

The grievance process is a three step process:

1. File a complaint with the NGB. The law requires they have a procedure (located in their bylaws) to resolve the disputes of their members. This procedure includes a hearing by a NGB appointed panel.
2. File a Section IX complaint with the USOC. Section IX is in the USOC bylaws, located on the USOC website under "about the USOC" at "usolympicteam.com". The USOC does not hold a hearing. They investigate and mediate.
1. File a demand for arbitration with the American Arbitration Association (AAA) – website address: www.adr.org. The filing fee is \$750 and the athlete would most likely be responsible for a portion (or less likely) all of the arbitrators fees and expenses. The arbitrator ultimately decides who owes what at the conclusion of the case. A deposit may be required. There is no need to exhaust remedies to file with the AAA but a Section IX must be filed with the USOC.

In all steps an athlete would be advised to retain counsel and the legal fees would be the athlete's responsibility. A list of lawyers who have handled such cases is available on the Athlete Ombudsman website at the www.888athlete.org. There is no warranty for anyone on the list per the disclaimer.

Athletes will be required to list affected parties in their filing. The decision of the AAA will be binding on all parties.

Regardless of which AAA office you file in, the case will be handled out of the Fresno office. The contact is Jennifer Nilmeier at nilmeierj@adr.org or toll free at 877.528.0880.