Policy and Procedures
Number: 505
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Subject: Management of U. S. Aerobatic Teams

1. Purpose:

The purpose of this Section is to delineate the policies and procedures relevant to the management of the US Aerobatic Teams, which are selected in accordance with Section 504. Pursuant to the Letter of Agreement between the IAC and Unlimited Aerobatics USA (UAUSA) (Section 303A), execution of many of the procedures involved with the management of the US Unlimited Aerobatic Team will be the responsibility of UAUSA. This document will delineate the roles of both the IAC and UAUSA. This document will not be construed to limit UAUSA from developing internal policies for the management of the US Unlimited Aerobatic Team.

2. Applicability

Unless otherwise specified, all parts of this document apply to all US Aerobatic Teams (Unlimited, Advanced, and Glider). Some procedures may become the responsibility of UAUSA for the US Unlimited Aerobatic Team

3. Policy

a. Delegation of Authority

i) In accordance with its Letter of Agreement with the National Aeronautic Association found in IAC Policy and Procedures Manual Section 302, IAC is responsible for the selection of the U.S. Aerobatic Teams and for U.S. participation in World Aerobatic Championship events.

ii) Through a Letter of Agreement with the Unlimited Aerobatics USA found in IAC Policy and Procedures Manual Section 303A, IAC has delegated part of this authority as it relates to the Unlimited Aerobatic Team. IAC will select the Unlimited Aerobatic Team members through the IAC team selection process, and UAUSA will then be responsible to train these team members and to manage, administer, and raise funds for the teams. Once a pilot has been chosen through the IAC team selection process and enters the UAUSA training program, he or she will be considered a “member” of the U.S. Unlimited Aerobatic Team until the next team is chosen.

b. Eligibility for Participation

Selection of members of the US Aerobatic Teams is outlined in Section 504.

It is the responsibility of the individual members of the US Aerobatic teams to maintain their eligibility to participate in the Aerobatic championship event relevant to the Team for which they were selected. This will include:

i) Applicable pilot certificate(s)
ii) Applicable medical certificate(s)
iii) Currency requirements (including Flight Review, if applicable)
iv) Applicable certificate endorsements

c. Code of Conduct

Members of the US Aerobatic Teams are expected to conduct themselves at all times as representatives of the IAC and of the United States. They will be expected to abide by the Code of Conduct (Section 100) promulgated for the Board of Directors and Officers of the IAC. UAUSA may promulgate an additional code of conduct for Unlimited Team members.

d. Removal and Discipline

Members of the US Aerobatic Teams are subject to disciplinary actions up to and including removal from the Team. The responsibility for this discipline lies with the IAC Board of Directors. In the case of the Unlimited Team, in consultation with UAUSA, following the procedures outlined in the UAUSA Code of Conduct and Grievance Procedures. Procedures for disciplinary actions are outlined under the Procedures section, below.

4. Procedures

a. Disciplinary Actions

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:

i) Temporary suspension (up to 1 month)
ii) Removal from list of performers in scheduled activities
iii) Removal from list practice or critique list for those practice and critique sessions
iv) Removal from Order of Flight, and thus from participation in a competition flight

b. Disciplinary Actions taken at Championship Events

The Team Manager has the final authority for disciplinary actions taken at Championship Events and the practice session(s) which immediately precede these events. The Team Manager is permitted to take any disciplinary action, up to and including permanent removal from the US Aerobatic Team. In the event that a team member is removed by the Team Manager under this subsection, the Team Manager will notify the President of the IAC (and, in the case of the Unlimited Team, the President of UAUSA) as soon as practical and in any case within 48 hours.

Disciplinary Actions taken at a Championship 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 Championship event using the appeal procedure outlined in subsection c (iii), 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.

c. Removal from the Team

i) Removal from the Team

The following are grounds for removal from membership in the US Aerobatic Team:

1.) Failure to maintain eligibility criteria as outlined above.
2.) Conviction of a felony
3.) Medical Incapacitation which is either permanent, or the duration of which will prevent participation in the relevant competition
4.) Failure to obtain/maintain a US Passport (when the relevant competition is held outside the US)
5.) Violation of the standards of conduct set out for US Aerobatic Team members

ii) Procedures for Removing a Member of the US Aerobatic Team prior to a Championship Event

Team members who fail to maintain eligibility criteria, are convicted of a felony, are unable to obtain or maintain a US 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 standards of conduct for US Aerobatic Team members.

When any of the relevant conditions apply, or when the Team Manager considers that a violation of the standards of conduct for the US Aerobatic Team has occurred, the Team Manager shall:

1.) Notify the President of the IAC of Request for a Removal Action
2.) If the Team Member is a member of the US Unlimited Aerobatic Team, similarly notify the President of UAUSA
3.) Notify the Team Member that a Removal Action has been initiated
4.) Submit to the President of the IAC, within seven days, a formal written statement outlining the events 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

Upon initiation of a Removal Action, the Team Member will be immediately suspended from the formal activities of the relevant US Team, including, but not limited to fund-raising activities, team training camps, coaching activities and competitive flights. If the Team Member against whom the Removal Action has been initiated is a member of the US Unlimited Aerobatic Team, the UAUSA Grievance Procedures shall be applicable and will supersede these procedures. The President of the IAC will notify the members of the Board of Directors of the IAC within seven (7) days, and 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 President of the IAC 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.

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 US Aerobatic 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 US Aerobatic Team, and place the next alternate 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.

iii.) Appeal of 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. 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 US Aerobatic Team will be expected to recuse themselves. The determination of the Board of Directors will be either:

1.) to overrule the decision of the Committee, in which case the Team Member will be reinstated to the relevant US Aerobatic Team, and the alternate removed, OR,

2.) to uphold the decision of the Committee, in which case the alternate will remain in place on the relevant US Aerobatic Team, and the Team Member permanently removed.

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

In the event that the relevant World Aerobatic Championship 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 Bylaws.

iv.) Future Eligibility of Removed Team Members

Team Members removed from a US Aerobatic Team by this process will not be eligible for selection to or participation on ANY US Aerobatic 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 US Aerobatic Team for any reason will be ineligible for selection or participation.