

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

8 A. The Athletes' Advisory Council ("AAC") is composed of the following member
9 Representatives (Alternates shall only serve in the capacity of a member
10 Representative in the event of a Representative's absence):

- 11 1. Olympic/Pan American-only National Governing Bodies ("NGBs"). One
12 Representative, and one Alternate, from each sport organization recognized
13 by the USOC as the NGB for an Olympic or Pan American sport, and which
14 does not also govern and/or manage a sport on the Paralympic or Parapan
15 American program.
- 16 2. Paralympic Sport Organizations ("PSOs"). One Representative, and one
17 Alternate, from each sport organization recognized by the USOC as the PSO
18 for a Paralympic or Parapan American sport.
- 19 3. Olympic/Pan American/Paralympic/Parapan American NGBs. One
20 Representative, and one Alternate, from each sport organization recognized
21 by the USOC as the NGB for an Olympic or Pan American sport, and which
22 also governs and/or manages a sport on the Paralympic or Parapan
23 American program.
- 24 4. USOC Governed/Managed Paralympic/Parapan American Sports. One
25 Representative, and one Alternate, from each Paralympic/Parapan
26 American sport organization where the USOC governs and manages the
27 Paralympic/Parapan American sport.
- 28 5. Externally Managed Paralympic/Parapan American Organizations. One
29 Representative, and one Alternate, from each Paralympic/Parapan
30 American sport organization that is governed by the USOC, but is externally
31 managed by a separate sport organization.
- 32 6. General Paralympic Representatives.
 - 33 a. Three Paralympic/Parapan American Representatives, and three Alternates,
34 from Olympic/Pan American NGBs where that NGB also governs and/or
35 manages a Paralympic/Parapan American sport.

- 1 i. Two of the Representatives, and two Alternates, shall be elected
2 from individual sports.
- 3 ii. One of the Representatives, and one Alternate, shall be elected from
4 a team sport.
- 5 b. Representatives can only run for this position if they did not run for election
6 through their Olympic/Pan American/ Paralympic/Parapan American
7 NGB.
- 8 7. At-Large Representatives. Six At-Large Representatives from any sport on
9 the Olympic/Pan American or Paralympic/Parapan American program.
- 10 8. IOC Athletes' Commission Representative. One Representative that sits on
11 the IOC Athletes' Commission. This representative shall be an ex officio
12 member, entitled to voice and vote.
- 13 9. IPC Athletes' Commission Representative. One Representative that sits on
14 the IPC Athletes' Commission. This representative shall be an ex officio
15 member, entitled to voice and vote.
- 16 B. Paralympic/Parapan American Representatives, and their Alternates, elected
17 pursuant to Section II.A.4 and II.A.5 shall be allowed to fulfill their full term, which
18 shall end at the commencement of the next Quadrennium, if an NGB takes over the
19 governance or management of their Paralympic/Parapan American sport.
- 20 C. There shall be one Chair and two Vice-Chairs of the AAC, who are elected from
21 the AAC At-Large Members pursuant to the procedure defined in Section V of
22 these Bylaws. One of the Vice-Chairs shall be deemed the First Vice Chair and the
23 other the Second Vice Chair for succession purposes as set forth in Section V
24 below. The Chair and Vice Chairs shall be referred to collectively as the "AAC
25 Officers."
- 26 D. Athletes must meet the following requirements to be eligible for election to the
27 AAC as a Representative or Alternate:
- 28 1. An athlete must have represented the United States in Olympic, Paralympic,
29 Pan American, Para Pan American or other major international competition,
30 within the preceding ten years as measured from the first AAC meeting of
31 the Quadrennium. The term "other major international competition" as used
32 herein means only a competition designated by the USOC as an Operation
33 Gold competition. Requests for extensions in this requirement may only be
34 granted by the AAC and must be in writing.
- 35 2. An athlete may not have served two previous terms on the AAC as a
36 Representative. Status as an Alternate does not constitute serving a term. If

1 an Alternate replaces a Representative and has the opportunity to attend
2 over half of the meetings as the Representative in a Quadrennium, the
3 Alternate shall be deemed to have served one (1) term.

