



## **Team USA Athletes' Commission**

### **Athlete Representative Appointment Policy**

Date of Issuance: 02/21/25

#### **Purpose**

These guidelines outline the process for all elections, selections, nominations, and appointees required by or requested of Team USA Athletes' Commission (Team USA AC) for athlete representatives.

#### **Guidelines Statement**

The cornerstone of athlete representation is ensuring there are fair, transparent and consistent appointment processes for athlete representatives. Team USA AC is steadfast in its commitment to such.

Additionally, Team USA AC recognizes that in some instances, unique appointments, timelines and deadlines may make following these general appointment guidelines impossible. Such situations will be reviewed on a case-by-case basis and approval (in advance, when possible) for these types of variants from general practices must be obtained from Team USAAC Leadership.

This policy contains information formally included in Team USA Bylaws. It will be published with the Bylaws online for easy access.

#### **Applicability**

These guidelines apply to all elections, selections, nominations, and appointees required by or requested of Team USA AC for athlete representatives, including but not limited to USOPC committees, task forces, and working groups; United States Anti-Doping Agency (USADA) Athlete Director recommendations, United States Center for SafeSport (the Center) Athlete Director recommendations, and U.S. nominees for international athletes' commissions (IOC, IPC, PanAm, Americas Paralympic, etc.).

Athlete representative appointments to the United States Olympic and Paralympic Committee (USOPC) Joint Nominating Committee, Team USA AC Leadership, and the USOPC Board of Directors are carried out by Team USAAC Nominating and Governance Committee or the Joint Nominating Committee. The aforementioned appointments follow distinct processes and procedures are covered in Team USAAC Bylaws and/or USOPC Bylaws. But just procedures will adhere to the below general principles.

#### **General Principles**

##### **1. Nominations Period**

All athlete representative positions call for nominations should have a job description that at a minimum includes an overview of the group, time commitment, and eligibility. It is best to have the nomination period open for a minimum of two weeks.

## **2. Appointment Process**

As set forth in Article X. of the Team USA AC Bylaws, Team USA AC Nominating and Governance Committee carry out fair and transparent election processes for the below appointment:

- i. U.S. Olympic Endowment
- ii. USADA Board of Directors
- iii. SafeSport Board of Directors
- iv. Paralympic Advisory Committee
- v. Athlete Service Coordinators

For the above appointments, Team USA AC Nominating and Governance Committee will conduct interviews of all eligible nominees, present a rank and notes of the qualified candidates to Team USA AC body for review, and then Team USA AC body will vote on such appointments.

For all other elections, selections, nominations, and appointees required by or requested of the Team USA AC for athlete representatives, the determination about whether a process for selecting an athlete representative will be made by Team USA AC Leadership.

## **3. Leadership Only Appointments**

Team USA AC Leadership has discretion in determining, when they believe it is in the best interest of Team USA AC, to limit the eligibility of an athlete representation appointment to only those who are a member of Leadership and/or Team USA AC elected representatives on the USOPC Board of Directors, while also meeting other such eligibility requirements of the committees set forth by USOPC Bylaws or other controlling documents. Such committees include, but are not limited to, USOPC Athlete and NGB Services Committee, USOPC National Governing Body Oversight and Compliance Committee, and USOPC Athlete Representation Working Group.

## **4. Obligations of Appointed Athlete Representatives**

- a. **Soliciting Feedback.** Team USA AC appointed athlete representatives are expected to solicit feedback from Team USA AC Leadership and the respective Expert Group when applicable on relevant topics to ensure they are abreast of the perspective of Team USA AC.
- b. **Reporting.** Team USA AC appointed athlete representatives are expected to report back to Team USA AC Leadership. Such reports should be emailed to

[teamusa.ac@teamusa-ac.org](mailto:teamusa.ac@teamusa-ac.org) promptly after all committee, working groups and task force meetings. The information that should be included in committee reports includes but is not limited to, key findings, recommendations, actions taken, progress updates, and challenges faced. Team USA AC has a reporting form template (Appendix 1) that is recommended for use.

**c. Annual Assessment**

Annual Team USA AC Staff will liaise with all appointed athletes to assess their overall success and effectiveness on such committee, task force, or working group.

**5. Removal or Recall of Athlete Appointments**

Any Team USA AC appointed athlete representatives may be removed from their appointment for cause. The individual in question shall be given fair notice, including the reason(s) for removal, and an opportunity to be heard.

Any Member of Team USA AC may submit a complaint to the USOPC Ethics and Compliance Committee detailing the cause of the proposed removal of an appointed athlete representative. The USOPC Ethics and Compliance Committee shall determine if sufficient cause exists



## Appendix 1.

### Team USA Athletes' Commission Athlete Representative Reporting From

<b>Committee, Task Force, Working Group Name:</b>	
<b>Athlete Representative Name:</b>	
<b>Other Committee Members:</b>	
<b>Date of Next Meeting:</b>	

#### Major Topics of Discussion:

#### Action Items & Announcements:

#### Recommendations: