

1 **UNITED STATES OLYMPIC COMMITTEE**  
2 **ATHLETES' ADVISORY COUNCIL BYLAWS**

3 **I. MISSION STATEMENT**

4 To communicate the interests and protect the rights of athletes, in cooperative support of  
5 the USOC achieving its mission.  
6

7 **II. ELECTION TO THE USOC ATHLETES' ADVISORY COUNCIL**

8 A. The Athletes' Advisory Council ("AAC") is composed of one representative from  
9 each Olympic and Pan American sport elected from the National Governing Body  
10 ("NGB") of each sport ("Representative"), or the Representative's alternate  
11 ("Alternate"); eight (8) Paralympic representatives (six from summer sports and  
12 two from winter sports) (each a "Representative") elected by procedures established  
13 by U.S. Paralympics ("USP"); and the six (6) At-Large members elected by the  
14 AAC. An athlete from the IOC Athletes' Commission and an athlete from the IPC  
15 Athletes' Commission shall be *ex officio* members of the AAC, entitled to voice  
16 and vote.

17 B. There shall be one Chair and two Vice-Chairs of the AAC, who are elected from  
18 the AAC At-Large Members pursuant to the procedure defined in Section V of  
19 these Bylaws. One of the Vice-Chairs shall be deemed the First Vice Chair and the  
20 other the Second Vice Chair for succession purposes as set forth in Section \_\_  
21 below. The Chair and Vice Chairs shall be referred to collectively as the "AAC  
22 Officers."

23 C. Athletes must meet the following requirements to be eligible for election to the  
24 AAC as a Representative or Alternate:

25 1. An athlete must have represented the United States in Olympic, Paralympic,  
26 Pan American, Para Pan American or other major international competition,  
27 within the preceding ten years as measured from the first AAC meeting of  
28 the Quadrennium. The term "other major international competition" as used  
29 herein means only a competition designated by the USOC as an Operation  
30 Gold competition. Requests for extensions in this requirement may only be  
31 granted by the AAC and must be in writing.

32 2. An athlete may not have served two previous terms on the AAC as a  
33 Representative. Status as an Alternate does not constitute serving a term. If  
34 an Alternate replaces a Representative and has the opportunity to attend  
35 over half of the meetings as the Representative in a Quadrennium, the  
36 Alternate shall be deemed to have served one (1) term.

37 3. AAC Representatives and Alternates are seated for one Quadrennium, or  
38 until replaced, whichever is later. For purposes of these Bylaws, a

1 Quadrennium is deemed to start on January 1 of the year following the year  
2 in which the summer Olympic Games is scheduled to be held, and end on  
3 December 31 of the year in which the next edition of the summer Olympic  
4 Games is scheduled to be held. Once seated, no AAC Representative or  
5 Alternate shall lose his or her position on the AAC, except for cause and  
6 after a two-thirds (2/3) vote of the AAC at a properly called meeting, or  
7 except as stated elsewhere in these Bylaws.

8 4. Athletes may not be paid employees of the USOC, any NGB, USP or any  
9 city's domestic bid committee for an Olympic Games and simultaneously  
10 serve as a Representative or Alternate to the AAC. The term "paid  
11 employee" shall mean anyone who is employed on a regular basis. This  
12 provision shall not apply to 1) individuals who are engaged on an occasional  
13 or temporary basis, which shall include, but not be limited to coaching at a  
14 clinic or training camp, making a paid appearance for a sponsor, or working  
15 on a finite or discrete project, and 2) athletes who are still competing and  
16 receiving benefits from the USOC, the USP or any NGB in his/her capacity  
17 as a competing athlete.

18 5. All AAC Representatives and Alternates are required to disclose in writing  
19 to the Chair of the AAC and the USOC Ethics and Compliance officer any  
20 employment with the USOC, an NGB, USP, or a domestic bid committee.

21 6. An AAC Representative's or Alternate's failure to satisfy additional NGB  
22 or USP requirements for qualification as an AAC Representative or  
23 Alternate may not be used by the NGB or the USP as cause to remove such  
24 individual their AAC Representative or Alternate position.

25 D. The procedures for the election of Representatives and Alternates to the AAC shall  
26 be defined by each NGB for Olympic and Pan American sports, and by the USP for  
27 Paralympic sports. These voting procedures must be submitted to and approved by  
28 the AAC. If an NGB's or the USP's election procedure is not approved by the  
29 AAC, the results of the NGB's or the USP's election may be nullified and the  
30 individuals elected may not be seated as Representatives and/or Alternates on the  
31 AAC.

