



TEAM USA ATHLETES' COMMISSION

September 2025 Proposed Team USA Athletes' Commission Bylaw Revisions

This document provides the rationale for each proposed Team USA Athletes' Commission (Team USA AC) change to be voted on by the membership at the 2025 United States Olympic and Paralympic Committee Assembly. It is intended to offer context and explanation for the proposed updates, enabling informed review and consideration. Any specific questions may be directed to teamusa.ac@teamusa-ac.org.

1. **Name Change:** Throughout the bylaws, updates to the organization's name from *USOPC Athletes' Advisory Council* to *Team USA Athletes' Commission*.

Rationale: To ensure the bylaws reflect the current name of the organization.

2. **Removed Specific Citation to USOPC Bylaws:** Throughout the bylaws, references to USOPC bylaws were updated to be general rather than citing specific articles or sections.

Rationale: To avoid the need to update the Team USA AC bylaws each time the USOPC updates its own bylaws.

3. **Update to Name – Nominating and Governance Committee:** Throughout the bylaws, the committee's name has been updated from "*Nominating and Elections Committee*" to "*Nominating and Governance Committee*."

Rationale: Certain sections of the bylaws were not properly updated during the last revision cycle. This update ensures consistency and accuracy throughout the document.

4. **Article II. Mission:** Updated the Team USA AC mission to reflect the mission voted on and approved as part of the 2025–2028 Strategic Plan and removed the requirement to review the mission statement.

Rationale: To ensure the bylaws reflect the current mission of the organization. The review requirement was removed because amendment procedures for the bylaws are addressed in a later section. This change was suggested by USOPC Governance Advisor Dave Patterson.

5. **Article III. Vision:** Updated the Team USA AC vision statement to reflect the vision voted on and approved as part of the 2025–2028 Strategic Plan.

Rationale: To ensure the bylaws reflect the current vision of the organization.

6. **Article V. Members and Alternates, Section 3 – Observers:** Revised the language to include approval by Leadership along with the Executive Director.

Rationale: To provide greater flexibility while properly empowering Leadership.

7. **Article V. Members and Alternates, Section 4 – Elections:** Revised language from “...as set forth in these bylaws and the Team USA AC Member Elections Policy and Voting Policy” to “...and policy approved by Leadership.”

Rationale: To provide Team USA AC Leadership with more latitude in elections rather than confining procedures strictly to codified policy language. This change was suggested by USOPC Governance Advisor Dave Patterson.

8. **Article V. Members and Alternates, Section 5 – Eligibility:** Added the language “...at the time their term commences.”

Rationale: To provide additional clarification regarding eligibility requirements.

9. **Article V. Members and Alternates, Section 6 – Code of Conduct and Standards and Conflicts of Interest Policy:** Removal of the language “and standards.”

Rationale: The phrase was deemed unnecessary.

10. **Article V. Members and Alternates, Section 9 – Vacancies, Leadership:** Revised language from “...shall hold an election as soon as reasonable at a Meeting of the Members” to “...shall hold an election at a Meeting of the Members, provided such a meeting is scheduled within a reasonable time after the vacancy occurs.”

Rationale: To provide flexibility based on the meeting cadence. For example, if a role becomes vacant with 18 months remaining but the first opportunity for a scheduled meeting occurs with only 9 months left, the AC is not compelled to hold an election immediately.

11. **Article VI. Duties and Removal of a Member, Section 1- Duties:** Minor revisions were made to the language to make it more concise and less specific regarding AC communication.

Rationale: The previous language was deemed unnecessary and overly specific for inclusion in the bylaws.

12. **Article VI. Duties and Removal of a Member, Section 2- Removal by Team USA AC:** Added language allowing the AC to remove members for failing to fulfill duties set forth in the bylaws. Currently, only the USOPC Ethics and Compliance Committee has the authority to remove a member.

Rationale: To empower Team USA AC with the ability to enforce accountability among its members and ensure compliance with the duties outlined in the bylaws.

13. **Article VII. Officers and Leadership, Section 3- Duties of the Officers, Chair:** Minor revision of the language from “see that all Board Commitments, ...” to “see that all USOPC Bylaw Commitments, ...”

Rationale: The previous language was deemed improper and has been updated for clarity.

