APPENDIX H

FAIR NOMINATION AND SELECTION POLICY
(All new)

Amendments to this Appendix H are the responsibility of the Board of Directors.

ARTICLE 1

1.01 Purpose:
A. To establish guidelines for fair nomination and selection procedures for all appointed positions at all levels of the USAAS organization.
B. To adhere to the USOPC and Equal Employment Opportunity Commission (EEOC) recommendations for maintaining fair procedures for all members within USAAS without regard to race, ethnicity, culture, religion, sex (including gender identity, sexual orientation or pregnancy), age, socio-economic status, geographical location, beliefs, and mental or physical ability.

1.02 Definitions:
A. Position Announcement: The manner in which the opportunity is shared with members of the organization.
B. Selection: The process of identifying, attracting, interviewing, selecting, nominating, or appointing members for the position.

1.03 Policy:
A. USAAS members are prohibited from publishing a position announcement that shows preference for or discourages someone from applying for a position because of his or her race, ethnicity, culture, religion, sex (including gender identity, sexual orientation or pregnancy), age, socio-economic status, geographical location, beliefs and mental or physical ability.
B. USAAS committees or members shall not recruit members in a way that discriminates against them because of their race, ethnicity, culture, religion, sex (including gender identity, sexual orientation or pregnancy), age, socio-economic status, geographical location, beliefs and mental or physical ability.
C. The Educational background of the candidate shall not be required for a completed application. This will ensure that the skill levels and experience of the applicants are the determining factors for the nominating and selection of that person.