32 1. For sports in which there are both male and female competitors represented  
33 by a single NGB, the Representative and the Alternate must be of opposite  
34 sexes. This provision only applies to those sports with both male and female  
35 competitors wherein each gender's competitors would qualify the NGB as  
36 an Olympic and Pan American Sport Organization.

37  
38 2. The procedures for the election of Representatives and Alternates to the  
39 AAC shall include the following provisions:

- a. A statement that only athletes eligible to run for the AAC position are eligible to vote for the AAC position;
  - b. A requirement that elections shall be concluded by ninety (90) days prior to the end of the Quadrennium;
  - c. A clear, concise explanation of the process by which athletes are placed on the ballots. This information must be published to the pool of eligible athletes at least sixty (60) days prior to the deadline set by the NGB for nominations;
  - d. An explanation of the manner by which elections are to be conducted, including but not limited to the manner of voting, identification of the voting pool, identification of the NGB representative responsible for the administration of the election, and a specific delineation of the time frame between nominations and elections;
  - e. A grievance process;
  - f. Procedures to follow to replace either an AAC member or the AAC alternate during the Quadrennium; and
  - g. No election procedures shall require that an otherwise eligible athlete be a member of the NGB to be elected as or to vote for the Representative or Alternate to the AAC.
3. Violation of these election procedures and requirements by an NGB or the USP may result in a refusal by the AAC to recognize the Representative or Alternate if two-thirds (2/3) of the properly elected AAC present at any duly called meeting agree. However, deference is given to an elected Representative or Alternate in situations in which no material violation has occurred.

### III. AAC RULES of CONDUCT

- A. If an AAC Representative is unable to attend an AAC meeting or other official function, the Alternate from that sport must be informed by the AAC Representative as promptly as possible. The Alternate may take the Representative's place at the USOC's expense. If neither the Representative nor the Alternate is able to attend an AAC meeting, the Representative, in consultation with the AAC Officers, shall make an effort to insure that the sport is represented by another athlete from that sport.
- B. Attendance at an AAC meeting shall be defined as being physically present at the meeting.
  1. Physically present shall be defined as attendance to all scheduled meeting times at the AAC Meeting. In the event a member cannot attend the Meeting in its entirety, that individual may request an exception. Exceptions may only be granted by the AAC Chair and must be submitted.

1 in writing. Acceptable exceptions include but are not limited to  
2 competition, NGB meetings, or personal emergency.

3 2. A Representative who does not meet the definition of “physically present”  
4 for a particular meeting shall be considered “absent” from that meeting  
5 unless he or she is granted an exception by the AAC Chair.

6 C. If any AAC Representative is absent from three (3) consecutive AAC meetings for  
7 any reason, that Representative shall be removed from the AAC. The Alternate  
8 shall be notified of the Representative’s removal and shall then be designated as  
9 that sport’s Representative to the AAC.

10 D. If any AAC Representative does not attend at least one-half of the AAC Meetings  
11 in any two-year period during the Quadrennium for any reason, that Representative  
12 shall be removed from the AAC. The Alternate shall be notified of the  
13 Representative’s removal and shall then be designated that sport’s Representative  
14 to the AAC.

15 E. When an Alternate replaces a Representative, the NGB or USP shall be required to  
16 conduct an election of a new Alternate, after notice from the AAC Officers. If the  
17 NGB or the USP fails to initiate this election process within 30 days of notification  
18 by the AAC, the AAC may then conduct an election itself in accordance with that  
19 NGB’s or the USP’s election procedures, as approved by the AAC. If a new  
20 Alternate has not been elected in time for the forthcoming AAC meeting, the AAC  
21 may select an interim Alternate. In no case shall the AAC select or conduct an  
22 election for a Representative if a valid Alternate exists to replace the  
23 Representative.

24 F. Representatives and Alternates shall not take stands on issues or represent  
25 themselves as members of the AAC in areas of personal interest having no  
26 connection with official AAC responsibilities. Representatives and Alternates shall  
27 not falsely speak on behalf of the entire AAC membership. Also, AAC  
28 representative and Alternates shall not reveal matters designated confidential by  
29 two-thirds vote of the AAC. USOC Staff are bound by this confidentiality  
30 requirement

31 G. AAC meetings are open to the public unless closed by a two-thirds (2/3) vote.

32 H. A quorum must always be present at any duly called AAC meeting. The presence  
33 of Representatives and/or Alternates reflecting a simple majority of the votes  
34 eligible to be cast at any such meeting shall constitute a quorum.

35 I. In matters requiring immediate action, a majority of the AAC Officers (Chair &  
36 two (2) Vice-Chairs) is empowered to act on behalf of the AAC, subject to  
37 ratification at the next AAC meeting.