14. **Article VII. Officers and Leadership, Section 5 – General Powers and Duties of Leadership:** In relation to managing the Executive Director, added the language: “...terminate the employment of the Team USA AC Executive Director, in accordance with USOPC policies and procedures.”

Rationale: To clearly define Leadership’s authority over the Executive Director while ensuring alignment with USOPC policies and procedures.

15. **Article VIII. Meetings, Section 1 –Meetings:** Revised the language regarding orientation of new members to require it to occur within 90 days rather than 30 days. Additionally, removed overly specific language related to other meetings.

Rationale: To provide greater flexibility in scheduling and ensure adequate time for coordination. The previous language regarding other meetings was deemed unnecessary.

16. **Article IX. Specific Actions and Elections, Section 1 –Actions or Elections Requiring a Meeting of the Members:** Revised the language to remove some items that previously required a meeting of the members for a vote, as such votes may now occur virtually outside of a meeting.

Rationale: To allow for greater flexibility and efficiency in conducting votes, reflecting modern practices for virtual decision-making within Team USA AC.

17. **Article IX. Specific Actions and Elections, Section 4 – Actions Without A Meeting:** Revised the language from “Electronic Voting” to “Actions Without a Meeting” and relocated items removed from Section 1 of this Article to this section.

Rationale: Electronic voting often occurs during meetings of the members for efficiency purposes. This revision allows for greater flexibility and efficiency in conducting votes, reflecting modern practices for virtual decision-making within Team USA AC.

18. **Article IX. Specific Actions and Elections, Section 5 – Procedures for Election of Athlete Representatives to the USOPC Board, B Election Procedures:** Revised the language to include Leadership and/or staff as the points of contact for the USOPC to notify about the election and changed “USOPC will” to “USOPC should.” Additionally, added language stating that a member of the Nominating and Governance Committee may be a candidate for the Team USA AC athlete seat “but must recuse themselves from their Nominating and Election role in relation to this athlete election.” The language regarding paper ballots was also removed, as well as the clause stating, “Except that if an AAC Member (or Alternate) does not vote for at least two (2) candidates, then the ballot will be declared invalid and not counted.” Lastly, clarified that staff will work directly with the Election Administrator to support the election process.

Rationale: These revisions align the bylaws with current practices, where staff typically manage the logistics of the election and liaise directly with the Election Administrator and USOPC staff. Updating the language from “will” to “should” ensures the bylaws do not attempt to compel the USOPC, which is beyond the scope of the Team USA AC. The added recusal provision reflects best practices and provides clarity to avoid potential conflicts of interest. Additionally, the removal of the language invalidating ballots when fewer than two candidates are selected simplifies the voting process and ensures that all submitted votes are counted, regardless of how many candidates a member or alternate chooses to vote for.

19. **Article X. Committees and Task Forces, Section 1 – Standing Committees, Nominating and Governance Committee:** Added language specifying that the committee will oversee the process for the Collegiate Advisory Council.

Rationale: The Collegiate Advisory Council is a newer USOPC committee and should be included alongside the other committee appointments overseen by this group to ensure consistency.

20. **Article X. Committees and Task Forces, Section 1 – Standing Committees, Nominating and Governance Committee:** Revised the language regarding committee composition by deleting “member” and replacing it with “Representative or Alternate.”

Rationale: To provide clarity and consistency by using defined terms.

21. **Article X. Committees and Task Forces, Section 1 – Standing Committees, Compensation Committee:** Added the language “in the event of a vacancy in any of these positions, another member of the Leadership may serve in the role on an interim basis until the position is filled.”

Rationale: To ensure continuity of committee functions and maintain effective governance in the event of a leadership vacancy.

- 22. Article XIII. Executive Director, Section 1 – Designation.** Added the language “Team USA AC shall employ an Executive Director as the principal administrator of the affairs of Team USA AC. The Executive Director shall be responsible to the Leadership for the management of the day-to-day affairs of the Team USA AC, as well as the performance of such managerial and administrative duties as shall be assigned by Leadership.”

Rationale: To clearly define the role and responsibilities of the Executive Director, establishing accountability to Leadership and providing clarity regarding management of the day-to-day operations of Team USA AC.

- 23. Article XIII. Executive Director, Section 3 – Other Personnel.** Added this new section about employing additional personnel.

Rationale: To provide the Executive Director with authority to hire necessary administrative support while ensuring oversight and approval from Leadership, maintaining accountability and operational efficiency.