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

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

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

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

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

37 1. For sports in which there are both male and female competitors represented
38 by a single NGB, the Representative and the Alternate must be of opposite
39 sexes. This provision only applies to those sports with both male and female

1 competitors wherein each gender's competitors would qualify the NGB as
2 an Olympic and Pan American Sport Organization.

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4 2. The procedures for the election of Representatives and Alternates to the
5 AAC shall include the following provisions:

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

33 **III. AAC RULES of CONDUCT**
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- 35 A. If an AAC Representative is unable to attend an AAC meeting or other official
36 function, the Alternate from that sport must be informed by the AAC
37 Representative as promptly as possible. The Alternate may take the
38 Representative's place at the USOC's expense. If neither the Representative nor
39 the Alternate is able to attend an AAC meeting, the Representative, in consultation
40 with the AAC Officers, shall make an effort to insure that the sport is represented
41 by another athlete from that sport.

- 1 B. Attendance at an AAC meeting shall be defined as being physically present at the
2 meeting.
- 3 1. Physically present shall be defined as attendance to all scheduled meeting
4 times at the AAC Meeting. In the event a member cannot attend the
5 Meeting in its entirety, that individual may request an exception. Exceptions
6 may only be granted by the AAC Chair and must be submitted.
- 7 in writing. Acceptable exceptions include but are not limited to
8 competition, NGB meetings, or personal emergency.
- 9 2. A Representative who does not meet the definition of “physically present”
10 for a particular meeting shall be considered “absent” from that meeting
11 unless he or she is granted an exception by the AAC Chair.
- 12 C. If any AAC Representative is absent from three (3) consecutive AAC meetings for
13 any reason, that Representative shall be removed from the AAC. The Alternate
14 shall be notified of the Representative’s removal and shall then be designated as
15 that sport’s Representative to the AAC.
- 16 D. If any AAC Representative does not attend at least one-half of the AAC Meetings
17 in any two-year period during the Quadrennium for any reason, that Representative
18 shall be removed from the AAC. The Alternate shall be notified of the
19 Representative’s removal and shall then be designated that sport’s Representative
20 to the AAC.
- 21 E. When an Alternate replaces a Representative, the NGB or USP shall be required to
22 conduct an election of a new Alternate, after notice from the AAC Officers. If the
23 NGB or the USP fails to initiate this election process within 30 days of notification
24 by the AAC, the AAC may then conduct an election itself in accordance with that
25 NGB’s or the USP’s election procedures, as approved by the AAC. If a new
26 Alternate has not been elected in time for the forthcoming AAC meeting, the AAC
27 may select an interim Alternate. In no case shall the AAC select or conduct an
28 election for a Representative if a valid Alternate exists to replace the
29 Representative.
- 30 F. Representatives and Alternates shall not take stands on issues or represent
31 themselves as members of the AAC in areas of personal interest having no
32 connection with official AAC responsibilities. Representatives and Alternates shall
33 not falsely speak on behalf of the entire AAC membership. Also, AAC
34 representative and Alternates shall not reveal matters designated confidential by
35 two-thirds vote of the AAC. USOC Staff are bound by this confidentiality
36 requirement
- 37 G. AAC meetings are open to the public unless closed by a two-thirds (2/3) vote.

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

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

7 **IV. CONDUCT OF AAC MEETINGS**

8 A. Meetings shall follow, in general, the traditional rules of Parliamentary Procedure
9 as to (1) motions, (2) seconds, (3) discussions, and (4) calls to vote. Meetings will
10 be run by the Chair. If the Chair is not available, the meeting may be run by the
11 First Vice Chair. If the First Vice Chair is not available either, the meeting may be
12 run by the Second Vice Chair.

13 B. The Officers shall accept items to be officially placed on the agenda from any
14 interested party so long as they are received at least two weeks prior to the
15 scheduled meeting; otherwise matters may be brought up as new business. The
16 Officers may place matters of urgency on the agenda at any time or in any position.

17 C. Other procedural rules for the conduct of the meeting may be announced by the
18 Officers unless the AAC, by majority, objects.

