The United States Olympic & Paralympic Committee is committed to protecting athlete health and well-being. As part of this commitment, we have developed an infectious disease management strategy designed to reduce the transmission of COVID-19 at USOPC facilities and events. This Training Center Playbook will cover behaviors and practices to help promote a healthy and safe environment. The USOPC will take reasonable efforts to update this Playbook as guidance from state and public health officials change. This Playbook applies to return to the OPTCs in Colorado Springs, Colorado and Lake Placid, New York.
This document is interactive, allowing you to move through content in a way that allows you to access the information you need quickly.

This document also works traditionally, so you are able to view content page-by-page, and it is print-ready.

Please use the guide below to navigate the interactive features.

On any page of the Playbook, you can return to the Table of Contents by clicking the shortcut in the top-right corner.

On some section pages, key content is linked to corresponding sections or appendices, allowing you to jump directly to content you need within that section.

Example of how a link will look.

Supplemental documents and links will be indicated by bold red font.

DISCLAIMER

The information in this document is not intended or implied to be a substitute for professional medical advice, diagnosis or treatment. All content, including text, graphics, images and resources, are provided for general informational purposes only. The knowledge and circumstances around COVID-19 are changing constantly and, as such, the USOPC does not make any guarantees that the information in this Playbook will always be up to date and accurate. Further, you should seek advice from a medical professional if you have specific questions about your situation or your return to training or work. Finally, this Playbook is intended for OPTC athletes and staff only. Others who gain access to this Playbook should obtain their own guidance from medical and legal professionals.
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COVID-19
What is COVID-19?

• COVID-19 caused by SARS-CoV-2.
• It is spread through respiratory droplets.
• As of January 25, 2021, there are 25 million cases and 419,000 deaths in the United States.
• To date, two vaccines have been granted Emergency Use Authorization by the FDA and are currently being distributed in the U.S. in a phased approach within each state. Information and updates regarding the vaccine distribution phases can be found here for Colorado and here for New York.
• COVID-19 can cause death or serious, career-ending complications.
• While it is impossible to completely eliminate the risk of COVID-19 transmission, the USOPC is taking reasonable steps to create a safe environment for athletes so they can focus on their training and Games preparation.

The three most common symptoms include:

- Fever (>100.4°F)
- Cough
- Shortness of Breath

Less common symptoms include:

- Sore Throat
- Headache
- Nausea, Diarrhea & Vomiting
- Muscle & Joint Pain
- Congestion
- Chills
- Loss of sense of smell
INFECTION PREVENTION MEASURES
All athletes and coaches must adhere to the following measures to help prevent the spread of COVID-19 infection:

- Monitor for symptoms twice daily.
- Wear a face covering at all times except when alone in your room or when training if the face covering would inhibit exercise or potentially be dangerous.
- A recent study sheds new light on the effectiveness of certain facial coverings. As such, we are asking athletes, coaches or support staff at the U.S. Olympic & Paralympic Training Centers not to use loosely folded face masks such as bandanas and gaiters as facial coverings as these do not provide the same level of protection as fitted or cone-style facial coverings with multiple layers of fabric. This same policy also applies to USOPC staff.
- Frequently wash your hands for 20 seconds with soap and water or use alcohol-based hand sanitizer with a minimum of 60% alcohol if hands are not soiled.
- Cover your mouth and nose with a tissue when coughing or sneezing, dispose of the tissue in the trash, and wash your hands or use hand sanitizer if hands are not soiled.
- Avoid touching your face.
- Maintain physical distancing of at least six feet at rest, and at least 12 feet minimum during training (unless the sport requires closer contact).
- Do not share food, water bottles, towels, or other personal hygiene products.
- Follow all cafeteria, facility, and training venue guidelines and cleaning protocols (which includes cleaning all training equipment before and after use).
If you are exposed to someone who tests positive for COVID-19, notify a sports medicine representative at:

Colorado Springs: 719-866-4554 | after hours 719-330-2697
Lake Placid: 518-523-8450 | after hours 518-572-3652

Sports medicine will:

☑️ Quarantine you for 14 days;
☑️ Monitor you twice daily for symptoms; and
☑️ Provide evaluation and treatment as necessary should symptoms develop.

If you test positive for COVID-19, you will be placed into quarantine and treated according to CDC guidelines. You will be released from quarantine when:

☑️ It has been at least 10 days since you started having symptoms or, if you were asymptomatic, from the time of your positive test;
☑️ You have no fever for at least 24 hours without medications and your symptoms have improved; and
☑️ You pass a heart and lung evaluation.

The infection prevention measures described in this Playbook are based on current guidance provided by public health authorities. Note that this guidance is changing frequently and the USOPC may update its infection prevention measures at any time. The USOPC will make best efforts to ensure updated information is communicated via the Athlete Services Coordinator. Note that failure to comply with the required health and safety measures may result in the suspension or termination of your OPTC access privileges.
Twice-Daily Symptom Monitoring Survey

NGB High Performance staff will be asked to complete a twice-daily symptom tracking survey if they are accessing the OPTCs.

- The survey will be automatically sent to your email twice a day, at 6AM and 4:30PM MST.
- The survey will ask if you are experiencing a list of symptoms associated with COVID-19 infection to assist you with self-monitoring and identifying your own symptoms in order to keep yourself and others around you safe.
- The confidentiality and privacy of your survey answers will be maintained. Data will be stored on a secure server and results will only be shared with need-to-know staff to best support individuals presenting symptoms and to enable contact tracing when needed.
- If you report having symptoms in the survey, you will be asked to **not come onto USOPC properties** and to notify sports medicine to be evaluated for COVID-19.

All athletes and USOPC staff at the OPTCs are already required to complete this process. We are now working to ensure everyone accessing the training facilities also have this resource to ensure our entire community’s safety.
PROTOCOLS FOR INDIVIDUALS RESIDING ON CAMPUS
STEP 1: MANDATORY WEBINAR
You will be required to attend an education session and follow all onsite infection prevention measures in order to reside and train at the OPTC.

STEP 2: ON-SITE AGREEMENT
Your ability to train at the OPTC is contingent upon your agreement to the rules outlined in the COVID-19 On-Site Participation Agreement as well as the terms and conditions set forth in the standard OPTC Agreement Packet. Please read the documents carefully prior to signing.

STEP 3: SCREENING PROCESS*,**, Prior to engaging in any training activities at the OPTC you must complete a screening process at the OPTC, which includes:
1. Complete a medical screen that includes COVID-19, and heart and lung tests; and
2. Quarantine at the OPTC;
3. Receive COVID-19 PCR tests on days 4 and 5 of quarantine.

* If you had COVID-19 within 3 months of your re-entry date, you will not receive PCR tests during re-entry unless you are experiencing signs and symptoms of COVID-19, but you will need to complete the re-entry quarantine. You must provide a copy of your COVID-19 PCR test result to sports medicine confirming your prior infection.