1       **IV.     CONDUCT OF AAC MEETINGS**

- 2           A.     Meetings shall follow, in general, the traditional rules of Parliamentary Procedure  
3           as to (1) motions, (2) seconds, (3) discussions, and (4) calls to vote. Meetings will  
4           be run by the Chair. If the Chair is not available, the meeting may be run by the  
5           First Vice Chair. If the First Vice Chair is not available either, the meeting may be  
6           run by the Second Vice Chair.
- 7           B.     The Officers shall accept items to be officially placed on the agenda from any  
8           interested party so long as they are received at least two weeks prior to the  
9           scheduled meeting; otherwise matters may be brought up as new business. The  
10          Officers may place matters of urgency on the agenda at any time or in any position.
- 11          C.     Other procedural rules for the conduct of the meeting may be announced by the  
12          Officers unless the AAC, by majority, objects.
- 13          D.     Notwithstanding the definition of Quadrennium in section II.C.3, there shall be one  
14          meeting combining the last AAC meeting of the Quadrennium with the first AAC  
15          meeting of the next Quadrennium (the “AAC Quadrennial Meeting”), and such  
16          AAC Quadrennial Meeting may occur at any time from thirty days prior to the end  
17          of the Quadrennium to ninety days after the beginning of the next Quadrennium,  
18          and shall include both the New AAC and the Old AAC as defined below. The  
19          USOC shall pay for Representatives from both the New AAC and Old AAC to  
20          attend the AAC Quadrennial Meeting. If a new AAC member is also an old  
21          member because he or she was re-elected, the old or new Alternate may attend only  
22          at his or her individual expense or at the expense of the NGB, but may not vote.  
23          The AAC Quadrennial Meeting shall be run by the Officers of the Old  
24          AAC.

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26       **V.     NOMINATION AND VOTING PROCEDURES FOR AAC ELECTIONS**

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28       **A.     DEFINITIONS:**

29           For purposes of section V of these bylaws, the following definitions shall be used:

- 30           1.     **New AAC Member:** An athlete elected to the AAC for the upcoming  
31           Quadrennium;
- 32           2.     **Old AAC Member:** An athlete elected to the AAC during the preceding  
33           Quadrennium, but who is not re-elected for the upcoming Quadrennium;
- 34           3.     **Newly Elected AAC Member:** An athlete elected pursuant to NGB or USP  
35           election procedures and serving a first term for the AAC;
- 36           4.     **Re-Elected AAC Member:** An athlete who has served as an AAC  
37           representative for one term, and has been re-elected pursuant to NGB or  
38           USP procedures for a second term;

- 1           5.     **New At-Large Members:** Six (6) athletes elected by the AAC for the  
2           upcoming Quadrennium;  
3           6.     **Old At-Large Members:** Six (6) athletes elected by the AAC for the  
4           preceding Quadrennium, who are independent of any NGB or the USP's  
5           procedures.  
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7     B.     **NOMINATION PROCEDURES:**

8           1.     **At-Large Member Nominations:**

- 9           a.     The Chair of the AAC, or a member of the AAC selected by the  
10          AAC Chair, shall send a request for nominations to the entire AAC,  
11          including alternates, no fewer than forty-five (45) days prior to the  
12          first day of the AAC Quadrennial Meeting;
- 13          b.     Any member of the AAC may self-nominate or may nominate  
14          another individual for an At-Large Member position.
- 15          c.     All nominations shall include:
- 16            i.     A written statement of intent, which shall be a two-page,  
17            double-spaced, typed statement and shall include the  
18            nominee's qualifications and reasons for pursuing an AAC  
19            At-Large position;
- 20            ii.    Any AAC member nominated by another individual shall  
21            also provide a statement of the nominee's acceptance of the  
22            nomination and willingness to serve.
- 23          d.     All nominations may, but are not required to include:
- 24            i.     A brief resume;
- 25            ii.    If the nominee is interested in the Chair and/or the Vice Chair  
26            position, the statement of intent, as defined in section V.B.1.c.i  
27            shall indicate, the candidate's desire to run for either or both  
28            positions and shall include the candidate's qualifications and  
29            reasons for pursuing an AAC Officer position.  
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- 31          e.     All statements of intent shall be submitted to the Chair of the AAC  
32          no less than twenty-one (21) days prior to the AAC Quadrennial  
33          Meeting.
- 34          f.     No less than seven (7) days prior to the AAC Quadrennial Meeting,  
35          the Chair of the AAC or his/her designee shall submit, to all AAC  
36          members and alternates, the list of nominees and all statements of  
37          intent, statements of acceptance, and resumes, if provided.

