



505.1 Purpose

- 505.1.1 This section applies to all U.S. Aerobatic Teams. The purposes of this Section are:
- a) Define the policies, organizational structures, procedures and roles relevant to the management of U.S. Aerobatic Teams.
 - b) Document the Agreement and Code of Conduct for Pilots and Other Team Members.
 - c) Detail the disciplinary actions that can result from violations of the Agreement and Code of Conduct for Team Pilots and Other Team Members.

505.2 Mission

- 505.2.1 The Team Management Mission is to aid the teams in ways which maximize their performance, reduce pilot distractions and help to ensure award winning performances at World Championship Events.

505.3 Team Governance

- 505.3.1 The IAC delegates the management of the U.S. Aerobatic Teams to Team Managers. Communication and coordination between the IAC Board of Directors and the Teams will be the responsibility of the Team Managers. The selection of each Team Manager will be determined by ballot lead by the Team Captain.

505.3.2 Team Captain selection

The Team Captain shall be:

- a) the highest scoring pilot from the previous WAC or WAAC that earned a slot based on Demonstrated Success (as defined in the Team Selection process P&P 504) at the prior world championship. **Or**, if no pilot earned a slot by Demonstrated Success, then
- b) the highest scoring pilot qualifying for the team at the U.S. National Championships. **Or**, if no team was selected at the US Nationals, then
- c) the Team Captain shall be selected by the Team.

505.3.3 Team Manager and Coach Selection



- (a) As soon as possible after the Team Captain is identified, they shall facilitate a team vote to select the Team Manager and Team Coach (if any).
- (b) The Team Captain will communicate the team's recommendations and any supporting documentation to the IAC Board of Directors.
- (c) The Team Captain will allow the Board of Directors two weeks to evaluate the selection.
- (d) In case of the disapproval of a nominee, the Team Captain will submit new nominees to the IAC Board of Directors as soon as practical.
- (e) In the case of approval (or silence longer than two weeks) from the Board of Directors, the Team Manager will assume all authority outlined in this document.

505.3.4

Responsibilities of the Team Manager

The Team Manager's role is to maximize each pilot's ability to focus on flying and to minimize logistical distractions. The Team Manager may delegate any or all of these responsibilities to team pilots or other available support personnel.

- (a) Oversee any team administration, fund-raising, management, budget and logistical issues.
- (b) Share communications from the World Championship Event organization with the Team pilots.
- (c) If the Team elects to wear Team Uniforms, assure team uniforms are consistent with IAC Brand guidelines.
- (d) Oversee any a/c availability, rental and/or transport coordination for the World Championship Event.
- (e) Fill vacated pilot slots where applicable.
- (f) Manage the entry process and on time submission of entry fees and paperwork for team pilots. Entry fees will not be routed through IAC Team Restricted Funds.
- (g) Oversee team training camps.
- (h) Assist with team housing and travel coordination for the World Championship Event.
- (i) Represent the team at the Championship Event, including:
 - a. On site logistics management.
 - b. Contest meetings and briefings.
 - c. Team protests and or appeals.
 - d. Team proposed sequences.
 - e. Team flight / duty schedules and assignment / order of flight.
- (j) Report to the IAC Board (generally via the President except where there may be a conflict of interest), all observed violations of the



Agreement and Code of Conduct for Team Pilots and Other Team Members and any resulting disciplinary actions taken.

- (k) In accordance with P&P section 207 – Finance Program, within 90 days of the conclusion of the world championship event, submit a recommendation to the Finance Committee for the distribution of unused Restricted Team Funds for the applicable U.S. team. These unspent Restricted Funds will not carry over to the following U.S. Aerobatic Team.
- (l) Communicate to the IAC board of directors any issues related to Disciplinary Actions or Team Selection disputes raised by the Team members.

505.4 Code of Conduct

- 505.4.1 Members of the U.S. Aerobatic Teams are expected to conduct themselves at all times as representatives of the IAC and of the United States of America. They will be expected to abide by the Code of Conduct promulgated for the Board of Directors and Officers of the IAC (P&P 100) and the following **Pilot Agreement and Code of Conduct for Team pilots and other Team members.**



Agreement and Code of Conduct for Team Pilots and Other Team Members

Introduction

Membership on a United States Aerobatic Team (the “TEAM”) competing in a World Championship Event (“EVENT”) is a distinction few achieve, and an accomplishment universally recognized. The EVENT may be the World Unlimited Aerobatic Championship (WAC), World Advanced Aerobatic Championship (WAAC), World Glider Aerobatic Championship (WGAC), World Advanced Glider Aerobatic Championship (WAGAC), Yak 52 World Championship, World Intermediate Aerobatic Championship or World Formation Aerobatic Championship (FAC). It is in this context that I agree to comply with this Agreement and Code of Conduct for Team pilots and Other Team members (“the Agreement”).