** Those who have been vaccinated will still need to complete the re-entry quarantine and testing process.
TIMELINE: Initial Testing & Quarantine Period After Arrival

**DAYS 1 – 3**

- You arrive and check-in with OPTC staff and sports medicine.
- During this time, you will train individually at scheduled times, which includes indoor (inside of your room) and outdoor training.
- Strength and conditioning staff will work with you to develop a training program, or you may work with your NGB/personal coaches to design programs that can be facilitated by USOPC staff.
- You will be provided with fitness equipment in your room.
- Sports psychology and mental health resources will also be available to you.

**DAYS 4 & 5**

- You will be tested for COVID-19 with two PCR saliva or nasal swab tests and an antibody test.
  * See page 11 if you have been diagnosed with COVID-19 within three months of your re-entry date.

**DAY 5+**

- The results from the tests will be ready.
- If you test negative, you may leave quarantine and begin training.
- If you test positive for COVID-19, you will continue in quarantine and will receive medical treatment as needed. You will be released from quarantine when you meet the criteria described on page 8.
Minimize Off-Campus Activities

In order to ensure the safest environment possible for resident athletes, you will be asked to minimize your movement outside of the OPTC. You will be permitted to leave the complex for essential activities only. Examples of essential activities include:

1) Going to the grocery store, although we encourage you to order groceries to be delivered;

2) Shopping for supplies or equipment (e.g., pens, tape, paper, athletic equipment, shoes, energy drink, etc.), although we encourage you to have these items delivered;

3) Picking up or sending mail;

4) Picking up medications or supplies at a pharmacy;

5) Picking up food takeout food from a restaurant, although we encourage you to have it delivered;

6) Putting gas in your car;

7) Individual training that takes place outdoors (e.g., cycling and running) and does not involve community or non-OPTC resident athletes;

8) Participation in a competition (would need to go through quarantine and testing protocol upon return to OPTC if involves travel to distant site and/or an overnight); and

9) Outdoor activities in a remote area with other on-site individuals while following hygiene and physical distancing recommendations (e.g. do not drive in the same car) and avoiding high-touch areas (e.g. do not use pull-up bars at a playground).

Please refer to the FAQ section for more information.
Minimize Off-Campus Activities (continued)

Prior approval must be obtained from CSOPTC Operations (located at the front desk) or LPOPTC Operations (located at the front desk) for essential activities.

If you leave the OPTC without following the procedures above and/or for reasons that OPTC Operations (in coordination with your NGB) determines are non-essential, you will be given a warning. If it is determined by OPTC Operations that your offsite activity resulted in significant exposure to COVID-19, you will be required to quarantine for a period of six days and be re-tested for COVID-19 before you may resume training on campus.

Repeated failure to limit your departures to essential purposes only may result in your residency being terminated. In such cases, you may be permitted to continue training in a more limited capacity as an outside user.

If you are exposed to someone with COVID-19, you will be placed in quarantine for a minimum of 14 days. If you experience signs or symptoms of COVID-19, USOPC sports medicine will facilitate any necessary medical care. You will be quarantined until you meet the criteria listed on page 8.
Minimize Off-Campus Activities (continued)

Public Transportation:

If you travel to a distant site using public transportation (e.g., airplane, train, bus, rideshare program, etc.) or in a vehicle with people with whom you have not lived with for at least 14 days, or if you stay off-site overnight, then upon your return to the OPTC, you will be required to go through the testing and quarantine process again (minimum of six days).

Safety Protocols While Conducting Essential Activities:

- Sports that do not require training partners or close sustained contact, should not be in the same vehicle and drive with each other, but instead meet at their destination.

- If you do not have a vehicle to use for essential services, then you may only be transported by a roommate or a training partner with whom you are in a contact sport or a sport that requires close sustained contact during training or competition.

- Whenever sharing a vehicle with someone else who is your roommate or training partner, you must adhere to infection prevention protocols: wear masks and roll the windows down if able for ventilation and air circulation. You must also adhere to the maximum number of people permitted in one vehicle at the same time:
  - At CSOPTC: no more than two people in a car, and no more than three people in a twelve-person van.
  - At LPOPTC: no more than 50% capacity in any vehicle (i.e., no more than six people in a twelve-person van).

- If you do not have a mode of transportation to conduct an essential activity, please work with OPTC operations to identify a potential solution.
Minimize Off-Campus Activities (continued)

Grievance Process

1. The OPTC director will make the decision regarding the consequence for the violation in conjunction with NGB staff.

2. The OPTC director and NGB will then meet with the athlete.

3. The Chief Medical Officer may be involved in the conversation as it relates to the health and safety of the athlete(s).
   a. The Office of the Athlete Ombuds will be notified and included if/when necessary.

4. If the athlete disagrees with the consequences or the situation cannot be resolved, a request for a review must be made by the athlete in writing to the USOPC’s Dispute Resolution Unit (DRU) at: dru@usopc.org.
   a. The individual must designate whether they request a review via email or teleconference.

A detailed outline of the procedures can be found in Appendix 3.
PROTOCOLS FOR OFF-SITE INDIVIDUALS
STEP 1: MANDATORY WEBINAR

You will be required to attend an education session and follow all on-site infection prevention measures in order to reside and train at the USOPTC.

STEP 2: OFF-SITE AGREEMENT

Your ability to train at the USOPTC during the COVID-19 pandemic is contingent upon your agreement to the rules outlined in the COVID-19 Off-Site Participation Agreement as well as the terms and conditions set forth in the standard OPTC Agreement Packet. Please read this document carefully prior to signing.

STEP 3: SCREENING PROCESS*

Prior to engaging in any training activities at the OPTC you must complete a screening process at the OPTC, which includes:

1. Complete a medical screen that includes COVID-19, and heart and lung tests;
2. Shelter in place at your home; and
3. Receive COVID-19 PCR tests on days 4 and 5 of quarantine.

* If you had COVID-19 within 3 months of your re-entry date, you will not receive PCR tests during re-entry unless you are experiencing signs and symptoms of COVID-19, but you will need to complete the re-entry quarantine. You must provide a copy of your COVID-19 PCR test result to sports medicine confirming your prior infection.

** Those who have been vaccinated will still need to complete the re-entry quarantine and testing process.
PROTOCOLS FOR OFF-SITE INDIVIDUALS

TIMELINE: Initial Testing & Quarantine Period After Arrival

DAYS 1 - 3

» You arrive and notify OPTC staff and sports medicine know you are in town.

» Shelter-in-place.

» Train individually and do not share equipment.

DAYS 4 & 5

» You will be tested for COVID-19* with two PCR saliva tests and an antibody test.

