



International
Olympic
Committee

Reference document

Public

IOC ADVISORY COMMITTEE ON HUMAN RIGHTS

Terms of reference

September 2022

Human Rights Unit / Corporate and Sustainable Development Department



1. Context

Recommendation 13 of [Olympic Agenda 2020+5](#): “continue to lead by example in corporate citizenship” highlights what is expected in terms of the IOC’s environmental and social responsibility. As part of this recommendation, the IOC committed to strengthen the IOC’s approach towards human rights by adopting an overarching IOC Human rights Strategic Framework with specific action plans for each of the IOC’s three different spheres of responsibility – namely IOC as an organization, IOC as owner of the Olympic Games and the IOC as leader of the Olympic Movement. The IOC also specifically committed to amending the Olympic Charter to better articulate human rights responsibilities.

During its Executive Board of September 2022, the IOC adopted the Strategic Framework on Human Rights. The IOC affirms its commitment to respecting human rights in accordance with the UN Guiding Principles on Business and Human Rights. These principles will guide the overall approach in addressing human rights challenges. The IOC has defined strategic intents and objectives for each sphere of responsibility. Lastly, the IOC also presented the governance structure which will support the delivery and implementation of the measures alongside the Corporate and Sustainable Development department and Human Right unit in charge. In this regard, the IOC Advisory Committee on Human Rights will play an important role. It is expected to provide strategic advice and recommendations to the IOC President and Executive Board on how to meet IOC’s human rights responsibilities. It will also provide help and support to the IOC Human Rights Unit in the delivery of the human rights strategy through periodic engagement.



2. Terms of Reference

2.1. Mandate

The Advisory Committee on Human Rights shall aim to:

- 1) Advise the IOC Session, the IOC Executive Board and the IOC President on human rights matter to enable them to make informed, balanced decisions in line with the IOC Strategic Framework on Human Rights
- 2) Provide strategic advice and input on priority human rights topics and related activities as identified in the IOC Human Rights strategic framework.
- 3) Provide a constructive review of the IOC strategic framework on human rights, policies and progress reports, and issue recommendations from time to time.
- 4) Advise on ways to minimise human rights risks in the context of the Olympic Games and the Olympic Movement
- 5) Suggest major institutions that could support the IOC in achieving its human rights objectives
- 6) Advises the IOC on the interpretation of the UNGPs within the Olympic remit

The Advisory Committee on Human Rights is supported by the Corporate and Sustainable Development Department within which the Human Rights Unit is located.

2.2. Membership and structure

The Advisory Committee on Human Rights shall be composed of a group of human rights specialists and IOC representatives (a range of 8-9 people) to combine human rights and sport sector-specific expertise. The overall membership shall be consistent with IOC gender equality policy.

The Advisory Committee on Human Rights members shall bring combined expertise in the fields of:

- International standards which apply to the IOC's responsibility in the field of human rights
- Specific and salient human rights risks areas related to the IOC's operations and responsibility
- Sporting sector specific knowledge on social issues and challenges

The structure of the Advisory Committee on Human Rights shall include:

- **A Chairperson**
A person who acquired an international recognition in the field of human rights.
- **Members**
At least 3 IOC members
At least 4 independent members – who are experts on relevant human rights standards or specific related issues.
The number of independent members shall always be higher than the number of IOC members.

The IOC President appoints all members of the Advisory Committee on Human Rights. All members are chosen among personalities who are notoriously acknowledged for their impartiality, high moral standing, and commitments



to the values and principles of human rights. Attention is also paid to gender diversity and inclusion, as well as geographical balance to reflect the pluralistic society of our world.

The Chairperson serves as the facilitator of the discussions, helping create consensus, and serves as the main liaison point between the Advisory Committee on Human Rights and the IOC.

Members are invited in their individual capacity, although value will also derive from the perspectives, they bring that reflect those of their organizations. There is no organizational 'seat' that can be rotated among different staff of the organization.

2.3. Expected terms duration

Whilst the IOC President appoints the member every year, it is expected that most members will stay in their functions for at least 2 years.

The term of a member of the Advisory Committee on Human Rights takes effect on the day of his/her appointment by the IOC President.

In the event of the Chairperson being unable to act, his/her duties shall be performed by the most senior member of the independent members. In the event of death, resignation or inability of a member to perform his or her functions, the member shall be replaced by a newly appointed member.

In the event of a breach of the present Terms of Reference, the IOC President may remove from office the concerned member of the Advisory Committee on Human Rights.

2.4. Working model

The Advisory Committee on Human Rights has a collegial approach, and its advice shall be based on consensus recommendations wherever possible. Where consensus is not possible, the differing views will be recorded in the minutes. Discussions and advice provided are confidential (Chatham House rule). Members will be subject to a confidentiality undertaking.

The Advisory Committee on Human Rights will meet formally once a year. Formal on-site meetings will be held in hybrid mode at the Olympic House, the headquarters of the IOC, in Lausanne, Switzerland. Members may be called to provide further input by email exchange or conference call throughout the year.

On an annual basis, the IOC Human Rights unit in the Corporate and Sustainable Development department shall present an annual report of activities to the Advisory Committee on Human Rights detailing the progress on the strategic framework implementation and any specific recommendations.

Based on this progress report and exchanges with the IOC administration, the Advisory Committee on Human Rights issues recommendations which are formally submitted to the IOC President.

2.5. Administrative support

The Corporate and Sustainable Development department shall support the work of the Advisory Committee on Human Rights and prepare and circulate all required documents for discussion and approval prior to the meeting.



2.6. Communication

Public communication on the outcomes of the Advisory Committee on Human Rights meeting discussions is not expected from the members.

However, the IOC shall report regularly on the progress of its human rights work, especially after its Executive Board meetings and at the IOC Session.

Moreover, considering the profile of its members, who may be called upon to express their opinion publicly, it is understood that there could be occasions when the Chair will be able to explain the work of the Advisory Committee on Human Rights in relation to IOC's human rights responsibilities.

2.7. Remuneration

Building on the IOC existing practice for internal advisory bodies, members of the Advisory Committee on Human Rights shall not receive a remuneration for their services.

However, IOC shall cover their travel and accommodation expenses attending the meeting in Lausanne, according to the applicable IOC policy.