Authority

The IAC has the complete authority to select, manage and administer the TEAM in accordance with the Letter of Agreement with the NAA. The NAA is the member organization of the Federation Aeronautique Internationale in the USA and has delegated sporting powers for aerobatic competition and USA participation in World Championship Events to the IAC. The IAC Board of Directors may amend the requirements of this document at any time at its complete and total discretion.

Declaration

I hereby declare my intention to seek a position on the TEAM for the next EVENT in my category. My qualification and selection for the TEAM will be subject to the TEAM selection policy as established by the IAC.

By signing the Agreement

1. I acknowledge that I am familiar with this document, and understand that acceptance of its provisions as written, is a condition of my selection to the TEAM.
2. I agree to abide by this document.
3. I accept selection to the TEAM should I qualify.
4. I acknowledge that the requirements of this document apply at the time and date that I signed this agreement and that violations can be based on conduct occurring prior to this date.
5. I understand that my TEAM commitment will begin when my entry fee has been paid and will end upon selection of the next TEAM in my category in subsequent years.



6. I promise and agree to submit any dispute that arises in relation to my selection to the TEAM, to the Team Manager.
7. I will promptly report any possible violation of these requirements or any other concerns regarding the conduct of any member, officer, or director of the IAC to the Team Manager

Confirmation of Eligibility

1. I am eligible and have complied with all rules related to the TEAM selection process as determined by the Fédération Aéronautique Internationale (FAI), Commission Internationale de Voltige Aérienne (CIVA), National Aeronautic Association (NAA) and the International Aerobatics Club (IAC).
2. I am in now possession of or can and will obtain a valid USA passport that will not expire within 6 months of the Closing Ceremonies of the EVENT.
3. I will notify the Team Manager if I experience a loss of flying privileges through loss or revocation of my pilot certificate and/or medical certificate.

Sportsmanship and Ambassadorship

1. I will remember that at all times I am an ambassador for my sport, my country, my team and competition aerobatics and that I will act in a way that will bring respect and honor to me, my teammates, the IAC, the USA and the EVENT itself.
2. I will interact on a positive basis with other teams and with all U.S. supporters in attendance at the EVENT. I will not contact any EVENT official for the purpose of complaining or challenging his/her decision(s) or behavior. Protests shall only be communicated to EVENT officials by the Team Manager and/or any others formally empowered by the EVENT.
3. I will not engage in any form of discriminatory behavior, harassment (including sexual harassment), or abuse.
4. I will respect the property of others whether personal or public.

Commitment to Competitiveness and Team Success

1. I understand the importance of TEAM harmony and cooperation. I recognize that the authority for all TEAM matters in the field rests with the Team Manager who in turn is responsible to the IAC. Should I fail to meet the requirements of this agreement or engage in conduct which is contrary to the best interests of the TEAM, I am subject to removal from the TEAM or subject to disciplinary action as documented in IAC Policy and Procedure 505.



2. I agree to put forth my best effort to ensure the success of the TEAM and will devote my primary efforts to this goal while at the EVENT and during TEAM practice sessions prior to the EVENT.
3. I will refrain from conduct detracting from my ability or that of my teammates to maintain competitive readiness.
4. I will make every effort to assist my fellow TEAM members during critique sessions, cooperate with TEAM officials and the IAC and will participate in all scheduled briefings, debriefings and other such activities.
5. I will attend TEAM meetings, practices and other TEAM functions.
6. I agree to assist in the movement of TEAM members' aircraft as needed, including my own, during TEAM activities. I agree to be responsible for any fueling and normal servicing of my own aircraft.

Drug Testing Compliance

I will comply with FAI Sporting Code and FAI/ World Anti-Doping Agency (WADA) standards, rules and procedures for drug testing.

Team Apparel, Logos, and Other Materials

1. I will not use the IAC Logo on any apparel or other TEAM materials in any way that is in violation of the IAC Brand Guide.
2. I am aware that the IAC, sponsors, suppliers and licensees may provide financial support for my TEAM. In this event, I will wear designated and official TEAM apparel at the Opening, Closing and Medal Ceremonies. I will not conceal or cover up any TEAM sponsor, supplier, or licensee brand or other identification appearing on my official TEAM apparel.