* See page 18 if you have been diagnosed with COVID-19 within three months of your re-entry date.

DAY 5+

» The results from the tests will be ready.

» If you test negative, you may stop sheltering in place and begin accessing the OPTC to train.

» If you test positive for COVID-19, you will be required to go into quarantine and will receive medical treatment as needed. You will be released from quarantine when you meet the criteria described on page 8.
Minimize Community Activities Outside of Your Home

In order to ensure the safest training environment possible, we strongly encourage you to limit your activities outside of your home to essential activities. Examples of essential activities include:

1) Going to the grocery store, although we encourage you to have your groceries delivered;

2) Shopping for supplies or equipment (e.g., pens, tape, paper, athletic equipment, shoes, energy drink, etc.), although we encourage you to have these items delivered;

3) Picking up or sending mail;

4) Picking up medications or supplies at a pharmacy;

5) Picking up food takeout food from a restaurant, although we encourage you to have your food delivered;

6) Putting gas in your car;

7) Individual training that takes place outdoors (e.g., cycling and running) and does not involve community or non-OPTC resident athletes;

8) Participation in a competition (would need to go through quarantine and testing protocol upon return to OPTC if involves travel to distant site and/or an overnight); and

9) Outdoor activities in a remote area with other off-site individuals while following hygiene and physical distancing recommendations (e.g. do not drive in the same car) and avoiding high-touch areas (e.g. do not use pull-up bars at a playground).

Please refer to the FAQ section for more information.
Minimize Off-Campus Activities (continued)

Public Transportation:

If you travel to a distant site using public transportation (e.g., airplane, train, bus, rideshare program, etc.) or in a vehicle with people with whom you have not lived with for at least 14 days, or if you stay off-site overnight, then upon your return to the OPTC, you will be required to go through the testing and quarantine process again (minimum of six days).

Safety Protocols While Conducting Essential Activities:

• Sports that do not require training partners or close sustained contact, should not be in the same vehicle and drive with each other, but instead meet at their destination.

• If you do not have a vehicle to use for essential services, then you may only be transported by a roommate or a training partner with whom you are in a contact sport or a sport that requires close sustained contact during training or competition.

• Whenever sharing a vehicle with someone else who is your roommate or training partner, you must adhere to infection prevention protocols: wear masks and roll the windows down if able for ventilation and air circulation. You must also adhere to the maximum number of people permitted in one vehicle at the same time:
  • At CSOPTC: no more than two people in a car, and no more than three people in a twelve-person van.
  • At LPOPTC: no more than 50% capacity in any vehicle (i.e., no more than six people in a twelve-person van).

• If you do not have a mode of transportation to conduct an essential activity, please work with OPTC operations to identify a potential solution.
Minimize Community Activities Outside of Your Home (continued)

If you are exposed to someone with COVID-19, you will be placed in quarantine for a minimum of 14 days. If you experience signs or symptoms of COVID-19, USOPC sports medicine will facilitate any necessary medical care. You will be quarantined until you meet the criteria listed on page 8.

The infection prevention measures described in this Playbook are based on current guidance provided by public health authorities. Note that this guidance is changing frequently and the USOPC may update its infection prevention measures at any time. The USOPC will make best efforts to ensure updated information is communicated via the Athlete Services Coordinator. Note that failure to comply with the required health and safety measures may result in the suspension or termination of your OPTC access privileges.
We understand that sometimes you may need to go off complex for other reasons not mentioned in the essential activities list. Please submit an off complex request for those activities.

Off Complex Request:

- For Colorado Springs, a request is made via QR code/survey (for what constitutes an “essential activity”). For Lake Placid, a request is made via the front desk.

- If the athlete disagrees with the decision, the athlete can email the OPTC director and Chief Medical Officer (CMO) to share their request and details. OPTC Director and CMO will make a final determination.

- There is no appeal process of what constitutes an “essential” activity request. The determination of the OPTC Director and Chief Medical Officer is final.

COVID-19 Grievance Process:

1. Athlete has a violation occur.
   
   Ex.: Athlete provides false information on the off complex request form.

2. OPTC Director makes a decision of the consequence for the violation in conjunction with NGB staff. The OPTC director and NGB will then meet with the athlete.
   
   Chief Medical Officer may be involved in the conversation as it relates to the health and safety of the athlete(s) – ex. re-quarantine or retesting.

3. Athlete Ombuds will be notified and included if/when necessary.

4. If athlete disagrees with the consequence or if the situation cannot be resolved, the request for a review must be made by the athlete in writing to the USOPC Dispute Resolution Unit (DRU) at: dru@usopc.org. The individual must designate whether they request a review via email or teleconference. A detailed outline of the procedures can be found in Appendix 3.
CHECK-IN PROCESS

Do not leave your home to go to the OPTC if you have been sick, had symptoms of COVID-19, or been in contact with anyone with COVID-19 in the past 14 days. If you had COVID-19, you will be required to present a doctor’s note allowing you to return to training upon arrival at the OPTC.

Coordinate with sports medicine to obtain a high sensitivity Troponin test at UC Health laboratory, located at 1400 E Boulder Street (next door to the CSOPTC).

Enter the CSOPTC through the Union Street entrance. Please wear a facial covering when you enter complex and during the entire check-in process. Upon entry at Union ECP, you will get your temperature taken, and you will be asked if you have any signs or symptoms of COVID-19, and if you have had contact with someone with COVID-19 in the last 14 days. If you answer "yes" to any of the above questions or have a temperature > 100.4F, you will not be allowed into the OPTC and sports medicine will be notified.

Proceed to quarantine room in Bldg. 85.
FOOD SERVING METHODS

• All hot-line food will be served by dining staff (no self-serve).
• Staff will wear PPE at all times: hair covering, face covering, and gloves.

DINING HALL HOURS

<table>
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<tr>
<th>Time</th>
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<tr>
<td>Breakfast</td>
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<tr>
<td>Lunch</td>
<td>11:30 a.m.-1:30 p.m.</td>
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<tr>
<td>Dinner</td>
<td>5:00-7:30 p.m.</td>
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LIMITATIONS

• On-site and off-site athletes will have meal access. However, only those living on-site will be able to go into the dining hall. Curbside meal service will be provided to any off-site athlete who has meal access.
• No staff will be allowed to pay for food or eat from the dining hall. All USOPC, OPTC and NGB staff must bring their own meals or find somewhere else to eat until further notice.
• Staff who do not bring their own meals are encouraged to order takeout rather than eating at a sit-down restaurant. This will reduce their risk of infection.
• No cash transactions will take place.
• The bulk of grab-and-go food will be eliminated for the foreseeable future. Only individually packaged items will be available for grab-and-go. All self-service food items that are not packaged will no longer be available.

