



## **702.1 Purpose**

- 702.1.1 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) Reference P&Ps expectations on Code of Conduct for Pilots and Other Team Members.
  - c) Detail the disciplinary actions that can result from violations of the Aerobatic Team Agreement.

## **702.2 Mission**

- 702.2.1 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.

## **702.3 Team Governance**

- 702.3.1 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.
- 702.3.2 **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 701) 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.
- 702.3.3 **Team Manager and Coach Selection**



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- (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.

702.3.4

**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 vacant pilot slots where applicable.
- (f) Manage the entry process and on time submission of entry fees and paperwork for team pilots. The Team Manager is authorized to execute all-contest related forms.
- (g) Ensures that entry fees will not be routed through IAC Team Restricted Funds.
- (h) Oversee team training camps.
- (i) Assist with team housing and travel coordination for the World Championship Event.
- (j) 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.



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- (k) 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.
- (l) 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.
- (m) Communicate to the IAC board of directors any issues related to Disciplinary Actions or Team Selection disputes raised by the Team members.

**702.4 U.S. Pilot ranking for the 4 Minute Free Program**

In the event that the number of US competitors in Program 5: Freestyle program becomes limited at the subsequent WAC, by either the contest organizers or due to aircraft availability issues or other unforeseen circumstances, the slots allotted to the U.S. team will be filled in compliance with the organizer’s formally documented requirements and if none exist, rank order of the finish in the 4 Minute Free program at the U.S. National Aerobatic Championships during the most recent Unlimited team selection year.

**702.5 U.S. Aerobatic Team Pilot Status**

Only selected pilots that actively participate in FAI Championship events will earn the formal designation as a U.S. Aerobatic Team Pilot. Qualifying for a team slot and then not participating in the World Championship Event is discouraged but can occur due to extenuating circumstances such as personal illness, family illness or death in the family. Pilots who fail to compete in the relevant World Championship. Event may not identify themselves as a U.S. Aerobatic Team Pilot for that year in subsequent marketing and IAC communications without the written approval of the IAC Board of Directors. The duration of terms for Team Members and Team Pilots continue until the next team is qualified.



## **702.6 Code of Conduct**

702.6.1 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 **Aerobatic Team Agreement** (P&P 704).

## **702.7 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. Procedures for disciplinary actions are outlined in this Section.

### **702.7.1 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

### **702.7.2 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



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selection and will not be construed in any way as to supersede the Team Manager's determination.

**702.7.3 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.

**702.7.3.1 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.



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(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 President 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 President 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**,



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(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.

#### **702.7.4 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.