

Internally Managed Sport Athlete Advisory Group CHARTER

Effective for 2025 – 2028 Quad

Section 1. Internally Managed Sport Athlete Advisory Group.

Each Internally Managed Sport (“IMS”) shall have an Athlete Advisory Group (“AAG”). The AAG for each IMS shall be comprised in accordance with, governed pursuant to, and perform those duties as contained in those sections set forth below.

Section 2. Appointment and Composition.

For each IMS, the AAG shall consist of at least three (3) and not more than seven (7) members:

- a) One (1) member of the AAG shall be the currently elected Team USA Athletes’ Commission (“AC”) representative for the sport.
- b) One (1) member of the AAG shall be the currently elected Team USA AC alternate representative for the sport, if applicable.
- c) At least one (1) member of the AAG, not including the Team USA AC Representative and Alternate, shall be elected from the eligible athlete pool by the eligible athlete pool. All elected representatives shall be voting members of the AAG.
- d) Up to three (3) additional at-large members may be appointed to the AAG upon mutual agreement of the AAG Nominating Committee. Appointed members must be from the eligible athlete pool and meet all eligibility criteria for AAG membership. These at-large members shall be athletes who are well-versed in the sport and represent diverse impairment and/or discipline groups within the sport. At-large members to the AAG shall have voice and vote.
- e) If the IMS governs both Olympic and Paralympic disciplines, at least two (2) of the seats on the AAG must be designated for Paralympic representation.

Section 3. Eligibility Criteria.

The eligible athlete pool shall be comprised of those athletes who meet all of the following criteria, consistent with the definition of NGB 10-Year athlete listed in Section 8.5 of the USOPC Bylaws:

- a) Athlete has been selected to represent the United States in a Delegation Event, International Qualifying Competition or at another event selected by the AAG that has been approved by the USOPC’s NGB Athlete Representation Review Working Group within the ten (10) years preceding election or appointment.
- b) Paralympic sports only - Athlete currently holds, or retired from the sport holding, a Paralympic-eligible international sport class.
- c) Athlete was credentialed as Aa (‘Athlete’) or Ab (‘Guide’) at the event(s) in 3.a. above in which they participated.
- d) Athlete is at least 16 years of age.
- e) Athlete must recognize and attempt to avoid any activity or investment that constitutes an actual, potential, or perceived conflict of interest. Candidates must complete a conflict of interest disclosure form through the USOPC’s designated system.

An individual is ineligible to serve on the AAG for the sport if they have:

- a) A felony conviction involving harm to a member of a vulnerable population such as children, elderly or individuals with a disability;
- b) A felony conviction for sexual abuse or assault of any kind;
- c) A felony conviction for a hate crime;
- d) Served a period of ineligibility for an Anti-Doping Rule Violation (ADRV) as determined by the World Anti-Doping Code;
- e) Served a period of ineligibility for a SafeSport Code violation as defined by the USCSS, the USOPC, or a National Governing Body; or
- f) Served a period of ineligibility for classification Intentional Misrepresentation as determined by the IPC Athlete Classification Code.

A member of the AAG may be suspended from service in any instance where they have become ineligible to serve for any of the reasons listed in this Section 3. If a member is under investigation for, or has been formally accused of, any infractions related to these ineligibility criteria, they may be suspended from their role until such accusation has been adjudicated. AAG members have a duty to disclose throughout the period of their service.

Section 4. AAG Nominating Committee.

The AAG Nominating Committee shall be made up of three (3) members. These members shall be a staff member from the USOPC Ethics & Compliance team, the Chair of the AAG, and the Sr. Dir., Internally Managed Sports. The AAG Nominating Committee shall be responsible for vetting any candidates before making an appointment to the AAG.

Section 5. Compliance and Requirements.

Each member of the AAG shall comply with the IMS Athlete Code of Conduct and the following USOPC policies: USOPC Conflict of Interest Policy, USOPC Background Check Policy, USOPC Athlete Safety Policy, including the USOPC Minor Athlete Abuse Prevention Policies (“MAAPP”), Supporting Athletes with an Intellectual Impairment Policy, and USOPC Speak Up Policy.