Legal Proceedings

I understand that If I require legal representation because I am accused of criminal misconduct, or for any other reason that requires the services of an attorney, I will be personally responsible for payment of all such legal fees and expenses

Fund Raising and Reimbursements

1. I acknowledge that participation in TEAM activities is on a volunteer basis and that I will receive no compensation for any activities as a TEAM member. I may receive a nominal payment for partial reimbursement of expenses incurred by me in carrying



out the commitments detailed herein. Any such reimbursement will be recommended by the TEAM Manager, subject to the approval of the IAC Board of Directors, through the Finance Committee during the budget process.

2. In accordance with P&P 207 - Finance Program, with guidance from the TEAM Manager, after the conclusion of the World Championship Event, unspent Restricted TEAM Funds for that year's TEAM will be reviewed and approved by the IAC Finance Committee and distributed to the TEAM Pilots and TEAM Manager.

Risk Acknowledgement and Waiver

I understand and assume all risk associated with my participation and all related training for the EVENT. I waive and release any claims I might have against the IAC, National Aeronautic Association (NAA) and the Experimental Aircraft Association (EAA) or any of its agents or sponsors as a result of death or injury to me, or loss or destruction of any of my personal property.

Agreement

I have read and accept this Agreement. I agree to the rules, guidelines, jurisdiction and procedures stated in this document as a condition of being selected to and remaining a member of the TEAM.

I hereby declare my intention to seek a position on the (check one) and note the year of the

CHAMPIONSHIP EVENT:

- U.S. Unlimited Aerobatic Team
- U.S. Advanced Aerobatic Team
- U.S. Glider Aerobatic Team
- U.S. Advanced Glider Aerobatic Team
- U.S. Yak 52 Aerobatic Team
- U.S. Intermediate Aerobatic Team
- U.S. Formation Aerobatic Team

Signature: _____ Date: _____

Name (printed): _____



505.5 Disciplinary Actions for Violations of the Agreement

Members of the U.S. Aerobatic Teams may be subject to disciplinary actions up to and including removal from the TEAM. The responsibility for this discipline lies with the IAC Board of Directors. Procedures for disciplinary actions are outlined in this Section.

505.5.1 Disciplinary Actions Prior to Championships

The following disciplinary actions may be taken by the TEAM Manager. These actions may be reviewed by the IAC Board of Directors at the request of the TEAM Member, and may be overruled by the IAC Board of Directors:

- (a) Temporary suspension (up to 1 month)
- (b) Removal from list of performers in scheduled activities
- (c) Removal from practice or critique lists for those practice and critique sessions

505.5.2 Disciplinary Actions during Championship Events

(a) The TEAM Manager has the final authority for disciplinary actions taken at the EVENT and the practice session(s) which precede the EVENT. The TEAM Manager is permitted to take any disciplinary action, up to and including removal from the U.S. Aerobatic Team. If a TEAM Member is removed by the TEAM Manager under this section, the TEAM Manager will notify the IAC Board, as soon as practical and in any case within 48 hours.

(b) Disciplinary actions taken at the EVENT (or at the practice sessions which immediately precede it) are not subject to appeal, with the exception that removal from the Team may be appealed AFTER the completion of the EVENT using the Appeal Procedure outlined below. This appeal will only affect the Team Member's future eligibility for TEAM selection and will not be construed in any way as to supersede the TEAM Manager's determination.



505.5.3 Removal from the Team

The following are grounds for removal from membership in the TEAM:

- (a) Failure to maintain eligibility (pilot and medical certificates, current FAI Sporting License, insurance required by organizers).
- (b) Conviction of a felony.
- (c) Medical incapacitation which is either permanent, or the duration of which will prevent participation in the relevant competition.
- (d) Failure to obtain/maintain a U.S. Passport (when the relevant competition is held outside the United States of America).
- (e) Violation of the “Agreement” set out for TEAM members.

505.5.3.1 Procedures for Removing a Member of the TEAM

(a) TEAM Members who fail to maintain eligibility criteria, are convicted of a felony, are unable to obtain or maintain a U.S. Passport (if required to participate in the relevant competition), or become medically incapacitated either permanently, or with a duration which will preclude their participation in the World Aerobatic Championship for which they were selected are expected to notify the TEAM Manager immediately. Failure

to

do so will be considered, in itself, a violation of the “Agreement”.

