UNITED STATES OLYMPIC COMMITTEE
ATHLETES' ADVISORY COUNCIL BYLAWS

I. MISSION STATEMENT
To communicate the interests and protect the rights of athletes, in cooperative support of the USOC achieving its mission.

II. ELECTION TO THE USOC ATHLETES' ADVISORY COUNCIL

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

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

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

1. 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 first AAC meeting of the Quadrennium. 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.

2. An athlete may not have served two previous terms on the AAC as a Representative. Status as an Alternate does not constitute serving a term. If an Alternate replaces a Representative and has the opportunity to attend over half of the meetings as the Representative in a Quadrennium, the Alternate shall be deemed to have served one (1) term.
3. AAC Representatives and Alternates are seated for one Quadrennium, or until replaced, whichever is later. For purposes of these Bylaws, a Quadrennium is deemed to start on January 1 of the year following the year in which the summer Olympic Games is scheduled to be held, and end on December 31 of the year in which the next edition of the summer Olympic Games is scheduled to be held. Once seated, no AAC Representative or Alternate shall lose his or her position on the AAC, except for cause and after a two-thirds (2/3) vote of the AAC at a properly called meeting, or except as stated elsewhere in these Bylaws.

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

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

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

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

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

2. The procedures for the election of Representatives and Alternates to the 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 ensure 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
in writing. Acceptable exceptions include but are not limited to competition, NGB meetings, or personal emergency.

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

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

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

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

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

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

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

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

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

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

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

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

V. VOTING PROCEDURES FOR ELECTIONS WITHIN THE AAC

The AAC Officers and At-Large Members shall be elected pursuant to the following procedures:

A. Definitions

New AAC: Those athletes elected to the AAC for the upcoming Quadrennium. The New AAC includes: (1) Newly Elected, (2) Re-Elected and (3) At-Large Members.

Old AAC: Those athletes who were members of the AAC during the preceding Quadrennium.

Newly elected: Those athletes elected pursuant to NGB or USP election procedures and serving their first terms as Representatives.
Re-elected: Those athletes who have served one as a Representative and have been reelected pursuant to NGB or USP procedures for a second term.

At-Large: Six (6) athletes elected by the AAC for the upcoming Quadrennium, who are independent of any NGB or the USP’s procedures, for the general purpose of maintaining continuity within the AAC.

B. Nomination Procedures

1. Nomination of At-Large Members

   a. The Chair of the AAC, or a member of the AAC selected by the Chair, shall send a request for nominations to the entire AAC, including alternates, no fewer than forty-five (45) days prior to the first day of the AAC Quadrennial Meeting.

   b. Any member of the AAC may self-nominate, or nominate another individual for an At-Large Member position. All nominations must include a written statement of intent (as described in section B.1.i) accompanied by a statement of the nominee's acceptance of the nomination and willingness to serve. In the case of self-nominations, only the written statement of intent is required.

      i. Composition of statements of intent: A two-page, double-spaced, typed statement shall include the nominee’s qualifications and reasons for pursuing an AAC At-Large position. A brief resume may be submitted with the statement of intent. The individual may note whether he or she is interested in the Chair position and/or a Vice-Chair position, if not elected Chair. The statement of intent shall indicate, if applicable, the candidate's desire to run for either or both positions and shall include the candidate's qualifications and reasons for pursuing an AAC Officer position.

      ii. Submission of statements of intent: All statements of intent must be submitted to the Chair of the AAC no less than twenty-one (21) days prior to the AAC Quadrennial Meeting.

      iii. Dissemination of statements of intent: Seven (7) days prior to the AAC Quadrennial Meeting, all submitted statements of intent shall be forwarded to all AAC members and alternates.

2. Nomination of AAC Officers
a. Any newly elected At-Large Member interested in an AAC Officer position may be nominated or may self-nominate for an AAC Officer position.

b. Nominations for AAC Officer positions shall take place immediately subsequent to the election of the At-Large Members, at the AAC Quadrennial Meeting.

c. A candidate for an AAC Officer position need not be personally present at the AAC Quadrennial Meeting to be nominated.

C. Timing of Elections

1. At-Large Member Elections: The At-Large members shall be elected at the AAC Quadrennial Meeting. The Newly Elected At-Large members’ term shall commence at the end of the AAC Quadrennial Meeting.

   a. USOC staff members shall calculate the number of AAC Representatives eligible to vote. All Old AAC members present at the AAC Quadrennial Meeting are eligible to vote. If an AAC member is not present, the AAC Alternate or a designated representative is eligible to vote.

   b. An AAC member interested in running for an At-Large 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.

   c. Each candidate shall be allowed to speak for a period of time to be determined by the AAC Officers.

   d. Voting shall be conducted by secret ballot.

   e. A ballot shall be deemed invalid if the instructions are not appropriately followed.