1                   2.     **AAC Officer Nominations:**  
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- 3                   a.     Any nominee for an AAC At-Large position may self-nominate for  
4                   an AAC Officer position by submitting a statement of intent in  
5                   accordance with section V.B.1.d.ii, and shall be received in  
6                   accordance with the deadlines outlined in section V.B.1.e.
- 7                   b.     A candidate for an AAC Officer position need not be personally  
8                   present at the AAC Quadrennial Meeting to be nominated.
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- 10                  c.     No less than seven (7) days prior to the AAC Quadrennial Meeting,  
11                  the Chair of the AAC or his/her designee shall submit, to all AAC  
12                  members and alternates, the list of nominees for AAC Officer  
13                  positions, and all statements of intent, statements of acceptance, and  
14                  resumes.
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- 16                  d.     A nomination for an AAC Officer position may be made at the  
17                  Quadrennial Meeting, provided a written statement of intent was  
18                  submitted to the Chair of the AAC in accordance with the deadlines  
19                  outlined in section V.B.1 of these bylaws.

20                C.     **VOTING PROCEDURES FOR AAC ELECTIONS:**

21                All Elections held by the AAC shall use the Approval Voting Method, in accordance  
22                with the following procedures:

23                   1.     **General – Approval Voting Procedures:**

- 24                  a.     USOC Staff shall compile a list of all candidates on a single ballot  
25                  sheet in alphabetical order. The ballot sheet may include  
26                  instructions on the voting procedure.
- 27                  b.     Approval voting is a form of score voting, with the range restricted  
28                  to two values, 0 and 1. Voters shall either place a ‘0’ or ‘1’ next to  
29                  each candidate on the ballot. A ‘1’ shall indicate approval of  
30                  candidate and a ‘0’ shall indicate disapproval. All votes of approval  
31                  of a candidate on the ballot shall count equally. All candidates on  
32                  the ballot must be scored with a ‘0’ or a ‘1’ for the ballot to be valid.
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- 34                  c.     An AAC member eligible to vote may cast a vote of approval or  
35                  disapproval for as many as all candidates on the ballot. An AAC  
36                  member eligible to vote may, conversely, cast a vote of disapproval,  
37                  also known as no vote, for as many as all candidates on the ballot.

1 d. For each valid ballot submitted, USOC staff shall total the votes cast  
2 for each candidate in accordance with the procedures in subsection  
3 b of this section.

4 2. **Tiebreaking Procedures:**

5 a. Approval Voting Method Tie-Breaker:

6 i. In the event a tie between two (2) or more candidates occurs  
7 for a position in which a definitive winner is required, and as  
8 a result of the tie a definitive winner for that position cannot  
9 be determined, a tiebreaking ballot shall be used.

10 ii. USOC Staff shall create a ballot containing the slate of  
11 candidates affected by the tie.

12 iii. The voting procedure for the tie-breaker shall comply with the  
13 Approval Voting Method, as outlined in section V.C of these  
14 bylaws.

15 iv. The candidate receiving the highest number of votes shall be  
16 elected.

17 v. In the event more than one (1) position remains vacant, prior  
18 to the tiebreaker, the candidates with the highest point totals  
19 shall be elected to fill each of the remaining positions.

20 vi. In the event a tie between candidates continues, any candidate  
21 receiving fewer votes than the tied candidates shall be  
22 eliminated.

23 vii. The tiebreaking process shall continue for as many rounds as  
24 are necessary for the remaining position(s) to be filled or until  
25 it has been determined that there is a deadlock tie between  
26 candidates, as defined in section V.C.2.b of these bylaws.

27 b. Deadlock Tie-Breaker:

28 i. Definition: A deadlock tie occurs when at least one round of a  
29 tie-breaking vote results in the same outcome as the previous  
30 round.

31 ii. In the event of a deadlock in which only two (2) candidates  
32 are affected by the tie, and one vacant position remains, the  
33 AAC Chair or designee selected by the AAC Chair shall move



1 forward with a deadlock tiebreak in accordance with the  
2 procedure set forth below:

3 1. Each candidate's name shall be written on an equally sized  
4 piece of paper and then placed in a container. The AAC  
5 Chair or a designee selected by the AAC Chair shall then  
6 remove a piece of paper from the container and read aloud,  
7 to the AAC membership, the name of the candidate written  
8 on the paper;

9 2. The candidate whose name is drawn shall be the designee  
10 for purposes of a quarter coin-flip, for each of three (3)  
11 coin-flips, and shall be tasked with calling aloud "heads"  
12 or "tails" for each of three (3) coin-flips.