Thermal cameras have been installed at the CSOPTC Dining Hall entrance and will be used to periodically monitor temperatures prior to entry.
SPORTS MEDICINE

Services by Appointment:

Appointments will be scheduled during the following service hours (for both on-site and off-site athletes):

- Monday-Friday: 9 a.m.–4 p.m.
- After-hours: Call 719-330-2697

Available Services:

Essential medical rehabilitation services for acute and chronic injuries.

No recovery services available, including massage therapy.

Prior to entering the clinic, your temperature will be taken by a thermal camera.

SPORTS PSYCHOLOGY

Available Services:

1. Assistance for creating an Athlete Plan for quarantine.
2. Individual one-on-one meetings with a designated Sports Psychologist.
   - An initial video chat will be scheduled within 24 hours of athlete’s arrival to the CSOPTC.
   - Daily check-ins will continue throughout the isolation phase
     - Athletes can confirm their preferred daily check-in mode (e.g. call, text, video chat) with a Sports Psychologist during the first meeting.
3. A coffee chat support group to virtually connect with other quarantining athletes.
4. Upon request, recommendations for books, podcasts, apps and TedTalks in areas such as:
   - Mindfulness
   - Thriving in Uncertainty
   - Motivation
   - Focus
   - Emotion Management
   - Imagery
TED STEVENS STRENGTH & CONDITIONING

- One toilet stall will be opened in both the men’s and women’s locker rooms for use by athletes and coaches; as such only one person will be permitted to use each locker room at a time.
- Showers will remain closed.
- Masks must be worn in the restrooms at all times.
- Cleaners will clean the restroom stall following each use.

WRESTLING Locker Room

- Both onsite and offsite athletes will have access to the showers, but it is preferred that onsite athletes shower in their dorm room rather than in the wrestling locker room.
  - Athletes utilizing other OPTC services and facilities will be expected to shower before entering other OPTC areas (i.e. Ted Stevens Center, dining hall, etc.)
- Upon completion of training, athletes should wear masks in the restrooms and common areas of the locker room (masks are not required in the sauna or shower).
- Athletes should access the locker rooms by themselves or with their training partners. Locker room groups or “pods” should include no more than four people and remain consistent (i.e. don’t change members of your pod).
  - Each athlete pod must train together, use the sauna together, and shower at the same scheduled time period (one person per shower).
- Pods will be scheduled in 45-minute increments post-training, to sauna and shower.
- Upon exiting the shower area, each athlete will have a designated space in the locker room, physically distanced from others in the pod, to dry off and get dressed in the locker room area, prior to departing the wrestling gym. When a group of four exit the facility, Cleaners will be scheduled for a 15-minute cleaning cycle of the locker room area (i.e. showers, saunas, etc.) prior to the next pod entering the locker room. Therefore, the turnaround time for the sauna/shower cycle between pods will be 60 minutes.
AQUATICS CENTER Locker Room

- Locker rooms will be available for **offsite athletes only** and can only be used after training.
  - **Onsite athletes** will be expected to shower in their dorm rooms after training and before entering other OPTC areas (i.e. Ted Stevens Center, dining hall, etc.)

- Upon completion of training in the pool, all athletes should wear their masks. The mask must be worn in the restrooms and common areas of the locker room (no mask required in the shower).

- Athletes who use the locker rooms should be assigned to groups or “pods” of no more than **seven** people and follow the following guidelines:
  - Pod members should remain consistent.
  - Pod members should be part of the same training group.

- A total of **18 showers** will be available.
  - **Seven** males, **seven** females and **four** gender-neutral.

- Aquatics will work with FMD and each NGB to assign showers to athletes by name (one athlete per training session).

For example:

- After a Para swimming training session, the Paralympic male swimmer will have a shower assigned to him by name.
- Cleaners will then clean the shower while the paratriathlon team is training.
- Upon completion of training session, the paratriathlon male athlete will use the shower also assigned to him by name.

- Athletes will enter and exit the locker rooms via the pool deck.
Re-entry Phases: Guiding Principles

The Playbook contains specific guiding principles and guidelines for each Phase. Below are the general guiding principles that encompass all phases:

• Priority access will be granted to athletes who are tracking toward representing Team USA at the Olympic and Paralympic Games Tokyo 2020 and/or Olympic and Paralympic Winter Games Beijing 2022.

• A total of 80 maximum on-complex beds will be available to NGBs throughout all phases.

• USOPC sport performance and Paralympics will determine which NGBs will be allocated beds and how many beds each sport will receive.

• NGBs that are allocated beds may use them in one of two ways:
  – Long-term stay (i.e. residency) for athlete(s) preparing for Tokyo/Beijing.
  – Short-term stay (i.e. camp) for athlete(s) preparing for Tokyo/Beijing.
  – NGBs, working in collaboration with their USOPC sport performance/Paralympics contact, are to prioritize their athletes for allocated beds.

• Off-site athletes will be accommodated back to training with their NGB in the respective phase.

• No dining hall access will be given to off-site athletes. Curbside meal service will be available.

• There are no meals for coaches and support staff.
Re-entry Phases: Guiding Principles

TRAINING SESSIONS:

- All athletes who will be housed on-site will need to undergo COVID-19 testing protocols for on-site residents.
- All athletes who will live off-site and train at the OPTC will need to undergo COVID-19 testing protocols for off-site athletes.
- NGBs will be required to submit a detailed training plan to OPTC Operations for athletes living on- and off-site, which must be approved and will then be disseminated to the appropriate areas.
- All on-site and off-site athletes will be separated into different training groups if either of the following occur:
  - The seven-day rolling average of COVID-19 cases per 100,000 people in El Paso county is at or above 25 cases for seven days in a row, OR
  - El Paso County restrictions increase to Safer at Home Level 3 or Stay at Home.

SPORT RE-ENTRY PHASES:

Disclaimer: Sports may change depending on cleaning protocols, medical advice, bed availability, and NGB sport performance needs.

Sports are determined based on risk level, need for access to the OPTC, and prioritization of from NGBs and USOPC Sport Performance and/or Paralympic Sport.

Please note that Phases are subject to change if there is an outbreak of COVID-19 and/or based on changes in public health guidelines.
PHASE 1-4: Re-Entry Guiding Principles

ACCESS

• The athletes and sports to gain re-entry into the CSOPTC during Phase 1-4, in no particular order, are:
  – Current on-site athletes of various sports
  – Medical rehab beds, to be used by various sports/NGBs
  – Cycling and Para-cycling
  – Para swimming
  – Paratriathlon
  – Para shooting
  – Shooting
  – Gymnastics
  – Pentathlon
  – Track & Field
  – Taekwondo
  – Boxing
  – Wrestling

MAXIMUM CAPACITY

• Up to 80 athletes to live at the CSOPTC.
• Up to 60 off-site athletes.
POST-PHASE 4: Re-entry Guiding Principles

ACCESS

• Re-entry post-Phase 4 will continue to include all accommodated within Phases 1-4, as well as supporting short-term, camp-based programming.