2. AAC Officer Elections: The AAC officers shall be elected from the newly elected At-Large members at the AAC Quadrennial Meeting.

   a. USOC staff members shall calculate the number of AAC Representatives eligible to vote. If an AAC member is not present, the AAC Alternate or designated representative is eligible to vote.

   b. An AAC At-Large member interested in running for an 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.

c. Each candidate shall be allowed to speak for a period of time to be determined by the Old AAC Officers.

d. Voting shall be conducted by secret ballot.

e. A ballot shall be deemed invalid if the instructions are not appropriately followed.

D. Voting Procedures

Both At-Large Member Elections and AAC Officer Elections shall be held using the Weighted Voting Method, which allows for a decision to be made with a single cast ballot.

1. USOC Staff shall compile a list of all candidates on a single ballot sheet in alphabetical order. The ballot sheet shall include instructions on the appropriate voting procedure.

   a. AAC members eligible to vote will be provided written instructions that will instruct voters, “to rank any number of candidates in order of preference.” All candidates must be ranked for the ballot to be valid.

   b. Six (6) At-Large members shall be elected

   c. Any individual who satisfies the AAC Eligibility Requirements may be nominated.

   d. Only Old AAC members are permitted to vote for At-Large Members.

E. Counting Procedures

1. At-Large Elections

   a. The counting of the ballots shall be conducted by USOC staff and reviewed by an AAC At-Large member. The six (6) highest vote-getters remaining on the ballot are elected as AAC At-Large Members.

   b. USOC staff shall determine the number of candidates on the ballot. The number of candidates on the ballot is to be called C.
c. For each properly cast ballot with preferences indicated by ranking the candidates as first through last choice, USOC staff shall assign points to each candidate as follows:

d. 1st choice = C minus 1 point, 2nd choice = C minus 2 points, 3rd choice = C minus 3 points, and so forth until the last choice = C minus C (0 points).

e. The six (6) candidates with the highest point totals are elected. If a tied vote interferes with the final selection, the tie is broken by counting the number of first place votes for each of the tied candidates—the winner of the tie-breaker is the candidate with the highest number of first-place votes. If a tied vote continues, second place votes are counted and so forth until the tie is broken.

2. AAC Chair Election

a. New AAC members and Old AAC members vote for the AAC Chair. In order to equalize the voting weight of each NGB or Paralympic representative, a representative who is both New and Old, based upon his or her re-election for a second term on the AAC, shall have two votes. A re-elected representative shall submit one ballot, which shall be counted twice in the counting process as set forth herein.

b. The counting of the ballots shall be conducted by USOC staff and reviewed by an AAC At-Large member. The highest vote getter on the ballot is elected Chair of the AAC.

c. If a tied vote interferes with the final selection, the tie is broken by counting the number of first place votes for each of the tied candidates—the winner of the tie-breakers if the candidate with the highest number of the first-place votes. If a tied vote continues, second place votes are counted and so forth until the tie is broken.

3. AAC Vice-Chair Elections

a. New AAC members and Old AAC members vote for the AAC Vice-Chairs. In order to equalize the voting weight of each NGB or Paralympic representative, a representative who is both New and Old, based upon his or her re-election for a second term on the AAC, shall have two votes. A re-elected representative shall submit one ballot, which shall be counted twice in the counting process as set forth herein.

b. The counting of the ballots shall be conducted by USOC staff and reviewed by an AAC At-Large member. The two (2) highest vote-getters on the ballot are elected Vice-Chair of the AAC, with the
highest vote-getter designated as the First Vice-Chair and the second highest vote-getter designated as the Second Vice-Chair.

c. USOC staff shall determine the number of candidates on the ballot. The number of candidates on the ballot is to be called C.

d. For each properly cast ballot with preferences indicated by ranking the candidates as first through last choice, USOC staff shall assign points to each candidate as follows:

e. 1st choice = C minus 1 point, 2nd choice = C minus 2 points, 3rd choice = C minus 3 points, and so forth until the last choice = C minus C (0 points).

f. The two (2) candidates with the highest point totals are elected. If a tied vote interferes with the final selection, the tie is broken by counting the number of first place votes for each of the tied candidates – the winner of the tie-breaker is the candidate with the highest number of first-place votes. If a tied vote continues, second place votes are counted and so forth until the tie is broken.

VI. ELECTIONS DURING AAC TERM; COMMITTEE ASSIGNMENTS

A. Election of Athletes to Athlete Service Coordinator Positions

1. 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, Para Pan American Games, Winter World University Games and World University Summer Games (“Games”).

2. 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 VI.A.1)

3. An ASC is not required to be a member of the AAC, but must meet AAC Representative requirements defined as follows: 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.
4. Athletes interested in an ASC position will be evaluated on their familiarity with AAC bylaws and athletes’ rights. To be considered for an ASC position and athlete must exhibit strong interpersonal skills.

