

OTHER REVIEW/HEARING PANELS



What Other Review/Hearing Panels Does The Dispute Resolution Unit Support?

The USOPC may create dispute resolution processes to provide Team USA athletes with a hearing on various matters not contemplated elsewhere* regarding athlete rights, services and benefits.

Review/hearing panels provide athletes with an opportunity to be heard in those instances.

*For example: access to services and benefits, participation at an Olympic & Paralympic Training Center (OPTC), disputes arising in connection with a USOPC event, athlete involvement in governance and representation, and selection procedures.

Dispute Resolution Unit (DRU) Support

-  **General Administration**
-  **Grievance Procedures Creation**
-  **Review Panel Support**
-  **Communication with Parties**
-  **Case Management**
-  **Logistical Support**

Authority & Governance



Ted Stevens Olympic & Amateur Sports Act (the Act):


The Act specifically sets forth that the USOPC is to “provide swift resolution of conflicts and disputes involving amateur athletes,” without limitation as to what types of disputes those may involve (§ 220503(8)).



USOPC Operating Procedures:

The USOPC may create review/hearing panels to resolve disputes involving athletes under its jurisdiction that are not otherwise outlined in the USOPC Bylaws or a USOPC policy, but rather in other operating procedures. Athletes are provided notice of the process that controls those reviews/hearings.

ADDITIONAL RESOURCES

 **Athlete Ombuds Contact**
ombudsman@usathlete.org

CONTACT INFORMATION

**Lucy Denley | DRU
Associate Director**
lucy.denley@usopc.org

DRU@usopc.org
www.USOPC.org

OTHER REVIEW/HEARING PANELS



General Process



Constituent Involvement

-  **Team USA Athletes**
Athletes under the USOPC's purview that bring forth a dispute related to a right or obligation as provided for by the USOPC.
-  **USOPC**
The USOPC provides rights or obligations for Team USA athletes and may be involved in the dispute.
-  **DRU**
USOPC Dispute Resolution Unit administers and manages the dispute resolution process.
-  **Athlete Ombuds**
The Athlete Ombuds provides advice to Team USA athletes on their rights and may assist to informally resolve the dispute.



DRU Support Details



General Administration

DRU oversees the general administration of a USOPC hearing/review panel (panel) to ensure the complaint is heard in a timely and efficient manner. This involves managing the overall processing of the complaint, from initiation of the matter to the closing of the case.

For other panels that may be convened, DRU receives the request for a review and/or complaint, acknowledges the request/complaint, obtains any relevant preliminary information, provides education to panel members, serves as a liaison and counsel to the panel, communicates with the parties, and oversees the general case management, among any other administrative or legal support. An attorney from DRU may sit on the panel.



Grievance Procedures Creation

DRU may assist internal USOPC departments to create grievance procedures to resolve disputes that arise in connection with Team USA athletes that are not otherwise contemplated in the USOPC Bylaws or a USOPC policy. DRU may provide advice on best practices within a dispute resolution process and offer feedback and guidance on the procedures. In order to centralize all disputes through DRU, DRU ensures that the written grievance procedures specifically include reference to DRU within the process.



Review Panel Support

DRU serves as liaison to the panel in these types of matters. This includes setting up meetings, forwarding relevant documents or communication, answering procedural and logistical questions, and working through panel needs. DRU is respectful of the hearing panel members' time and serves to support them in their role by making any part of the process as streamlined and efficient as possible.



Communication with Parties

DRU communicates directly with the parties or involved individuals in the case and serves as a liaison between the parties and the panel. This prevents any ex-parte communications with the panel, along with streamlining information. This also allows for the effective facilitation of information to the panel by eliminating extraneous communications. DRU ensures that all documents, filings submissions, or formal requests are promptly delivered to the panel and confirms receipt and delivery with the parties.

DRU may answer logistical, administrative, or other questions from the parties directly, along with addressing any procedural questions on behalf of the USOPC.



DRU Support Details



Case Management

DRU utilizes an internal case management site to effectively track all details a case from initiation of a matter to resolution, in accordance with the timeframes as set forth in the USOPC Document Retention Policy. This includes storing:

- Contact information from relevant individuals in the case (e.g. parties, panel, counsel, representatives, other affected parties)
- Filings and submissions
- Deadlines
- Orders and decisions
- Summaries of claims, issues, and decisions
- Key features and outcomes

Additionally, DRU ensures the hearing panel members have access to case details in an effective manner. DRU organizes and stores all case related materials and tracks outcomes for executive-level reporting purposes.



Logistical Support

To provide services for an effective proceeding, DRU provides logistical support for any conference calls or hearings. DRU sets up all conference calls, including providing links or call-in details and sending calendar invites and reminders. DRU completes roll call for all calls and hearings, keeps track of time, and assists with taking notes, when appropriate.

Additionally, DRU arranges all administrative aspects for each hearing, including setting the conference line and/or securing office space, distributing case materials to the panel members, clearing witnesses and/or representatives, IT setup requests, and any other logistical issue that may arise.