MAXIMUM CAPACITY

• Up to 80 athletes to live at the CSOPTC.
• Up to 60 off-site athletes.
CHECK-IN PROCESS

Do not leave your home to go to the OPTC if you have been sick, had symptoms of COVID-19, or have been in contact with anyone with COVID-19 in the past 14 days. If you had COVID-19, you will be required to present a doctor’s note allowing you to return to training upon arrival at the OPTC.

If you travel to LPOPTC from another state, you are exempt from New York’s mandatory 14-day quarantine upon arrival. Please note, however, for travelers coming to OPTC from another country are required to obtain a COVID-19 test within three days (72 hours) of departure from that country, prior to arrival in New York.

Enter the LPOPTC through Dorm Node E door. Please wear a facial covering when you enter the complex and during the entire check-in process.

Upon entry, you will get your temperature taken, and you will be asked if you have any signs or symptoms of COVID-19, and if you have had contact with someone with COVID-19 in the last 14 days. If you answer "yes" to any of the above questions or have a temperature > 100.4F, you will not be allowed into the OPTC and sports medicine will be notified.

You will complete your check-in process located in Node E and proceed to your room.
DINING HALL HOURS

<table>
<thead>
<tr>
<th>Time</th>
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<tbody>
<tr>
<td>Breakfast</td>
<td>7:00-10:00 a.m.</td>
</tr>
<tr>
<td>Lunch</td>
<td>11:30 a.m.-1:30 p.m.</td>
</tr>
<tr>
<td>Snack</td>
<td>2:00-4:00 p.m.</td>
</tr>
<tr>
<td>Dinner</td>
<td>5:00-8:00 p.m.</td>
</tr>
</tbody>
</table>

FOOD SERVING METHODS

- All food will be plated or packaged by dining staff (no self-serve).
- Staff will wear PPE at all times: hair covering, face covering, and gloves.

LIMITATIONS

- Dine-in for on-site athletes and off-site athletes if cases in the applicable county are less than 25 per 100K.
- No staff will be allowed to pay for food nor eat food from the dining hall. It will be expected of all USOPC, OPTC, and NGB staff to bring their own meals or find somewhere else to eat until further notice.
- Signs will mark one-way flow of traffic to enter and exit in accordance with six feet physical distancing protocols while moving through the food line.
- Tables have been arranged with physical distancing in mind – only one chair, and therefore only one person, per table.
SPORTS MEDICINE

Services by Appointment:

Appointments will only be scheduled during the following service hours (for both on-site and off-site athletes):

Monday-Friday: 9 a.m.–5 p.m.

Available Services:

Essential medical rehabilitation services for acute and chronic injuries.

No recovery services available, including massage therapy.

Prior to entering the clinic, your temperature will be taken by a thermal camera.

SPORTS PSYCHOLOGY

Service Hours:

Please note that Sports Psychology/Mental Strength and Conditioning does not have standard appointment times. Appointments are scheduled on an individual basis.

Contact Mara Smith at 530-377-6780 or at mara.smith@usopc.org to schedule an appointment.

Available Services:


2. Individual check-ins will be conducted upon returning to the LPOPTC to begin in-process.
   - Confirm your preference on daily check-in: e.g. call, text, video chat.
   - Coordinate with athlete life and program specialist on daily check-ins.

3. Available resources (books, podcasts, apps and TedTalks) for areas of interest in mental strength and conditioning, including topics of:
   - Thriving in Uncertainty
   - Motivation
   - Focus
   - Mindfulness into Action
   - Emotion Management
   - Imagery
PHASES 1-4: Guiding Principles

The Playbook contains specific guiding principles and guidelines for re-entry to the OPTCs. Below are the general guiding principles for training sessions that apply to Phases 1-4:

TRAINING SESSIONS

• Any athlete who is not currently on-site will complete the COVID-19 testing protocols upon arrival at the LPOPTC.

• NGBs will be required to submit a detailed training plan to OPTC operations for athletes living on-site, which will be disseminated and reviewed by the relevant areas.

• The number of people that are going to be allowed to train together will depend on physical distancing.

• On-site athletes will only be able to leave OPTC premises for essential services (i.e. groceries, pharmacy, gas station, bank, and other essential government services.

• All on-site and off-site athletes will be separated into different training groups if either of the following occur:
  
  o The seven-day rolling average of COVID-19 cases per 100,000 people in Essex county is at or above 25 cases for seven days in a row, OR
  
  o Essex County restrictions increase to Phase 1, 2 or 3.
PHASES 1-4: Guiding Principles (continued)

SPORT RE-ENTRY PHASES

Sports are determined based on risk level, need for access to the OPTC, and prioritization from NGBs and USOPC Sport Performance and/or Paralympic Sport.

Disclaimer: Sports may change depending on cleaning protocols, medical advice, bed availability, and NGB sport performance needs.

ACCESS

Priority access will be granted to athletes who are tracking toward representing Team USA at the Olympic and Paralympic Winter Games Beijing 2022, and who will participate in Level 3 sport-specific training.

MAXIMUM CAPACITY

• Up to 75 athletes to live at the LPTOPC.
• Priority camps may be considered during this phase.

**Please note that Phases are subject to change if there is an outbreak of COVID-19 and/or based on changes in public health guidelines.
USOPC STAFF PROTOCOLS
USOPC team members and contractors will be required to follow all on-site infection prevention guidelines to work at the OPTC. The infection prevention guidelines are based on current guidance provided by health authorities concerning COVID-19 and may be updated from time to time based on current public health guidelines.

USOPC team members should also refer to the USOPC Workplace Playbook for COVID-19 for more detailed information regarding the rules applicable to team members. In summary, team members will be required to comply with the following:

- Team members must always wear face coverings while indoors at the OPTC, except when they are alone in their own office with the door closed or when they are eating (team member must be at least six feet from people when eating).
- Cover your cough or sneeze with a facial tissue or your elbow.
- Avoid touching your face.
- Wash your hands for more than 20 seconds and/or use hand sanitizer frequently.
- Stay more than six feet away from people at rest or doing normal daily activities, and more than 12 feet away from people who are training or exercising.
- Do not share food or water bottles that have not been washed between use.
- Do not share business equipment (i.e. pens, computers, etc.).
- To the extent face-to-face interactions can be safely replaced with virtual communications (e.g. text, phone, email), these alternatives should be used.
- Access only those areas you have been authorized to access and follow all USOPC cleaning protocols.
- Do not come to the OPTC if you are sick, experience symptoms and/or if you have been exposed to someone with COVID-19. In such cases, notify your supervisor and Patrice Bonello in people & culture, and contact your health care provider.
- Upon entry to the OPTC, complete a temperature check and short symptom questionnaire with security personnel.
Twice-Daily Symptom Monitoring Survey

OPTC staff are enrolled in a twice-daily symptom tracking survey:

- The survey is automatically sent to your email twice a day, at 6AM and 4:30PM MST.