19 D. Notwithstanding the definition of Quadrennium in section II.C.3, there shall be one
20 meeting combining the last AAC meeting of the Quadrennium with the first AAC
21 meeting of the next Quadrennium (the "AAC Quadrennial Meeting"), and such
22 AAC Quadrennial Meeting may occur at any time from thirty days prior to the end
23 of the Quadrennium to ninety days after the beginning of the next Quadrennium,
24 and shall include both the New AAC and the Old AAC as defined below. The
25 USOC shall pay for Representatives from both the New AAC and Old AAC to
26 attend the AAC Quadrennial Meeting. If a new AAC member is also an old
27 member because he or she was re-elected, the old or new Alternate may attend only
28 at his or her individual expense or at the expense of the NGB, but may not vote.
29 The AAC Quadrennial Meeting shall be run by the Officers of the Old
30 AAC.

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

32 **A. DEFINITIONS:**

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

- 34 1. **New AAC Member:** An athlete elected to the AAC for the upcoming
35 Quadrennium;
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- 1 2. **Old AAC Member:** An athlete elected to the AAC during the preceding
2 Quadrennium, but who is not re-elected for the upcoming Quadrennium;
- 3 3. **Newly Elected AAC Member:** An athlete elected pursuant to NGB or USP
4 election procedures and serving a first term for the AAC;
- 5 4. **Re-Elected AAC Member:** An athlete who has served as an AAC
6 representative for one term, and has been re-elected pursuant to NGB or
7 USP procedures for a second term;
- 8 5. **New At-Large Members:** Six (6) athletes elected by the AAC for the
9 upcoming Quadrennium;
- 10 6. **Old At-Large Members:** Six (6) athletes elected by the AAC for the
11 preceding Quadrennium, who are independent of any NGB or the USP's
12 procedures.

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14 B. **NOMINATION PROCEDURES:**

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

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

8 **2. AAC Officer Nominations:**

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

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

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

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

- 31 a. USOC Staff shall compile a list of all candidates on a single ballot
32 sheet in alphabetical order. The ballot sheet may include
33 instructions on the voting procedure.
- 34 b. Approval voting is a form of score voting, with the range restricted
35 to two values, 0 and 1. Voters shall either place a '0' or '1' next to
36 each candidate on the ballot. A '1' shall indicate approval of
37 candidate and a '0' shall indicate disapproval. All votes of approval

1 of a candidate on the ballot shall count equally. All candidates on
2 the ballot must be scored with a '0' or a '1' for the ballot to be valid.

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- 4 c. An AAC member eligible to vote may cast a vote of approval or
5 disapproval for as many as all candidates on the ballot. An AAC
6 member eligible to vote may, conversely, cast a vote of disapproval,
7 also known as no vote, for as many as all candidates on the ballot.
8 d. For each valid ballot submitted, USOC staff shall total the votes cast
9 for each candidate in accordance with the procedures in subsection
10 b of this section.

11 **2. Tiebreaking Procedures:**

12 a. Approval Voting Method Tie-Breaker:

- 13 i. In the event a tie between two (2) or more candidates occurs
14 for a position in which a definitive winner is required, and as
15 a result of the tie a definitive winner for that position cannot
16 be determined, a tiebreaking ballot shall be used.
- 17 ii. USOC Staff shall create a ballot containing the slate of
18 candidates affected by the tie.
- 19 iii. The voting procedure for the tie-breaker shall comply with the
20 Approval Voting Method, as outlined in section V.C of these
21 bylaws.
- 22 iv. The candidate receiving the highest number of votes shall be
23 elected.
- 24 v. In the event more than one (1) position remains vacant, prior
25 to the tiebreaker, the candidates with the highest point totals
26 shall be elected to fill each of the remaining positions.
- 27 vi. In the event a tie between candidates continues, any candidate
28 receiving fewer votes than the tied candidates shall be
29 eliminated.
- 30 vii. The tiebreaking process shall continue for as many rounds as
31 are necessary for the remaining position(s) to be filled or until
32 it has been determined that there is a deadlock tie between
33 candidates, as defined in section V.C.2.b of these bylaws.

