

United States Olympic & Paralympic Committee Policy



Policy Name: Board Elections

Publication Date: March 14, 2024

Policy Owner: USOPC Secretary

Applies to: Board, Constituent Electoral Bodies

Purpose: This policy outlines principles and procedures for constituent Board member elections.

Policy Statement: Constituent elections to the USOPC Board of Directors should be conducted in a consistent manner so that members of our community can rely on and understand electoral processes.

1. Policy Outline

The USOPC Bylaws mandate that USOPC constituent groups (Team USA AC, NGBC, USOPA, here the “Electing Bodies”) participate in the naming of constituent representative Directors to the USOPC Board of Directors. This policy sets out how Electing Bodies will choose these representatives. This policy supersedes any conflicting provisions in Electing Body governing documents, and such Councils are encouraged to remove any conflicting or redundant language in their respective governing documents. In specific special election instances, the USOPC Nominating and Governance Committee (“NGC”) may waive specific provisions in this policy as it determines is necessary.

2. Principles and Procedures

All USOPC elections must be conducted such that all eligible voters are given adequate opportunity to participate, and all stakeholders can be assured that the elections are conducted with transparency and competency. Further:

- a. Enumeration of Eligible Voters and Communications to Electorates
 - i. USOPA, the NGBC and Team USA AC will define its respective electorate through its own Bylaws.
 - ii. An open call for nominations, as described below, must be shared with the electorate at least 14 days in advance of the close of nominations.
 - iii. The NGC will provide the Electing Body with an Electoral Guide that includes a timeline for elections, clear windows for constituent elections to take place, and the process and requirements for background checks and screening of candidates before they may be placed on a ballot;
- b. Election Administration
 - i. The Electing Body will use an NGC-provided independent election administrator to administer all elections and to collect and tabulate votes cast in those elections.
 - ii. The opening and closing of the voting period for any one election will be communicated to voters in advance.
 - iii. Vetting of candidates and determinations of eligibility will be completed in advance by the Electing Body with the assistance of the NGC. Only candidates eligible for service on the USOPC Board may be placed on a ballot.

3. The Joint Nominating Committee and At-Large Athlete Elections

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USOPA and the Team USA Athletes Commission (“AC”) will maintain a Joint Nominating Committee (JNC). The JNC will be comprised of six members, as follows:

- one Committee member appointed by the Executive Committee of USOPA, who is an officer of USOPA at the time of selection;
- two Committee members appointed by the USOPA President with approval of the USOPA Executive Committee, who are not members of the USOPA Executive Committee;
- one Committee member appointed by the Leadership of the AC, who is a member of the AC Leadership at the time of selection; and,
- two Committee members appointed by the AC Chair with approval of the AC, who are not members of the AC Leadership.

The terms of the members of the JNC will be staggered, with the aim that an equal proportion of them will be appointed every four years.

A JNC member may be appointed to a second four-year term. Joint Nominating Committee members are not eligible to serve for more than two consecutive terms. Each member, including a member selected or appointed to fill a vacancy, will hold office until the selection or appointment of a successor.

The Joint Nominating Committee will:

- In relation to elections to At-Large roles on the USOPC Board of Directors:
 - solicit candidates;
 - communicate with the NGC about the election and the needs of the USOPC Board;
 - determine if candidates meet applicable eligibility requirements
 - review and vet candidates;
 - select candidates to stand for election;
 - communicate with the electorate about the election; and,
 - coordinate with and provide information to the election administrator so that the election administrator can conduct the election.
- Prior to the election, the JNC will make a call for candidates for the At-Large athlete USOPC Board seat. The call will be generally published or communicated as broadly as possible; set forth the eligibility requirements for service as an At-Large athlete USOPC Board member; provide information on the current USOPC Board configuration and needs; and allow at least a two-week time period for the submission of nominations.
- Any 10 Year Athlete or 10 Year+ Athlete may nominate a candidate who meets the eligibility requirements in USOPC Bylaws. Any individual meeting the eligibility requirements nominate themselves as a candidate. No member of the JNC may be a candidate for the seat.
- The JNC will select two candidates per open seat from those nominated who will then stand for election. The JNC will carry out a fair and transparent process in considering those nominated and in selecting candidates for election. In making this selection the

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JNC will consider:

- the skills, qualifications, and experiences, including leadership experiences, of the candidate;
 - the personal and professional integrity of the candidate;
 - the demonstrated judgment of the candidate;
 - the commitment of the candidate to fulfill their USOPC Board responsibilities, including having available time to attend Board meetings and perform required duties;
 - the need for diversity on the USOPC Board;
 - the opportunity to provide for representation of the Paralympic movement;
 - the candidate's attributes as measured against the NGC's Board Member Service Criteria; and,
 - other criteria, as determined by the JNC, which indicate that the candidate has the capabilities needed to be a valuable USOPC Board member.
- The JNC will explain to each selected candidate the responsibilities of USOPC Board service and that they are to be a voice for the interests of athletes while serving in the best interests of the USOPC. Further, the JNC will receive an affirmation from each selected candidate that they are retired from elite competition and that they will remain retired from elite competition during the term of their USOPC Board service.
 - Pursuant to USOPC Bylaws, a candidate who has committed certain criminal, doping and SafeSport violations is ineligible for service as a USOPC Board member. Prior to being placed on the election ballot, a candidate will undergo a background check and social media review conducted by the NGC and will make certain disclosures pertaining to the candidate's personal history. Candidates will agree that results of the background checks, social media reviews and disclosures will be furnished to the USOPC. The JNC will consider the results of a candidate's background check, social media review and disclosure in selecting the candidate for election. Prior to the JNC making a final selection of a candidate for election, the USOPC will determine whether the results of the background check or candidate disclosure would disqualify the candidate from service as a USOPC Board member in accordance with USOPC Bylaws. If so disqualified, the candidate will not be placed on the ballot.
 - In advance of the election, the JNC will notify the eligible voters of the upcoming election for the At-Large athlete seat. The notification will state the names and summary of qualifications of the candidates selected by the JNC to run for the USOPC Board seat. Additionally, a candidate may include, if so inclined, a description of not more than one page of the candidate's qualifications and of the candidate's position on issues of importance to the candidate.
 - The Eligible Voters for the At Large Athlete will be the members of USOPA. The JNC, Team USA AC, and USOPA will work jointly to ensure that all members of USOPA

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are aware of the opportunity to vote and the ability to be sent a ballot through the electronic voting system.

In the case of an At Large Athlete who is eligible for re-election to the position:

- If the At-Large athlete representative to the USOPC Board indicates that they want to serve a second term, the USOPC Nominating and Governance Committee will facilitate an evaluation of the At-Large athlete representative's service on the USOPC Board. The USOPA Board of Directors and Team USA AC Leadership will participate in the evaluation. The USOPC Nominating and Governance Committee will then provide the results of the evaluation to the Joint Nominating Committee. The Joint Nominating Committee will then make a recommendation to the USOPA Council either supporting or not supporting the At-Large athlete representative for a second term.
- The USOPA Council will then vote either to retain or not retain the At-Large athlete representative to the USOPC Board for a second term. Should the USOPA Council elect to not retain the incumbent Director, the Nominating and Governance Committee along with the JNC will enact the full election process enumerated above.

5. Policy History

Publication Type	Policy Approver	Enabling Action	Publication Date	Next Scheduled Review	Revision Summary
Initial Publication	Board of Directors	Board Vote, March 14, 2024	March 14, 2024	March 2025	N/A – initial publication