13 3. The Chair or the designee selected by the AAC Chair shall  
14 show both sides of the two-sided coin to be used for  
15 purposes of a coin-flip to each of the candidates.

16 4. The coin-flip shall go as follows:

17 a. The AAC Chair or the designee selected by the  
18 AAC Chair, shall toss the coin and while the  
19 coin is in the air, the candidate whose name was  
20 drawn shall call a choice of "heads" or "tails."

21 b. The Chair or their designee shall allow the coin  
22 to fall completely to the ground, devoid of all  
23 motion, to determine on which side it falls.

24 c. If the side facing upwards is the same side called  
25 by the candidate, the candidate wins that coin-  
26 flip.

27 If the side facing upwards is not the same side  
28 called by the candidate, the opposing candidate  
29 wins that coin-flip.

30 5. The outcome of the tie shall be decided by the candidate  
31 who wins two (2) of three (3) coin-flips, and the winner  
32 shall be elected to the remaining position.

33 iii. In the event of a deadlock in which more than two (2) candidates  
34 are affected by the tie, and one or more vacant positions remain,  
35 the AAC Chair or designee selected by the AAC Chair shall  
36 move forward with a deadlock tiebreaker in accordance with  
37 the procedure set forth below:

1. Each candidate's name shall be written on an equally sized piece of paper and then placed in a container. The AAC Chair or a designee selected by the AAC Chair shall then remove a piece of paper from the container and read aloud, to the AAC membership, the name of the candidate written on the paper;
2. The candidates shall draw numbers in the order in which the candidate's name was drawn from the container.
3. The AAC Chair or the designee selected by the AAC Chair shall place 20 equally sized pieces of paper numbered 1 through 20 into a container. The first candidate determined by the procedures set forth in section V.C.2.b.ii.1 of these bylaws shall draw a piece of paper from the container.
4. After drawing, the candidate shall read aloud the number and hand it to the USOC Staff.
5. USOC Staff and a currently elected AAC At-Large member shall review the number and it shall be recorded.
6. The drawn piece of paper shall be returned to the container.
7. This process shall continue until all candidates have drawn a number.
8. In the event more than one piece of paper is drawn, by a single candidate in a single round, all pieces of paper shall be placed back inside the container, and the candidate shall be required to draw again.
9. In the event, a candidate draws the same number as any other candidate, the steps, as defined in subsections 1 through 6 of this section shall be repeated for only the candidates who have drawn the same number, until each candidate has a unique number.
10. The candidate(s) who select the highest number shall be elected to fill the remaining position(s).

3. **AAC At-Large and AAC Officer Election Procedures:**

a. **At-Large Elections:**

- i. All AAC At-Large elections shall use the Approval Voting Method in accordance with section V.C.1 of these bylaws. Furthermore, the following shall apply:
- ii. Only Old AAC members are permitted to vote for At-Large Members.
- iii. Old AAC members and New AAC members are permitted to vote for AAC Officers.
- iv. An AAC member interested in running for an At-Large member or AAC Officer position need not be physically present at the AAC Quadrennial meeting to run so long as a written statement was submitted to the Chair of the AAC in a timely manner.
- v. Voting shall be conducted by secret ballot.
- vi. A ballot shall be deemed invalid if the instructions are not appropriately followed.
- vii. Newly Elected At-Large members' terms shall commence at the end of the AAC Quadrennial Meeting.
- viii. Ballot Counting Procedures:
  1. The counting of the ballots shall be conducted by USOC staff and reviewed by a currently elected AAC At-Large member, in accordance with the procedures in section V.C.1.b of these bylaws.
  2. The six (6) candidates with the highest point totals shall be elected.
  3. In the event of a tie, the Tiebreaker procedures outlined in section V.C.2 of these bylaws shall apply.

b. **AAC Chair Election:**

- i. One (1) of the six (6) newly elected At-Large members shall be elected as AAC Chair;
- ii. The election for the AAC Chair position shall be done in accordance with the procedures set forth in section V.C.1 of these bylaws, except that:
  1. New AAC members and Old AAC members shall each have one vote.



1. New and Old AAC Members may cast only one (1) affirmative vote for one candidate to fill the position of Vice Chair of the AAC.
2. A Re-Elected member may submit two (2) separate ballots at the start of the tie-breaking election.