34 b. Deadlock Tie-Breaker:

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

- ii. In the event of a deadlock in which only two (2) candidates are affected by the tie, and one vacant position remains, the AAC Chair or designee selected by the AAC Chair shall move forward with a deadlock tiebreak in accordance with 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 candidate whose name is drawn shall be the designee for purposes of a quarter coin-flip, for each of three (3) coin-flips, and shall be tasked with calling aloud “heads” or “tails” for each of three (3) coin-flips.
 - 3. The Chair or the designee selected by the AAC Chair shall show both sides of the two-sided coin to be used for purposes of a coin-flip to each of the candidates.
 - 4. The coin-flip shall go as follows:
 - a. The AAC Chair or the designee selected by the AAC Chair, shall toss the coin and while the coin is in the air, the candidate whose name was drawn shall call a choice of “heads” or “tails.”
 - b. The Chair or their designee shall allow the coin to fall completely to the ground, devoid of all motion, to determine on which side it falls.
 - c. If the side facing upwards is the same side called by the candidate, the candidate wins that coin-flip.

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

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

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

9 1. Each candidate's name shall be written on an equally sized
10 piece of paper and then placed in a container. The AAC
11 Chair or a designee selected by the AAC Chair shall then
12 remove a piece of paper from the container and read aloud,
13 to the AAC membership, the name of the candidate written
14 on the paper;

15 2. The candidates shall draw numbers in the order in which
16 the candidate's name was drawn from the container.

17 3. The AAC Chair or the designee selected by the AAC Chair
18 shall place 20 equally sized pieces of paper numbered 1
19 through 20 into a container. The first candidate
20 determined by the procedures set forth in section
21 V.C.2.b.ii.1 of these bylaws shall draw a piece of paper
22 from the container.

23 4. After drawing, the candidate shall read aloud the number
24 and hand it to the USOC Staff.

25 5. USOC Staff and a currently elected AAC At-Large
26 member shall review the number and it shall be recorded.

27 6. The drawn piece of paper shall be returned to the
28 container.

29 7. This process shall continue until all candidates have drawn
30 a number.

31 8. In the event more than one piece of paper is drawn, by a
32 single candidate in a single round, all pieces of paper shall
33 be placed back inside the container, and the candidate shall
34 be required to draw again.

35 9. In the event, a candidate draws the same number as any
36 other candidate, the steps, as defined in subsections 1
37 through 6 of this section shall be repeated for only the

1 candidates who have drawn the same number, until each
2 candidate has a unique number.

3 10. The candidate(s) who select the highest number shall be
4 elected to fill the remaining position(s).

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

6 a. **At-Large Elections:**

7 i. All AAC At-Large elections shall use the Approval Voting
8 Method in accordance with section V.C.1 of these bylaws.
9 Furthermore, the following shall apply:

10 ii. Only Old AAC members are permitted to vote for At-Large
11 Members.

12 iii. Old AAC members and New AAC members are permitted to
13 vote for AAC Officers.

14 iv. An AAC member interested in running for an At-Large member
15 or AAC Officer position need not be physically present at the
16 AAC Quadrennial meeting to run so long as a written statement
17 was submitted to the Chair of the AAC in a timely manner.

18 v. Voting shall be conducted by secret ballot.

19 vi. A ballot shall be deemed invalid if the instructions are not
20 appropriately followed.

21 vii. Newly Elected At-Large members' terms shall commence at the
22 end of the AAC Quadrennial Meeting.

23 viii. **Ballot Counting Procedures:**

24 1. The counting of the ballots shall be conducted by USOC
25 staff and reviewed by a currently elected AAC At-Large
26 member, in accordance with the procedures in section
27 V.C.1.b of these bylaws.

28 2. The six (6) candidates with the highest point totals shall be
29 elected.

30 3. In the event of a tie, the Tiebreaker procedures outlined in
31 section V.C.2 of these bylaws shall apply.

32 b. **AAC Chair Election:**
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- 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.
 - 2. Re-Elected AAC members shall have two votes and may submit two (2) distinct ballots per round, which shall be counted in the counting process as set forth herein.
- iii. The counting of the ballots shall comply with the procedure outlined in section V.C.1.b of these bylaws.
- iv. The candidate with the highest point total shall be elected AAC Chair.
- v. In the event of a tie between candidates the tiebreaker procedures set forth in section V.C.2 of these bylaws shall apply.
 - 1. New and Old AAC Members may cast only one (1) affirmative vote for one candidate to fill the position of Chair of the AAC.
 - 2. A re-elected representative may submit two (2) separate ballots at the start of the tie-breaking election.

c. **AAC Vice-Chair Elections:**

- i. Two (2) of the six (6) newly elected At-Large members shall be elected as AAC Vice-Chairs;
- ii. The election for the AAC Vice Chair positions 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.
 - 2. Re-Elected AAC members shall have two votes and may submit two (2) distinct ballots per round, which shall be counted in the counting process as set forth herein.