(b) When any of the relevant conditions apply, or when the TEAM Manager considers that a violation of the “Agreement” has occurred, the TEAM Manager shall:

- (1) Notify the IAC Board of Request for a Removal Action.
- (2) Notify the TEAM Member that a Removal Action has been initiated.
- (3) Submit to the IAC Board within seven (7) days, a formal written statement outlining the violation and conditions which necessitated removal of the TEAM Member. This statement will include all pertinent information, the names and contact information for any material witnesses, and any supporting documentation which the TEAM Manager is in possession of



which

is relevant to the complaint. This statement will be provided to the TEAM Member within seven (7) days.

(c) Upon initiation of a Removal Action, the TEAM Member will be immediately suspended from the formal activities of the relevant TEAM, including, but not limited to fundraising activities, TEAM training camps, coaching activities and competitive flights. The TEAM Manager will notify the members of the Board of Directors of the IAC within seven (7) days, and the IAC Board of Directors will establish a Review Committee which will consist of at least three IAC members, none of whom may be members, alternates or competitors for selection for the relevant TEAM, and at least one of whom will be an IAC member who has competed in the relevant category within the current or past competition year. The IAC Board of Directors will appoint one member of this committee to serve as the Chair. This committee will be named within fifteen (15) days of the Request for Initiation of a Removal Action. The affected TEAM Member will be notified of the names of the committee members, and the name and contact information for the Chair of the Committee within seven (7) days, and is permitted to submit to the Chair of the Committee a written response to the statement from the TEAM Manager, and may submit any supporting documentation which the TEAM Member feels is relevant. This response must be received by the Chair of the Committee within fifteen (15) days of the notification of the TEAM Member. All communication between the TEAM Member and the Committee will be solely through the Chair of the Committee. The Chair will be responsible for transmitting the original Request for Removal Action and the TEAM Member's response to the other members of the Committee within seven (7) days of their receipt.

d) After the Chair has received response from the TEAM Member, or after fifteen (15) days have elapsed from the notification of the Team Member of the formation of the Committee, the Committee will schedule a meeting to discuss and determine the merits of the Request for Removal Action. This meeting will occur not more than thirty (30) days after the Committee's appointment, and may be conducted either in person, in a location to be determined by the Chair, or via teleconference. At the conclusion of the meeting, the Committee will issue a finding either:



(1) The Request is without merit; in which case the TEAM Member will be reinstated to full participation in the relevant TEAM and to any financial support which has been provided retroactive to the date of the Request for Removal Action, **or**,

(2) The Request has merit; in which case the President of the IAC will formally remove the TEAM Member from the TEAM and place the next ranked and qualified TEAM pilot to the Team in that place. In either case, the TEAM Member will be notified in writing of the determination of the Committee within three (3) days.

505.5.3.2 **Appeal Procedure for Removal from an Aerobatic Team**

If the Committee finds that the Request has merit, the TEAM Member may appeal this determination to the IAC Board of Directors. Committee within three (3) days.

This appeal must be in writing and must be received by the President of the IAC within sixty (60) days of the decision of the Committee.

If an appeal is made by the TEAM Member, a hearing will be scheduled at the next regular meeting of the IAC Board of Directors. This hearing will include the entire Board of Directors of the IAC convened in Executive Session, with the President of the IAC serving as Chair. The TEAM Member and the TEAM Manager will attend and will be asked to provide statements. The TEAM Member is permitted counsel at this hearing. Written statements from material witnesses and other evidence may be presented at this hearing, and such statements and evidence will be provided to the President of the IAC not less than fifteen (15) days before the Board Meeting. The TEAM Member will remain suspended from TEAM Activities until the hearing is convened. At the conclusion of the hearing, the Board of Directors will vote upon their determination. Directors and/or Officers of the IAC who are also members of the relevant TEAM must recuse themselves. The determination of the Board of Directors will be either:

(a) to overrule the decision of the Committee, in which case the TEAM Member will be reinstated to the relevant TEAM, and the alternate removed, **or**,



(b) to uphold the decision of the Committee, in which case the replacement pilot will remain in place on the relevant U.S. Aerobatic Team, and the Team Member permanently removed.

This determination will be final and will not be subject to further appeal.

If the relevant EVENT occurs before the next regularly scheduled meeting of the Board of Directors of the IAC, the President of the IAC will call a Special Meeting of the Board of Directors, as provided for in the IAC By-Laws.

505.5.4 Future Eligibility of Removed Team Members

Team Members removed from a TEAM by this process will not be eligible for selection to or participation on any TEAM for the current and immediately subsequent team selection. This statement will not be construed to imply that a TEAM Member who resigns from a TEAM for any reason will be ineligible for selection or participation.