4. **Athlete Service Coordinators:**

- a. Competitions which require Athlete Service Coordinators (“ASC(s)”) are as follows: Olympic Summer Games, Paralympic Summer Games, Olympic Winter Games, Paralympic Winter Games, Pan American Games, and Para Pan American Games
- b. The ASC selection process and position descriptions shall be announced to the AAC, USP, Olympic Alumni, NGB Presidents and Executive Directors, at least six (6) months prior to the opening ceremonies of Games listed (see V.C.4.a)
- c. An ASC is not required to be a member of the AAC, but must meet AAC Representative requirements defined as follows:
  - i. An athlete must have represented the United States in Olympic, Paralympic, Pan American, Para Pan American, or other major international competition, within the preceding ten years as measured from the date of opening ceremonies for the Games in which they are serving as ASC’s. The term “other major international competition” as used herein means only a competition designated by the USOC as an Operation Gold competition. Requests for extensions in this requirement may only be granted by the AAC and must be in writing.
  - ii. Athletes interested in an ASC position will be evaluated on their familiarity with AAC bylaws and athletes’ rights.
  - iii. To be considered for an ASC position an athlete must exhibit strong interpersonal skills.
  - iv. An athlete may not serve simultaneously as an ASC and any other position (i.e. coach, team leader) on the same team.
  - v. The athlete must be available for preparatory meetings and during the entire competition period, including processing and delegation departure.

- 1 d. The AAC Chair shall appoint the ASC Selection Task Force. The  
2 ASC Selection Task Force will manage the nomination process. The  
3 process shall include an issuance of a formal announcement and job  
4 description (see V.C.4.b), evaluation of submitted letters of interest  
5 and resumes, and interviews of candidates.
- 6 e. The ASC Selection Task Force shall then present a slate of candidates  
7 to the AAC for election by Approval Voting Method, as set forth in  
8 section V.C.1 of these bylaws.
- 9 f. The ASC Selection Task Force shall also submit a rank order of  
10 candidates prior to the voting period, in which the candidate rankings  
11 shall only be used in accordance with the procedures defined in this  
12 subsection.
- 13 g. AAC members eligible to vote in the election shall submit a distinct  
14 ballot.
- 15 h. In the event a tie interferes with the final selection, the tie shall be  
16 broken by submitting a new ballot containing only the slate of  
17 candidates affected by the tie. Members may cast an affirmative vote  
18 for only the number of ASC positions remaining vacant.
- 19 i. In the case of more than one (1) position remaining vacant, the  
20 candidates with the highest point totals shall be elected to fill each of  
21 the remaining positions.
- 22 j. In the event a tie continues, the candidate(s) with the highest ranking  
23 as submitted by the ASC Selection Task Force shall be elected to fill  
24 the remaining position(s).
- 25 k. Once elected, the ASC shall be under management of each Games'  
26 Chef de Mission throughout the duration of the Games.

27 **5. US Olympic Endowment:**

- 28 a. The AAC shall elect two athletes each Quadrennium to serve on the  
29 US Olympic Endowment ("USOE"). Each athlete shall serve a four-  
30 year term with staggered elections every two years.
- 31 b. The USOE position description shall be announced to the AAC, USP,  
32 Olympic Alumni, NGB Presidents and Executive Directors at least  
33 one month prior to the commencement of the selection process.

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- c. The USOE athlete representative is not required to be a member of the AAC, but must meet AAC Representative requirements defined as follows:
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- i. An athlete must have represented the United States in Olympic, Paralympics, Pan American, Para Pan American, or other major international competition, within the preceding ten years as measured from the date of election to the USOE. The term “other major international competition” as used herein means only a competition designated by the USOC as an Operation Gold competition.
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- d. The AAC Chair shall appoint the USOE Selection Task Force. The USOE Selection Task Force will manage the nomination process.
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- i. The process shall include an issuance of a formal announcement and job description, evaluation of submitted letters of interest and resumes, and interviews of candidates.
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- e. The USOE Selection Task Force shall then recommend a candidate to the AAC for election by Approval Voting method as set forth in section V.C.1 of these bylaws.
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- f. The USOE Selection Task Force shall also submit a rank order of candidates prior to the voting period, in which the candidate rankings shall only be used in accordance with the procedures as defined in this subsection.
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- g. Election of the candidate(s) may be conducted electronically, at the discretion of the AAC Chair.
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- h. AAC members eligible to vote in the election shall submit distinct ballots-an Approval Voting ballot in accordance with the Approval Voting Procedures set forth within these bylaws.
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- i. In the event a tie interferes with the final selection, the tie shall be broken by submitting a new ballot containing only the slate of candidates affected by the tie. Members may cast an affirmative vote for only the number of USOE positions remaining vacant.
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- j. In the case of more than one (1) position remaining vacant, the candidates with the highest point totals shall be elected to fill each of the remaining positions.