- If you are working entirely remotely, completion of the twice-daily surveys is optional. **If you come into work on any given day, even intermittently, please ensure you complete the twice-daily surveys.**

- If you do not complete the survey on a day that you enter a USOPC location:
  1. First time: a reminder is sent to you and your supervisor.
  2. Second time: a reminder is sent to you, your supervisor, and people and culture.
  3. Third time: your access card will be temporarily deactivated, and your supervisor and people and culture will be notified.

- If you report having symptoms in the survey, a message will appear asking that you do not visit USOPC locations at that time and will recommend that you contact your medical provider to be evaluated for COVID-19. If this happens and you are required to be at work or cannot work from home, please contact your supervisor. Additionally, please notify Patrice Bonello on the people and culture team so she can advise you of your benefits, assist you with proper time reporting, and work with you on contact tracing pending the results of your COVID-19 test.

- Repeated failures to comply may result in disciplinary measures, as appropriate.

For further information on the survey process, please refer to the Symptom Tracker FAQ in the COVID-19 Hub on SharePoint or contact Nathalie Notarianni on the security and athlete safety team.
USOPC staff are required to wear a face covering at all times when entering, working or moving within any public indoor space at the CSOPTC and LPOPTC.

While it is understood that some level of protection is better than none, a recent study sheds new light on the effectiveness of certain facial coverings. As such, we are asking USOPC staff not to use loosely folded face masks such as bandanas and gaiters as facial coverings as these do not provide the same level of protection as fitted or cone-style face coverings with multiple layers of fabric.

BEST PRACTICES

✔️ Wash your hands before and after putting on a face covering.

✔️ Face covering should fit snugly but comfortably against the side of your face.

✔️ Do not touch the face covering again until you remove it.

✔️ Face covering should be positioned so that there is no need to adjust or otherwise touch the face frequently.

It is essential that staff continue to practice physical distancing and good hygiene even when wearing a face covering. You will not be required to wear a face covering if you are working privately within a closed door office space or while eating in a physically distanced setting.
Minimize Community Activities

Team Members are strongly encouraged to follow all state and local public health guidelines when not at a USOPC facility or event. In order to ensure the safest training environment for athletes, team members working at the OPTC are encouraged to consider limiting their activities outside the home to those that are essential.

Examples of essential activities include:

1) Going to the grocery store, although we encourage you to have your groceries delivered;

2) Shopping for supplies or equipment (e.g., pens, tape, paper, athletic equipment, shoes, energy drink, etc.), although we encourage you to have these items delivered;

3) Picking up or sending mail;

4) Picking up medications or supplies at a pharmacy;

5) Picking up takeout food from a restaurant, although we encourage you to have your food delivered;

6) Putting gas in your car;

7) Outdoor activities (e.g., cycling and running) that allow for physical distancing and avoids large groups;

8) Outdoor activities in remote areas in which hygiene and physical distancing recommendations are followed (e.g. do not drive in the same car) and avoiding high-touch areas (e.g. do not use pull-up bars at a playground).

Please refer to the FAQ section for more information.
If you have signs or symptoms of COVID-19:

- Contact your health care provider.
- Notify your supervisor and Patrice Bonello in people & culture, and do not come to work.
- If you become ill while at work, you should put on your face covering, notify your supervisor and Patrice Bonello by phone, go home, and contact your health care provider.

If you test positive for COVID-19, do not return to work until the following is true:

- It has been a minimum of 10 days from the onset of your symptoms;
- You have not had a fever for 24 hours;
- Your symptoms have improved in the last 24 hours; and
- You have a note from your doctor allowing you to return to work.

In all cases, follow the guidance of your healthcare provider and local health department. The decision to stop self-quarantine should be made in consultation with your healthcare provider and state and local health departments. Local decisions depend on local circumstances.
TRAVEL

Staff who board a cruise ship/river boat or use any form of public transportation (plane, bus, train) to travel out-of-state will be required to work exclusively from home for 14 days after their trip and will not be permitted to return to the office for any reason during the 14-day period. This policy also applies to personal travel.

Staff who are working at the OPTCs are strongly encouraged not to use rideshare programs (i.e. Uber) due to the risk of exposure to someone that may be infected with COVID-19. If your circumstances do not allow you to follow this recommendation, please reach out to your manager to discuss further.

We also encourage staff not to use local city public transportation unless they can properly adhere to prevention protocols.

If staff must utilize any form of public transportation, we recommend following these prevention protocols:

- Physically distance at least six feet from other people if possible;
- Wear a face mask;
- Wear eye covering;
- Use hand sanitizer before getting into the vehicle/train/plane and after touching anything someone else may have touched;
- Wipe down any areas you may touch (e.g. seatbelt, arm rest, etc.) with anti-septic wipes;
- Open vents and direct air across your face to facilitate air circulation; and
- Roll down windows if able.
DRIVING

If you drive out-of-state to a low-risk area (any state that is in the yellow or green category) with people you have already been living with, you are exempt from the 14-day post-travel quarantine requirement.

VISITORS

If you have guest(s) (people that are not normally part of your household) that travel via public transportation and/or from a high transmission area stay at your home; we ask that you quarantine for 14 days after the last exposure to your guest(s).

Please refer to the FAQ section for more information.
SELF-QUARANTINE FOR USOPC STAFF

If a team member has had contact with a confirmed COVID-19 individual, he or she will be asked to work exclusively from home for 14 days.

Team member will be required to stay home and self-monitor for any potential signs of infection for the duration of the incubation period (14 days).

Team members are recommended to check their temperature twice daily, in the morning and at night.
<table>
<thead>
<tr>
<th>IF YOU…</th>
<th>STEPS TO TAKE…</th>
</tr>
</thead>
<tbody>
<tr>
<td>If you or someone in your home might have been exposed to COVID-19:</td>
<td><strong>SELF-MONITOR</strong>&lt;br&gt;Be alert for symptoms. Watch for fever, cough, or shortness of breath.&lt;br&gt;• Take your temperature if symptoms develop.&lt;br&gt;• Practice physical distancing. Maintain six feet of distance from others, and stay out of crowded places.&lt;br&gt;• Follow CDC guidance if symptoms develop.</td>
</tr>
<tr>
<td>If you feel healthy but: &lt;br&gt;• Recently had close contact with a person with COVID-19, or&lt;br&gt;• Recently traveled from somewhere outside the U.S. or on a cruise ship or river boat.</td>
<td><strong>SELF-QUARANTINE</strong>&lt;br&gt;• Check your temperature twice a day and watch for symptoms.&lt;br&gt;• Stay home for 14 days and self-monitor.&lt;br&gt;• If possible, stay away from people who are high-risk for getting very sick from COVID-19.</td>
</tr>
<tr>
<td>If you: &lt;br&gt;• Have been diagnosed with COVID-19, or&lt;br&gt;• Are waiting for test results, or&lt;br&gt;• Have symptoms such as cough, fever, or shortness of breath.</td>
<td><strong>SELF-ISOLATE</strong>&lt;br&gt;• Stay in a specific “sick room” or area and away from other people or animals, including pets. If possible, use a separate bathroom.&lt;br&gt;• Read important information about caring for yourself or someone else who is sick.</td>
</tr>
</tbody>
</table>