5. An athlete may not serve simultaneously as an ASC and any other position (i.e. coach, team leader) on the same team. The athlete must be available for preparatory meetings and during the entire competition period, including processing and delegation departure.

6. The AAC Chair shall appoint the ASC Selection Task Force. The ASC Selection Task Force will manage the nomination process. The process shall include an issuance of a formal announcement and job description (see VI.A.2), evaluation of submitted letters of interest and resumes, and interviews of candidates. The ASC Selection Task Force shall then present a slate of candidates to the AAC for election by a majority vote.

7. Once elected, the ASC shall be under management of each Games’ Chef de Mission throughout the duration of the Games.

B. Election of Athletes to the US Olympic Endowment

1. The AAC shall elect two athletes each Quadrennium to serve on the US Olympic Endowment (“USOE”). Each athlete shall serve a four-year term with staggered elections every two years.

2. The USOE position description shall be announced to the AAC, USP, Olympic Alumni, NGB Presidents and Executive Directors at least one month prior to the commencement of the selection process.

3. The USOE athlete representative is not required to be a member of the AAC, but must meet AAC Representative requirements defined as follows: 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.

4. The AAC Chair shall appoint the USOE Selection Task Force. The USOE Selection Task Force will manage the nomination process. The process shall include an issuance of a formal announcement and job description (see V.A.2), evaluation of submitted letters of interest and resumes, and interviews of candidates. The USOE Selection Task Force shall then recommend a candidate to the AAC for approval by majority vote.
Approval of the candidate may be conducted electronically, at the discretion of the AAC Chair.

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

C. Election or nomination of all other athlete representatives

1. For election or nomination of athlete representatives to boards, committees, commissions, or other such entities, the AAC Chair shall appoint a Selection Task Force. The Selection Task Force will manage the nomination process. 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. Candidates must submit a letter of interest to be eligible. The Selection Task Force shall then present all candidates, with recommendations, to the AAC. All objectively qualified candidates will be elected by the weighted voting system that is set forth in the AAC Bylaws.

D. Replacement of At Large Members and AAC Officers

1. If the Chair is removed for cause, resigns, or otherwise leaves office, the First Vice Chair shall automatically become the Chair for the remainder of the Quadrennium. In such event, the Second Vice Chair shall become the First Vice Chair. If such event occurs within the first three years of the Quadrennium, the AAC shall hold an election from among the At Large Members to replace the Second Vice Chair. Such election shall be conducted at the next meeting of the AAC in a manner reasonably consistent with the voting procedures set forth in Section 5 above as determined by the AAC Officers. If such event occurs in the last year of the Quadrennium, there shall be no replacement for the Second Vice Chair and the AAC will operate for the remainder of the Quadrennium with only one Vice Chair.

2. If the First Vice Chair is removed for cause, resigns, or otherwise leaves office, the Second Vice Chair shall automatically become the First Vice Chair for the remainder of the Quadrennium. If such event occurs within the first three years of the Quadrennium, the AAC shall hold an election from among the At Large Members to replace the Second Vice Chair. Such election shall be conducted at the next meeting of the AAC in a manner reasonably consistent with the voting procedures set forth in Section 5 above as determined by the AAC Officers. If such event occurs in the last year of the Quadrennium, there shall be no replacement for the Second Vice Chair and
the AAC will operate for the remainder of the Quadrennium with only one
Vice Chair.

3. If the Second Vice Chair is removed for cause, resigns, or otherwise leaves
office, within the first three years of the Quadrennium, the AAC shall hold an
election from among the At Large Members to replace the Second Vice
Chair. Such election shall be conducted at the next meeting of the AAC in a
manner reasonably consistent with the voting procedures set forth in Section
5 above as determined by the AAC Officers. If such event occurs in the last
year of the Quadrennium, there shall be no replacement for the Second Vice
Chair and the AAC will operate for the remainder of the Quadrennium with
only one Vice Chair.

4. If an At Large Representative is removed for cause, resigns, or otherwise
leaves office within the first three years of the Quadrennium, the AAC shall
hold an election to replace such At Large Representative. Such election shall
be conducted as determined by the AAC Officers in a manner reasonably
consistent with the voting procedures set forth in Section 5 above as
determined by the AAC Officers. If such event occurs in the last year of the
Quadrennium, there shall be no replacement for such At Large Representative
and the AAC will operate for the remainder of the Quadrennium with one
fewer At Large Representative.

VII. FUNCTIONS AND SUPERVISION OF ATHLETE OMBUDSMAN

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

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

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

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

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

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

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

VIII. AMENDMENTS TO THE BYLAWS

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

Amended September 2013
Amended September 21, 2012
Amended May 11-12, 2012
Revised as of December 8-9, 2007
Amended on December 9-10, 2006