- a) An individual elected or appointed to the AAG acknowledges and agrees that he/she is considered a “Participant” of the USOPC, as defined in the USOPC’s Athlete Safety Policy (available at <http://teamusa.org/USOPCAthleteSafetyPolicy>). As a Participant, the AAG member agrees and acknowledges that he/she is familiar with and will abide by the U.S. Center for SafeSport’s SafeSport Code for the U.S. Olympic and Paralympic Movement (available at [www.uscenterforsafesport.org](http://uscenterforsafesport.org)), the USOPC Athlete Safety Policy, and the USOPC Minor Athlete Abuse Prevention Policies (“MAAPP”). Additionally, the AAG member agrees to complete and stay current with the mandatory training requirements described in the USOPC Athlete Safety Policy.
- b) An individual elected or appointed to the AAG is required to undergo a background check utilizing the National Center for Safety Initiatives as further described in the USOPC’s Background Check Policy & Procedures (which can be viewed on the Team USA Athlete Safety Page at <https://www.usopc.org/safe-sport>). Full

background checks will be completed prior to the commencement of an individual taking office and must be rechecked every two years during their term. Any individual receiving a “Red Light” may be precluded by the USOPC from participating on the AAG.

- c) An individual nominated, elected or appointed to the AAG acknowledges and agrees to comply with the USOPC Conflict of Interest Policy (available at <https://www.usopc.org/ethics-and-compliance>). The individual agrees to complete the conflict of interest disclosure form sent by USOPC Staff in a timely manner. Additionally, the AAG member agrees to meet annual submission requirements as described in the USOPC Conflict of Interest Policy.

Section 6. Term; Term Limits.

Terms for the AAG will begin January 1 of the year following the summer Olympic and Paralympic Games for four (4) years. The Team USA AC Representative and Team USA AC Alternate shall serve on the AAG until they no longer serve in their roles of Team USA AC Representative and Team USA AC Alternate, respectively. The elected members of the AAG shall serve an initial term of four (4) years and may run for a second four-year term, provided that all eligibility criteria in Section 3 above are met at the time of election. Elected members shall not serve more than two (2) terms. The appointed members of the AAG shall serve one four-year term. The appointed members shall not serve more than one (1) term.

Section 7. Responsibilities.

The responsibility of the AAG shall be to serve as the collective voice for the athlete population. The members of the AAG will liaise with the professional staff of the IMS to foster collaboration between program staff and athletes. Additional responsibilities of AAG members may also include:

- a) Participation in the development of selection procedures for Protected Competitions;
- b) Participation on selection committees;
- c) Participation in other subject matter areas as determined by program needs.

Section 8. Meetings.

The AAG shall meet quarterly via video conference and/or tele-conference. The Chair of the AAG, elected pursuant to the IMS AAG Election Procedures, shall:

- a) Organize, schedule, and preside over meetings of the AAG.
- b) Oversee election and/or appointment processes for members of the AAG in conjunction with the AAG Nominating Committee and with support from IMS Sport Operations.
- c) Support transitions of the elected or appointed members of the AAG.

Section 9. Removal.

The AAG may remove an elected/appointed member, for cause or not for cause, at any time during a member’s term. Members may be removed for cause upon the affirmative vote of at least two-thirds of the voting power of the AAG members then in office (excluding the voting power of the member in question). Members may be removed not for cause upon the affirmative vote of at least three-fourths of the voting power of the AAG members then in office (excluding the voting power of the member in question).

Removal of the Team USA AC Representative and Alternate, who serve in their roles *ex officio* by virtue of their roles on the Team USA AC, may only be initiated through the Team USA AC's procedures for the removal of an AC Representative or Alternate

Revision History

Publication Type	Policy Approver	Enabling Action	Publication Date	Next Scheduled Review	Revision Summary
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Policy Review	AC Reps & IMS Director	Email Approval	March 2024	2025	
Policy Review	IMS Senior Director	Email Approval		2026	Inclusion of USOPC Speak Up Policy, Added the Conflict of Interest Policy and Disclosure Form Requirement; Updated the Appointment and Composition Section; Updated the ineligibility criteria