USOPC team members should contact the USOPC Benefits Team ([benefits@usopc.org](mailto:benefits@usopc.org)), in the event they are scheduled to work and need an accommodation or find that they cannot work due to a COVID-19 related reason.
ENVIRONMENTAL CLEANING
What products are being used for disinfection at the Colorado Springs and Lake Placid OPTCs?

OXIVERE
- Used in housing and office spaces
- Oxide-based
- Must use gloves to clean with it
- 30-second kill time

PURE AND CLEAN
- Used in skin-to-skin athlete areas:
  - Boxing
  - Gymnastics
  - Judo
  - Strength and conditioning
  - Wrestling
- Sprayed on pillows and bedding
- Natural disinfectant
- Leaves no residue

Please note that Lake Placid will use Enviro-solutions and Pure and Clean for disinfection.

Signage stating that “this space has been cleaned” will be placed in office spaces, front desk, dorm rooms, dining hall, etc. Spaces will be cleaned multiple times per day, every day.
When re-entering the OPTC, what is the re-entry process and timeline?

Athletes will be assigned specific arrival dates by OPTC operations, sports medicine, and sport performance. Most arrivals will be scheduled on a Friday (preferred) or on a Saturday.

What is the difference in phases between the Colorado Springs and Lake Placid OPTCs?

There are not predetermined differences between phases in the two locations. Our timing and strategy for re-entry will continue to be driven primarily by local and state regulations, and as such, team members and facilities in different states may be subject to different policies, recommendations and timelines. We will monitor the experience and circumstances at each location to make informed decisions on advancing between phases.

As restrictions open at the state or local level, will OPTC restrictions also be eased?

We will continue to closely monitor local and state public health guidelines, and as circumstances evolve, we will review any implications for the OPTCs and update our policies accordingly.

What factors were used to determine which phase a sport was allowed re-entry?

Low, medium and high-density training environments were taken into consideration for the re-entry phase for sports (i.e. sports in which athletes can train in a physically distanced manner were prioritized first).
What is the limit of off-site individuals in either Lake Placid or Colorado Springs?

There is no specific limit, but access will be determined by multiple factors driven primarily by public health guidelines and physical limitations at the OPTCs. For example, as long as individuals are required to keep physical separation while training, this will limit how many athletes we can have in the strength and conditioning facility at one time. Balancing that with how many individuals we have on- and off-site, and how to manage the cleaning process between groups, will go into that decision-making process.

How long will off-site individuals be required to quarantine upon returning from travel, whether for competition or personal reasons, before accessing the OPTC?

Off-site individuals will be asked to shelter in place for six-seven days and avoid public facilities during this time upon their return to Colorado Springs or Lake Placid. Individuals can perform individual indoor and outdoor training during this time, but they should not share equipment or go to a public gym. They are welcome to train outside (i.e.: running, biking, etc.) as long as they do it individually and follow infection control measures. The USOPC sports medicine team will perform mandatory COVID-19 testing on Days 4 and 5 following their return. The results should be available on Day 5+ (unless this occurs on a weekend when the lab is closed). If the tests are negative, the individual will complete the remainder of their health screen (e.g. physical examination, ECG and pulmonary function testing) and be allowed to access the OPTC for training.

If an individual travels out of region, would they need to test negative twice during the quarantine before using any OPTC equipment upon return?

Individuals will be required to self-quarantine and receive two COVID-19 tests again if they travel outside of the region. It will likely take six to seven days for the full re-entry protocol and process before the individual will be permitted to return to facility training, if cleared.
Can athletes review the COVID-19 Participant Agreement that they will be asked to sign?

The Athlete Agreements are available [here](#). There are separate agreements for on-site individuals and off-site individuals as outlined in Appendix 1 and Appendix 2 of this Playbook. Athletes are required to submit a signed copy of the agreement prior to re-entry to the OPTCs.

Will athletes be required to report daily activities while off-site?

As stated in the athlete agreement athletes review and have signed, once an athlete has been cleared and is back in the athlete population, athletes are only be able to leave the OPTC premises for essential services (i.e. grocery stores, pharmacy, gas station, bank and other essential government services) and **must obtain approval to leave campus prior to going off-site.** Any athlete leaving the complex overnight will need to go through the full quarantine and testing process to re-enter. The athlete will notify the front desk when they are due to leave the complex for more than one (1) night, and their card will be deactivated.

Can I use a rideshare program, such as Uber, for transportation?

Staff members working at the OPTCs are strongly encouraged not to use rideshare programs due to the risk of exposure to someone that may be infected with COVID-19. Staff members whose circumstances do not allow them to follow this recommendation should reach out to their manager to discuss. Further, athletes training at the OPTCs should not use rideshare programs due to the risk of exposure.

**Support Services, Access and Training on Campus**

Will athletes and staff be required to perform temperature screenings upon OPTC entry?

Yes, there will be a temperature check upon morning and evening entry to the OPTCs. Post-training temperature screenings are invalid due to elevated body temperatures, and thereby will not be required upon return from an outdoor workout.
Support Services, Access and Training on Campus (continued)

Why do some Colorado Springs-based athletes have access to the Ted Stevens Sport Services Center, while others do not?

Athletes are offered access to various OPTC facilities based on the training plans that were submitted by each NGB.

Will athletes or NGBs be billed for the mandatory COVID-19 tests?

No, the USOPC will cover the full cost for all mandatory COVID-19 testing at the OPTCs.

How will injuries be handled due to not providing certain sports medicine services (like massage) or allowing athletes to find treatment elsewhere?

We will continue to provide essential medical treatment for athletes, including rehabilitation, chiropractic treatment, radiologic studies, surgical evaluations, laboratory studies, etc. Therefore, other than massage, there should not be a decrement in medical care.

How will managing chronic issues that do not fit into the “serious injury” category be handled?

If an athlete has a chronic injury that requires rehabilitation, the OPTC sports medicine staff will provide that service.

Are chiropractic services, physical therapy or any kind of treatment (including check-ins) allowed?

The USOPC sports medicine team will provide chiropractic and physical therapy services at the OPTCs.

