fifty dollars (\$250.00) for airfare and ground transportation;
 - iii) Up to one hundred dollars (\$100.00) per night for lodging.

9) **LEGAL EXPENSES:** If legal expenses must be incurred by Golden Gloves of America, Inc. arising from an action by a Franchise, the Franchise(s) involved will be financially responsible for any and all costs incurred by Golden Gloves of America, Inc., including but not limited to legal fees and all other expenses related to the action. If Golden Gloves of America is required to undertake any enforcement efforts the Franchise(s) shall pay all costs of enforcement incurred by Golden Gloves of America including but not limited to legal fees. Should any Franchise fail in the obligations outlined above, said Franchise may be revoked by a simple majority vote of the Executive Committee.

10) **EMERITUS MEMBERS QUALIFICATIONS:** Members granted Emeritus Status are those long-time members of Golden Gloves of America and/or those who have made major contributions to furthering goals of Golden Gloves of America. Emeritus status recommendations shall be presented by the Executive Committee and ratified by the Board of Directors and the Delegate Assembly, in that order. Emeritus status shall be an honorary position without voting privileges and are welcome at all meetings.

APPENDIX A – TEAM COLORS

Franchise	Team Colors
Buffalo	Blue & Green
California	Royal Blue & Gold
Chicago	Navy Blue & Orange
Cincinnati	Purple & Gold
Cleveland	Blue & Red
Colorado-New Mexico	Purple, Black & Silver
Detroit	Black & Antique Gold
Florida	Athletic Gold & Black
Hawaii	Red & Black
Indiana	Black & Red
Iowa	Gold & Black
Kansas City	Blue & White
Kansas-Oklahoma	Red, White & Blue
Michigan	Maize (Gold) & Blue
Mid-South	Red & Gold
Nevada	Silver & Black
New England	Black & Silver
New Jersey	Black & Gold
New York Metro	Blue & Gold
Omaha	Red & White
Pacific Northwest	Kelly Green & Blue
Pennsylvania	Green & White
Rocky Mountain	Red & Black
St. Louis	Royal Blue & White
Southeast	White & Black
Texas	Black & White
Toledo	Red & Silver
Tri-State	Light Yellow & Blue
Upper Midwest	Gold & Maroon
Washington	Black, White & Blue
Wisconsin	Red & White