

Minutes
USOC Board of Directors Meeting
via Teleconference
April 15, 2019

A meeting of the Board of Directors (the “Board”) of the United States Olympic Committee (“USOC”) took place on April 15, 2019 via teleconference under the terms set out in the USOC Bylaws. Present were Susanne Lyons (Chair), Robbie Bach, Rich Bender, Beth Brooke-Marciniak, Sarah Hirshland (USOC CEO, *ex officio*), Bill Marolt, Steve Mesler, Whitney Ping, Brad Snyder. Attending Board members constituted a quorum of the Board under USOC Bylaws.

Attending USOC staff were Nicole Deal and Kevin Penn. The minutes were recorded by Christopher McCleary, Secretary.

1. Call to Order and Welcome; Comments from the Chair

The Chair called the meeting to order at 8:00am Mountain Time. She welcomed Board members and attending USOC staff, thanked Board members for their recent work and healthy exchanges of views and ideas on the subject matter of the meeting, and noted that a specific proposal for Board consideration was at hand.

2. USOC Background Check Policy and Procedures

At the Chair’s invitation, Sarah Hirshland provided the Board with an update on the state of ongoing work, further to direction from the Board at its previous regular meeting, on a significantly updated USOC Background Check Policy and supporting Procedures. Ms. Hirshland refreshed the Board on the significant new content in these documents, including the subject of most of the recent work and discussion: Addition of athletes over the age of 18 to the pool of people subject to background check requirements.

Ms. Hirshland discussed the continued and extensive work to vet the specifics of the new policy approach with the Athletes Advisory and National Governing Bodies Councils (“AAC” and “NGBC”) and with other interested people, understanding and attempting to address questions and concerns as identified. She reported two principle themes that had been distilled from this work: First, that true athlete comfort with the approach can come only from demonstration in practice, and second, that any review panel convened under the policy to evaluate a negative background check report on an athlete must itself include significant athlete representation – greater than the standard minimum of 20% of the panel.

Ms. Hirshland went on to articulate a proposed approach forward that accounts for these concerns. First, she proposed that the Board approve adoption and implementation of the updated policy and procedures as a time-limited pilot, so that all parties can observe them in action during 2019 (including in connection with the USOC delegations to the 2019 Pan American and Para PanAm Games in Lima) and develop insight as to whether any adjustments are needed. Second, she proposed to ensure that review panels convened under the pilot to review negative findings will include athlete representation over and above the 20% requirement, and to cooperate with AAC leadership on needed work to increase the pool of people available to play this role, potentially including athletes more than 10 years removed from international competition.

Board discussion and questions followed, as to the updated policy and procedures in general and as to Ms. Hirshland's proposals in particular. Board members discussed specifics as to the approach to and results of the recent vetting and consultation work with athletes and NGBs, and as to alternatives to the proposal.

Further Board questions as to implementation specifics for the pilot were addressed by USOC Vice President and Chief Security Officer Nicole Deal. Ms. Deal discussed recent analogous experiences with other programs that had the potential to affect athlete participation, and the USOC's approach to carefully tailor any such restrictions. She underlined that the purpose of a background check requirement is not to deny its subject the opportunity to participate, but rather to enable transparency and appropriate steps to ensure the safety of other athletes.

After this discussion and on a motion duly made and seconded, the Board (i) approved a pilot implementing the updated USOC Background Check Policy and Procedures in the form presented to the Board in advance of the meeting, to begin on April 15, 2019 and end on September 12, 2019; (ii) directed USOC management to ensure that any review panels convened under this pilot include athlete representation greater than 20% while endorsing the possibility that this greater representation may include athletes more than 10 years removed from competition; and (iii) required USOC management to report back with results of the pilot at the Board's meeting of September 13, 2019.

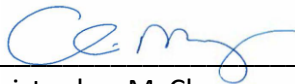
Finally, Ms. Hirshland reminded the Board of additional and ongoing efforts to vet, finalize, and propose for Board approval a separate USOC policy requiring NGBs to adopt and carry out background checks in a manner consistent with the USOC policy and procedures. She noted again the concerns articulated by athletes and NGBs as to specifics of that policy and NGB preparedness to execute on it and described plans to continue the dialog and work on those concerns. She reported the hope that this policy would be ready for Board consideration and approval at its regular meeting in September 2019.

3. Adjournment

The Chair again thanked Board members and USOC staff for their participation in this special meeting of the Board and for their work and focus on this important item.

There being no further business, the meeting was adjourned at approximately 8:25am.

This document constitutes a true and correct copy of the minutes of the April 15, 2019 meeting of the Board of Directors of the United States Olympic Committee.



Christopher McCleary
Secretary

April 25, 2019

Date