1 iii. The counting of the ballots shall comply with the procedure
2 outlined in section V.C.1.b of these bylaws.

3 iv. The two (2) candidates receiving the highest number of votes
4 shall be elected the Vice-Chairs of the AAC. The candidate
5 receiving the highest number of votes shall be elected as the First
6 Vice-Chair. The candidate receiving the second highest number
7 of votes shall be elected the Second Vice-Chair.

8 v. In the event of a tie between candidates the tiebreaker procedures
9 set forth in section V.C.2 of these bylaws shall apply.

10 1. New and Old AAC Members may cast only one (1)
11 affirmative vote for one candidate to fill the position of
12 Vice Chair of the AAC.

13 2. A Re-Elected member may submit two (2) separate ballots
14 at the start of the tie-breaking election.

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16 4. **Athlete Service Coordinators:**

17 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

21 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)

25 c. An ASC is not required to be a member of the AAC, but must meet AAC Representative requirements defined as follows:

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28 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.
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- 1 ii. Athletes interested in an ASC position will be evaluated on
2 their familiarity with AAC bylaws and athletes' rights.
- 3 iii. To be considered for an ASC position an athlete must exhibit
4 strong interpersonal skills.
- 5 iv. An athlete may not serve simultaneously as an ASC and any
6 other position (i.e. coach, team leader) on the same team.
- 7 v. The athlete must be available for preparatory meetings and
8 during the entire competition period, including processing and
9 delegation departure.
- 10 d. The AAC Chair shall appoint the ASC Selection Task Force. The
11 ASC Selection Task Force will manage the nomination process. The
12 process shall include an issuance of a formal announcement and job
13 description (see V.C.4.b), evaluation of submitted letters of interest
14 and resumes, and interviews of candidates.
- 15 e. The ASC Selection Task Force shall then present a slate of candidates
16 to the AAC for election by Approval Voting Method, as set forth in
17 section V.C.1 of these bylaws.
- 18 f. The ASC Selection Task Force shall also submit a rank order of
19 candidates prior to the voting period, in which the candidate rankings
20 shall only be used in accordance with the procedures defined in this
21 subsection.
- 22 g. AAC members eligible to vote in the election shall submit a distinct
23 ballot.
- 24 h. In the event a tie interferes with the final selection, the tie shall be
25 broken by submitting a new ballot containing only the slate of
26 candidates affected by the tie. Members may cast an affirmative vote
27 for only the number of ASC positions remaining vacant.
- 28 i. In the case of more than one (1) position remaining vacant, the
29 candidates with the highest point totals shall be elected to fill each of
30 the remaining positions.
- 31 j. In the event a tie continues, the candidate(s) with the highest ranking
32 as submitted by the ASC Selection Task Force shall be elected to fill
33 the remaining position(s).
- 34 k. Once elected, the ASC shall be under management of each Games'
35 Chef de Mission throughout the duration of the Games.

