

USA DIVING ATHLETES' ADVISORY COUNCIL CHARTER

Revision Date: 12.19.2021

The USA Diving Athletes' Advisory Council (the "AAC"), a standing committee reporting to the Board of Directors of USA Diving (the "Board" or "Board of Directors"), is established by USA Diving's Bylaws. The AAC shall be a forum for comprehensive communication between athletes and USA Diving. The AAC will lead, serve, and engage athletes to communicate the interests and protect the rights of athletes, and be a conduit to USA Diving.

1.0 Composition. The AAC will consist of twelve (12) individuals, six (6) men and six (6) women. Two (2) of the individuals must be USA Diving's representative and alternate to the USOPC's Athletes' Advisory Council (the "USOPC AAC"). To be eligible to serve on the AAC, athlete representatives must meet the requirements of athlete representatives for designated committees, as that term is defined in the USOPC's bylaws.

2.0 Election; Term; Term Limits.

2.1 AAC. Members of the AAC shall be directly elected by athletes who are eligible to sit on the AAC. The election shall take place after conclusion of the Summer Olympic Games, but before January 1 of the year following the Summer Olympic Games. The term for members of the AAC shall be four (4) years. In the event the Summer Olympic Games are postponed, each member's term will be extended until the next regularly scheduled election following the rescheduled Games. No AAC member shall serve for more than two (2) consecutive terms.

2.2 Vacancy. If a member of the AAC does not complete his or her term because of resignation, removal, disability, incapacity, or death, then the AAC may, by majority vote, call a special election to fill the vacancy on the AAC.

2.3 AAC Chair. The AAC shall elect from among its members, by majority vote, a chair. The term of office of the chair shall be four (4) years. The newly elected chair shall take office immediately. The chair shall hold office until the chair's successor is elected and qualified, or until the chair's earlier resignation, removal, incapacity, disability or death.

2.4 AAC Vice Chair. The AAC shall elect from among its members, by majority vote, a vice chair. The term of office of the vice chair shall be four (4) years. The newly elected vice chair shall take office immediately. The vice chair shall hold office until the vice chair's successor is elected and qualified, or until the vice chair's earlier resignation, removal, incapacity, disability or death.

3.0 Duties.

3.1 Duties of the AAC.

3.1.1 Hold at least one meeting each calendar year, subject to applicable laws. The chair may call more frequent meetings, either in-person or telephonically/virtually, as necessary or desirable. A majority of the AAC members present at a meeting shall constitute a quorum. Once a quorum is

established, a majority vote of the present AAC members shall constitute action of the AAC. The AAC may take action without a meeting (e.g., a vote by email or other remote means) by affirmative vote of the number of members who would be required to vote in favor of the action if the action were taken at a meeting attended by all members of the AAC. All actions of the AAC are subject to oversight of the Board.

- 3.1.2 Serve as a vehicle for athlete engagement.
- 3.1.3 Endeavor to protect the rights of athletes.
- 3.1.4 Regularly provide athlete feedback to the Board.
- 3.1.5 Build and establish relationships among the athletes of USA Diving.
- 3.1.6 Assist in identifying potential future athlete directors and introduce athletes to USA Diving's governance structure.
- 3.1.7 Serve as SafeSport and USADA ambassadors and advocates.
- 3.1.8 Develop pathways for athletes within the structure of USA Diving.
- 3.1.9 Advise the Board of matters of interest to the athlete membership.

3.2 Duties of the Chair.

- 3.2.1 Preside over all meetings of the AAC, whenever held.
- 3.2.2 Communicate regularly with the USOPC AAC.
- 3.2.3 Act as liaison to regularly communicate with Athlete Directors and the Board as appropriate.
- 3.2.4 Regularly update the AAC on pertinent matters from the Board and Athletes Directors.

3.3 Duties of the Vice Chair.

- 3.3.1 Record the minutes of the meetings of the AAC.
- 3.3.2 Conduct official correspondence for the AAC.
- 3.3.3 Preside, in the absence of the chair, over meetings of the AAC.

3.4 Duties of the USOPC AAC Representative and Alternative.

- 3.4.1 Either the representative or the alternate must attend all regularly scheduled meetings of the USOPC AAC.
- 3.4.2 Update the AAC on key matters following USOPC AAC meetings.
- 3.4.3 Work with individual athletes who have questions or concerns.
- 3.4.4 Facilitate athlete access to USOPC resources, including the USOPC Ombudsman.

4.0 Attendance at Meetings. Committee members are expected to attend in person, or participate by telephone or videoconference in, all regularly scheduled Committee meetings.

Committee members must attend in person, or participate by telephone or videoconference in, at least one half (1/2) of all regularly scheduled Committee meetings.

5.0 Removal and Vacancies. A member's position on the Committee becomes vacant upon the member's resignation, removal, incapacity, disability or death, or upon the expiration of the member's term. Any member may resign at any time by giving written notice to the Chair of the Committee, except the Chair's resignation shall be given to the Vice Chair of the Committee, or in the absence of a Vice Chair, all other members of the Committee. The resignation takes effect at the time specified in the written notice. The acceptance of the resignation by the Committee is not necessary to make it effective. Committee members will be removed by the Committee if they fail to attend in person, or participate by telephone or videoconference in, at least one half (1/2) of the regular meetings of the Committee during any twelve (12) month period, unless they are able to demonstrate to the other members of the Committee that the presence of exigent circumstances caused and excused the absences. In such circumstances, the absent member shall be removed by the affirmative vote of a majority of the voting power of the Committee (not including the voting power of the absent member). A member may also be removed for cause at any duly noticed meeting of the Committee, and after being provided an opportunity for the member to be heard by the Committee, upon the affirmative vote of at least two-thirds (2/3) of the total voting power of the Committee (excluding the voting power of the member in question). Any vacancy occurring in the Committee shall be filled in the manner specified in this charter or USA Diving's bylaws for filling the position. A Committee member elected to fill a vacancy shall be elected for the unexpired term of such member's predecessor in office.

6.0 Compensation. No salary or other compensation shall be paid to a Committee member for serving as a member of the Committee. However, a Committee member may receive a salary or other compensation for serving USA Diving in another role, such as an athlete. All Committee members must comply with USA Diving's conflict of interest policy. The Ethics Committee will decide whether a particular form of compensation complies with this policy, subject to oversight by the Board of Directors.