U.S. OLYMPIC & PARALYMPIC TRIALS
Demonstration Participation Rules
Athlete Overview

The USOPC values the expressions of Team USA athletes and believes that their right to advocate for racial and social justice aligns with the fundamental values of equality that define Team USA and the Olympic and Paralympic movements. This document provides an overview of demonstration information for athletes at Trials events.

Racial and Social Justice Demonstrations

A Racial and Social Justice Demonstration (R&S Demonstration) is specifically aimed at promoting the human dignity of individuals or groups that have historically been underrepresented, minoritized, or marginalized in their respective societal context.

Examples of R&S Demonstrations:
- Wearing a hat with phrases such as “Black Lives Matter” or “Trans Lives Matter” or words such “equality” or “respect”
- Orally advocating for equity/equal rights for Black, Indigenous, and People of Color (BIPOC) individuals, or other historically underrepresented, marginalized or minoritized populations
- Holding up one’s fist at the start line or on the podium
- Kneeling on the podium or at the start line during the national anthem

Impermissible Elements

Impermissible Elements are expressions that advocate against other people, their dignity, or their rights. This may include hate speech, racist propaganda, or threatening, abusive, or discriminatory remarks. Additionally, acts that physically impede events at the Trials, cause physical harm to others and/or to property, or violate applicable laws are Impermissible Elements.

Examples of Impermissible Elements:
- Wearing a hat with a hate symbol or hate speech on it
- Making hand gestures affiliated with hate groups
- Violent protests that cause damage or hurt others
- Defacing, distorting or causing physical harm to a national flag
- Protests aimed explicitly against a specific organization, person or group of people

Engaging in Impermissible Elements at a Trials violates the USOPC’s Rules.

Other Demonstrations

Other demonstrations include any expression that advocates for something outside the scope of a racial or social justice cause.

Engaging in other demonstrations at a Trials violates the USOPC’s Rules.

For answers to questions about demonstration rules, contact Athlete Services at athleteservices@usopc.org
Athletes who engage in a demonstration may continue competing until a full review and hearing is conducted*. Athletes should read the Rules and watch the educational video to fully understand how enforcement and possible impacts to qualification.

* The USOPC reserves the right to immediately remove an athlete if a demonstration puts themselves or others in danger, threatens to damage property or is in violation of local laws.

**Enforcement Process**

1. **Demonstration Observed or Reported**
   - All demonstrations subject to review by USOPC.

2. **Initial Determination**
   - USOPC Rules Application Team reviews to determine if a violation occurred and appropriate sanctions.

3. **Notice of Violation**
   - Notice is issued including sanction(s) imposed as a result of the violation. Disqualification will not go into effect until after TAB hearing, if requested.

4. **Hearing Request**
   - Athletes may request a hearing to challenge the sanction(s). Requests must be made in writing within 90 minutes of the notice.

5. **Formal Hearing**
   - Athlete and the USOPC present factual evidence and legal argument to the TAB in a formal hearing.

6. **Decision Rendered**
   - TAB considers evidence and issues a decision. Decisions are final and binding.

**USOPC Rules Application Team**

- A team of 3 USOPC Representatives from key functional areas
- An outside DE&I expert is available to the team as an additional resource
- Determination is made as expeditiously as possible

**Trials Administrative Board (TAB)**

- Comprised of:
  - USOPC Board Chair
  - USOPC CEO
  - National Governing Body Council (NGBC) Chair
  - Athletes’ Advisory Council (AAC) Chair
  - 10 Year+ Athlete

- An outside DE&I expert is available to the TAB as an additional resource if needed

**Athlete Ombuds**

The Office of the Athlete Ombuds is available to provide independent and confidential advice regarding athlete rights and assist with navigating available review options if participation is affected.

Contact the Athlete Ombuds:
719-866-5000
ombudsman@usathlete.org