1 5. **US Olympic Endowment:**

- 2 a. The AAC shall elect two athletes each Quadrennium to serve on the
3 US Olympic Endowment (“USOE”). Each athlete shall serve a four-
4 year term with staggered elections every two years.
- 5 b. The USOE position description shall be announced to the AAC, USP,
6 Olympic Alumni, NGB Presidents and Executive Directors at least
7 one month prior to the commencement of the selection process.
- 8 c. The USOE athlete representative is not required to be a member of
9 the AAC, but must meet AAC Representative requirements defined
10 as follows:
- 11 i. An athlete must have represented the United States in Olympic,
12 Paralympics, Pan American, Para Pan American, or other
13 major international competition, within the preceding ten years
14 as measured from the date of election to the USOE. The term
15 “other major international competition” as used herein means
16 only a competition designated by the USOC as an Operation
17 Gold competition.
- 18 d. The AAC Chair shall appoint the USOE Selection Task Force. The
19 USOE Selection Task Force will manage the nomination process.
- 20 i. The process shall include an issuance of a formal
21 announcement and job description, evaluation of submitted
22 letters of interest and resumes, and interviews of candidates.
- 23 e. The USOE Selection Task Force shall then recommend a candidate to
24 the AAC for election by Approval Voting method as set forth in
25 section V.C.1 of these bylaws.
- 26 f. The USOE Selection Task Force shall also submit a rank order of
27 candidates prior to the voting period, in which the candidate rankings
28 shall only be used in accordance with the procedures as defined in this
29 subsection.
- 30 g. Election of the candidate(s) may be conducted electronically, at the
31 discretion of the AAC Chair.
- 32 h. AAC members eligible to vote in the election shall submit distinct
33 ballots-an Approval Voting ballot in accordance with the Approval
34 Voting Procedures set forth within these bylaws.
- 35 36
36 37

- 1 i. In the event a tie interferes with the final selection, the tie shall be
2 broken by submitting a new ballot containing only the slate of
3 candidates affected by the tie. Members may cast an affirmative vote
4 for only the number of USOE positions remaining vacant.

- 5 j. In the case of more than one (1) position remaining vacant, the
6 candidates with the highest point totals shall be elected to fill each of
7 the remaining positions.

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

- 11 l. In the event that the USOE athlete representative is unable to complete
12 his or her four year term, the AAC Chair shall implement the
13 nomination process as set forth herein and the USOE Selection Task
14 Force shall recommend a replacement athlete representative to be
15 approved by the majority of the AAC. The AAC vote to approve the
16 replacement candidate may be conducted electronically, at the
17 discretion of the AAC Chair.

18 **6. Additional AAC Elections:**

- 19 a. For election or nomination of athlete representatives to boards,
20 committees, commissions, or other such entities, the AAC Chair shall
21 appoint a Selection Task Force.

- 22 b. The Selection Task Force shall manage the nomination process. The
23 process shall include an issuance of a formal announcement and job
24 description, evaluation of submitted letters of interest and resumes,
25 and interviews of candidates.

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

- 27 d. The Selection Task Force shall then present all candidates, with
28 recommendations, to the AAC. The Selection Task Force shall also
29 submit a rank order of candidates prior to the start of the voting period,
30 in which the candidate rankings shall only be used in accordance with
31 the procedures as defined in this subsection.

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

- 1 f. In the event a tie between two (2) or more candidates occurs for a
2 position in which a definitive winner is required, and as a result of the
3 tie a definitive winner for that position cannot be determined, a
4 tiebreaking ballot shall be used.
- 5 g. USOC Staff shall create a ballot containing the slate of candidates
6 affected by the tie.
- 7 h. Members may cast an affirmative vote for only the number of
8 position(s) remaining vacant.
- 9 i. The candidate receiving the highest number of votes shall be elected.
- 10 j. In the case of more than one (1) position remaining vacant, the
11 candidates with the highest point totals shall be elected to fill each of
12 the remaining positions.
- 13 k. In the event a tie between candidates continues, the candidate(s) with
14 the highest ranking as submitted by the Selection Task force shall be
15 elected to fill the remaining position(s).
- 16 l. If there is fewer than forty-five (45) days to submit the results of an
17 election of a candidate, it is at the discretion of the AAC Chair to
18 expedite the process in accordance with the following procedures:
 - 19 i. Allow all ballots to be cast electronically
 - 20 ii. AAC members eligible to vote in the election shall submit a
21 distinct ballot.
 - 22 iii. In the event a tie interferes with the final selection, in which the
23 number of candidates tied exceeds the number of positions
24 remaining to be filled, the candidate(s) with the highest ranking
25 as submitted by the Selection Task Force shall be elected to fill
26 the remaining position(s).