1 k. In the event a tie continues, the candidate(s) with the highest ranking  
2 as submitted by the USOE Selection Task Force shall be elected to fill  
3 the remaining position(s).

4 l. In the event that the USOE athlete representative is unable to complete  
5 his or her four year term, the AAC Chair shall implement the  
6 nomination process as set forth herein and the USOE Selection Task  
7 Force shall recommend a replacement athlete representative to be  
8 approved by the majority of the AAC. The AAC vote to approve the  
9 replacement candidate may be conducted electronically, at the  
10 discretion of the AAC Chair.

11 6. **Additional AAC Elections:**

12 a. For election or nomination of athlete representatives to boards,  
13 committees, commissions, or other such entities, the AAC Chair shall  
14 appoint a Selection Task Force.

15 b. The Selection Task Force shall manage the nomination process. The  
16 process shall include an issuance of a formal announcement and job  
17 description, evaluation of submitted letters of interest and resumes,  
18 and interviews of candidates.

19 c. Candidates must submit a letter of interest to be eligible.

20 d. The Selection Task Force shall then present all candidates, with  
21 recommendations, to the AAC. The Selection Task Force shall also  
22 submit a rank order of candidates prior to the start of the voting period,  
23 in which the candidate rankings shall only be used in accordance with  
24 the procedures as defined in this subsection.

25 e. All objectively qualified candidates will be elected by the Approval  
26 Voting System that is set forth in section V.C.1 of these Bylaws.

27 f. In the event a tie between two (2) or more candidates occurs for a  
28 position in which a definitive winner is required, and as a result of the  
29 tie a definitive winner for that position cannot be determined, a  
30 tiebreaking ballot shall be used.

31 g. USOC Staff shall create a ballot containing the slate of candidates  
32 affected by the tie.

33 h. Members may cast an affirmative vote for only the number of  
34 position(s) remaining vacant.



- 1 i. The candidate receiving the highest number of votes shall be elected.
- 2 j. In the case of more than one (1) position remaining vacant, the
- 3 candidates with the highest point totals shall be elected to fill each of
- 4 the remaining positions.
- 5 k. In the event a tie between candidates continues, the candidate(s) with
- 6 the highest ranking as submitted by the Selection Task force shall be
- 7 elected to fill the remaining position(s).
- 8 l. If there is fewer than forty-five (45) days to submit the results of an
- 9 election of a candidate, it is at the discretion of the AAC Chair to
- 10 expedite the process in accordance with the following procedures:
  - 11 i. Allow all ballots to be cast electronically
  - 12 ii. AAC members eligible to vote in the election shall submit a
  - 13 distinct ballot.
  - 14 iii. In the event a tie interferes with the final selection, in which the
  - 15 number of candidates tied exceeds the number of positions
  - 16 remaining to be filled, the candidate(s) with the highest ranking
  - 17 as submitted by the Selection Task Force shall be elected to fill
  - 18 the remaining position(s).

19 **D. REPLACEMENT OF AT LARGE MEMBERS AND AAC OFFICERS**

- 20 1. If the Chair is removed for cause, resigns, or otherwise leaves office, the First
- 21 Vice Chair shall automatically become the Chair for the remainder of the
- 22 Quadrennium. In such event, the Second Vice Chair shall become the First Vice
- 23 Chair. If such event occurs within the first three years of the Quadrennium, the
- 24 AAC shall hold an election from among the At Large Members to replace the
- 25 Second Vice Chair. Such election shall be conducted at the next meeting of the
- 26 AAC in a manner reasonably consistent with the voting procedures set forth in
- 27 section V.C of these bylaws. If such event occurs in the last year of the
- 28 Quadrennium, there shall be no replacement for the Second Vice Chair and the
- 29 AAC will operate for the remainder of the Quadrennium with only one Vice
- 30 Chair.
- 31 2. If the First Vice Chair is removed for cause, resigns, or otherwise leaves office,
- 32 the Second Vice Chair shall automatically become the First Vice Chair for the
- 33 remainder of the Quadrennium. If such event occurs within the first three years
- 34 of the Quadrennium, the AAC shall hold an election from among the At Large
- 35 Members to replace the Second Vice Chair. Such election shall be conducted at
- 36 the next meeting of the AAC in a manner reasonably consistent with the voting
- 37 procedures set forth in section V.C of these bylaws. If such event occurs in the
- 38 last year of the Quadrennium, there shall be no replacement for the Second Vice

1 Chair and the AAC will operate for the remainder of the Quadrennium with  
2 only one Vice Chair.  
3

4 3. If the Second Vice Chair is removed for cause, resigns, or otherwise leaves  
5 office, within the first three years of the Quadrennium, the AAC shall hold an  
6 election from among the At Large Members to replace the Second Vice Chair.  
7 Such election shall be conducted at the next meeting of the AAC in a manner  
8 reasonably consistent with the voting procedures set forth in section V.C of  
9 these bylaws. If such event occurs in the last year of the Quadrennium, there  
10 shall be no replacement for the Second Vice Chair and the AAC will operate  
11 for the remainder of the Quadrennium with only one Vice Chair.