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

- 28 1. If the Chair is removed for cause, resigns, or otherwise leaves office, the First
29 Vice Chair shall automatically become the Chair for the remainder of the
30 Quadrennium. In such event, the Second Vice Chair shall become the First Vice
31 Chair. If such event occurs within the first three years of the Quadrennium, the
32 AAC shall hold an election from among the At Large Members to replace the
33 Second Vice Chair. Such election shall be conducted at the next meeting of the
34 AAC in a manner reasonably consistent with the voting procedures set forth in
35 section V.C of these bylaws. If such event occurs in the last year of the

1 Quadrennium, there shall be no replacement for the Second Vice Chair and the
2 AAC will operate for the remainder of the Quadrennium with only one Vice
3 Chair.

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

14 3. If the Second Vice Chair is removed for cause, resigns, or otherwise leaves
15 office, within the first three years of the Quadrennium, the AAC shall hold an
16 election from among the At Large Members to replace the Second Vice Chair.
17 Such election shall be conducted at the next meeting of the AAC in a manner
18 reasonably consistent with the voting procedures set forth in section V.C of
19 these bylaws. If such event occurs in the last year of the Quadrennium, there
20 shall be no replacement for the Second Vice Chair and the AAC will operate
21 for the remainder of the Quadrennium with only one Vice Chair.
22

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

31 **VI. FUNCTIONS AND SUPERVISION OF ATHLETE OMBUDSMAN**

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

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

35 1. The Athlete Ombudsman shall report directly to the Chair of the AAC (or
36 replacement as provided below). The Athlete Ombudsman shall also report
37 to the AAC on a regular basis. The Chair of the AAC shall have the sole
38 and exclusive right to direct and control the day-to-day activities of the
39 Athlete Ombudsman and shall be responsible for preparing an annual
40 evaluation of the Athlete Ombudsman’s job performance. The USOC shall

1 provide this annual evaluation to the board of directors and shall base all
2 compensation consideration on this annual evaluation.

- 3 2. The Chair of the AAC may delegate this supervisory authority to any other
4 AAC officer.

5 B. Function of the Athlete Ombudsman
6

- 7 1. As stated in the Act §220509(b)(1)(A), the function of the Athlete
8 Ombudsman is to provide independent advice to athletes at no cost about
9 the applicable provision of the Act and the bylaws of the USOC, IF, IOC,
10 PASO, and with respect to the resolution of any dispute involving an
11 opportunity of an amateur athlete to participate in the Olympic Games, the
12 Paralympic Games, the Pan-American Games, World Championship
13 Competition, or any other protected competition as defined in the bylaws of
14 the USOC.

- 15 2. All communications the Athlete Ombudsman has with athletes, or anyone
16 representing the interest of athletes, in providing the advice and counsel
17 provided for in the Act and communications in mediation shall be held as
18 strictly confidential. No individual, or entity, including, but not limited to,
19 the USOC, its board of directors, officers or employees; any NGB, its board
20 of directors, officers or employees; the IOC, its board of directors, officers,
21 or employees; any IF, its board of directors, officers, or employees; WADA,
22 its board of directors, officers, or employees; CAS; or any governmental
23 authority shall force the disclosure of any confidential communications
24 under this provision. The AAC shall direct that all USOC documents
25 inform athletes that their communications to the Athlete Ombudsman shall
26 be treated as strictly confidential by the USOC.

- 27 3. The following individuals shall have standing to assert the confidentiality
28 of the Athlete Ombudsman's communication to the athletes, or anyone
29 representing the interest of athletes, in any type of legal proceeding
30 (arbitrations or court cases) (1) athletes or anyone representing the interest
31 of the athlete; (2) the Athlete Ombudsman; (3) any present or former
32 member of the AAC; (4) the USOC its board of directors, officers, or
33 employees (4) any arbitration panel or court, *sua sponte*. It is the intent of
34 this provision that no confidential communication be allowed to be
35 disclosed without the agreement of both the athlete, or individual
36 representing the interest of the athlete, and the Athlete Ombudsman. The
37 term "anyone representing the interest of athletes" shall be given the
38 broadest interpretation possible.

1 **VII. AMENDMENTS TO THE BYLAWS**

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

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6 Amended November 2015

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8 Amended September 2013

9 Amended September 21, 2012

10 Amended May 11-12, 2012

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12 Revised as of December 8-9, 2007

13 Amended on December 9-10, 2006