12 4. If an At Large Representative is removed for cause, resigns, or otherwise leaves  
13 office within the first three years of the Quadrennium, the AAC shall hold an  
14 election to replace such At Large Representative. Such election shall be  
15 conducted as determined by the AAC Officers in a manner reasonably  
16 consistent with the voting procedures set forth in section V.C of these bylaws.  
17 If such event occurs in the last year of the Quadrennium, there shall be no  
18 replacement for such At Large Representative and the AAC will operate for the  
19 remainder of the Quadrennium with one fewer At Large Representative.

## 20 VI. FUNCTIONS AND SUPERVISION OF ATHLETE OMBUDSMAN

21 Pursuant to the Ted Stevens Olympic and Amateur Sports Act (“Act”) the job functions  
22 and reporting requirements of the Athlete Ombudsman shall be as provided in this Article.

23 A. The Athlete Ombudsman’s reporting requirements to the AAC shall be as follows:

24 1. The Athlete Ombudsman shall report directly to the Chair of the AAC (or  
25 replacement as provided below). The Athlete Ombudsman shall also report  
26 to the AAC on a regular basis. The Chair of the AAC shall have the sole  
27 and exclusive right to direct and control the day-to-day activities of the  
28 Athlete Ombudsman and shall be responsible for preparing an annual  
29 evaluation of the Athlete Ombudsman’s job performance. The USOC shall  
30 provide this annual evaluation to the board of directors and shall base all  
31 compensation consideration on this annual evaluation.

32 2. The Chair of the AAC may delegate this supervisory authority to any other  
33 AAC officer.

34 B. Function of the Athlete Ombudsman

35 1. As stated in the Act §220509(b)(1)(A), the function of the Athlete  
36 Ombudsman is to provide independent advice to athletes at no cost about  
37 the applicable provision of the Act and the bylaws of the USOC, IF, IOC,  
38 PASO, and with respect to the resolution of any dispute involving an  
39 opportunity of an amateur athlete to participate in the Olympic Games, the  
40

1 Paralympic Games, the Pan-American Games, World Championship  
2 Competition, or any other protected competition as defined in the bylaws of  
3 the USOC.

4 2. All communications the Athlete Ombudsman has with athletes, or anyone  
5 representing the interest of athletes, in providing the advice and counsel  
6 provided for in the Act and communications in mediation shall be held as  
7 strictly confidential. No individual, or entity, including, but not limited to,  
8 the USOC, its board of directors, officers or employees; any NGB, its board  
9 of directors, officers or employees; the IOC, its board of directors, officers,  
10 or employees; any IF, its board of directors, officers, or employees; WADA,  
11 its board of directors, officers, or employees; CAS; or any governmental  
12 authority shall force the disclosure of any confidential communications  
13 under this provision. The AAC shall direct that all USOC documents  
14 inform athletes that their communications to the Athlete Ombudsman shall  
15 be treated as strictly confidential by the USOC.

16 3. The following individuals shall have standing to assert the confidentiality  
17 of the Athlete Ombudsman's communication to the athletes, or anyone  
18 representing the interest of athletes, in any type of legal proceeding  
19 (arbitrations or court cases) (1) athletes or anyone representing the interest  
20 of the athlete; (2) the Athlete Ombudsman; (3) any present or former  
21 member of the AAC; (4) the USOC its board of directors, officers, or  
22 employees (4) any arbitration panel or court, *sua sponte*. It is the intent of  
23 this provision that no confidential communication be allowed to be  
24 disclosed without the agreement of both the athlete, or individual  
25 representing the interest of the athlete, and the Athlete Ombudsman. The  
26 term "anyone representing the interest of athletes" shall be given the  
27 broadest interpretation possible.

## 28 VII. AMENDMENTS TO THE BYLAWS

29 These Bylaws may be amended by a majority vote at any duly called AAC meeting.  
30 Such amendments will be effective immediately upon approval by the USOC Board  
31 of Directors.

32  
33 Amended November 2015

34  
35 Amended September 2013  
36 Amended September 21, 2012  
37 Amended May 11-12, 2012

38  
39 Revised as of December 8-9, 2007  
40 Amended on December 9-10, 2006