Could on-site or off-site athletes get massage therapy in the community? Would the treatment need to be related to an injury?

We would not recommend receiving a massage at this time. Health care workers are at increased risk for acquiring and transmitting COVID-19 due to close sustained contact with people, and medical data does not support massage as an essential for injury prevention or sport performance.
Are coaches and OPTC support staff required to wear masks?

Yes, masks are required for all coaches and OPTC support staff. Additionally, staff should maintain a 12-foot distance from athletes during training.

Are coaches who live off-site permitted to train on-site resident athletes, or only off-site athletes?

Yes, off-site coaches can coach on-site athletes. The coach will need to have a mask on and remain 12 feet away.

Will the NGBs be limited in the number of coaches conducting training and interacting with the athletes?

The minimum number of coaches necessary to effectively work with athletes should be used to minimize exposure between coaches and athletes.

Are on-site resident athletes and off-site athletes required to train separately on campus?

All on-site and off-site athletes will be separated into different training groups if either of the following occur:

- The seven-day rolling average of COVID-19 cases per 100,000 people in the respective county is at or above 25 cases for seven days in a row, OR
- (CSOPTC): El Paso County restrictions increase to Safer at Home Level 3 or Stay at Home / (LPOPTC): Essex County restrictions increase to Phase 1, 2 or 3.

Otherwise, on and off-site athletes can train together if needed for effective training. Standard infection prevention measures should continue (e.g., frequent hand washing, wearing face covering when not exercising, etc.). Training groups should be kept as small as possible and should remain consistent. If possible, physical distancing should be maintained at all times (ie: at least six feet when not exercising, and at least 12 feet when exercising).
Essential vs. Non-Essential

What is the logic behind deciding what is essential?

We are committed to creating the safest environment possible for athletes and staff without being overly restrictive. Our timing and strategy for re-entry will continue to be driven primarily by local and state regulations. While some public guidelines are available (e.g. pharmacy visits for medicine), they are not exhaustive. Thereby, our leadership group (represented by members from sports medicine, OPTC operations, sport performance, security and athlete safety) made informed decisions that would strike an appropriate balance for essential and non-essential activities and services. Specific measures may be updated and refined as we learn more and as the environment changes in our respective locations.

These guidelines are our best efforts to maintain a safe and healthy training environment for all athletes and the staff who support them. Recognizing that individual circumstances may need to be assessed, we have established a process to request an exception to leave the complex for non-essential activities.

What happens if I violate the policies and procedures?

Please reference the Grievance Process on page 15.

What about religious services, protests and classes?

We respect and value the importance of and access to education, as well your rights to protest and to practice religion. We would encourage and prefer that classes and religious services be done virtually, if possible. Given the high risk of infection associated with participating in large-group gatherings during a pandemic, we ask that you please talk with the OPTC operations staff if you are considering attending such events. If necessary, they can assist in escalating your request to the review panel, which is inclusive of athlete representation. If you participate in these events in-person, we also ask that you please follow our recommended infection control measures, including physical distancing, wearing facial covering, and hand washing after touching anything in a public location, etc.
Training Center/Staff Concerns

Will OPTC staff also be required to sign a contract similar to the athlete agreement?

Yes, all OPTC employees will be required to submit a signed agreement that is similar in nature to the off-site athlete agreement, acknowledging that they agree to comply with all health and safety guidelines for OPTC re-entry and failure to do so will result in appropriate disciplinary action.

How will OPTC staff be monitored while they are away from the OPTC?

Similar to the off-site athletes, employees will not be monitored; however, repeated failure to abide by the health and safety protocols will be reviewed and addressed accordingly, meaning that appropriate disciplinary action will be taken.

If OPTC staff travel – or are exposed to individuals who have recently returned from travel – will they need to self-quarantine?

Since employees do not complete a COVID-19 testing protocol like the athletes, after returning from travel for either work-related or for personal reasons, they will be required to self-quarantine for 14 days and monitor for signs or symptoms of COVID-19. If they live with someone who returns from traveling, they will also need to self-quarantine unless that person can stay somewhere else in the community for at least 14 days before returning to their shared place of residency.

Are coaches and OPTC support staff required to wear masks?

Yes, masks are required for all coaches and OPTC support staff. Additionally, staff should maintain a 12-foot distance from athletes during training.
Volunteer Access

Where does volunteer support needed for Paralympic athletes fall into the phases? Can volunteers access the OPTCs in the same phases that their athletes are allowed back?

Volunteer support aligns with the sport re-entry phase. Volunteers will be required to adhere to the same protocols and precautions that employed coaches and staff must follow.

Additional Support

Will athletes be permitted to seek employment opportunities, including those with outdoor working environments?

We encourage athletes who wish or need to work to find remote employment that can be completed from the OPTC. For questions or to learn more about employment opportunities, please contact AthleteServices@usopc.org. The USOPC and OPTC operations staff is available to discuss individual circumstances and/or considerations with athletes.

This is a stressful time. Does the USOPC have any resources for health care navigation, financial resources, mental health support and more?

The USOPC has extended the benefits of its Employee Assistance Program to all Team USA athletes and USOPC employees, which provides unlimited 24/7 access to phone counseling sessions and other resources such as emotional and wellness support, legal guidance and more. Reach out to Athlete Services (AthleteServices@usopc.org) or your NGB for access to these ComPsych resources.
**Additional Support (continued)**

At the USOPC, we remain dedicated to supporting the well-being of Team USA athletes and fellow team members. As part of this commitment, we are excited to announce a new wellness resource for all team members on USOPC payroll: a year’s subscription to Headspace Plus.

Headspace is a popular meditation and sleep app that is clinically proven to reduce stress, improve happiness and increase focus. Through our partner Intel, both Team USA athletes and the Team Behind the Team now have access to the entire Headspace library, including:

- Hundreds of guided meditations on stress, self-esteem, relationships and more.
- Weathering the Storm, a special collection of exercises to help you through the current global crisis.
- Sleepcasts, music and bedtime experiences to promote sleep and restfulness.
- The Wake Up, a new, bite-sized daily video series designed to make you smile as you start your day.
- Kids content to support parents and their little ones.

To activate your free Headspace membership, please follow this link. You do not have to use your USOPC email, and if you already have a Headspace account, you can still utilize this free subscription – simply connect your current account to the USOPC offer by clicking ‘Log in’ during the first step signup process. Following activation, the subscription will be valid for one year.
Whom can I contact for general questions?

We realize there will be many questions that will arise during this ongoing process. We appreciate your attention to detail and are happy to help you navigate this time.

For questions about OPTC re-entry in Colorado Springs, please contact the CSOPTC operations team (located at the front desk).

For questions about OPTC re-entry in Lake Placid, please contact the LPOPTC operations team (located at the front desk).

Other contacts include:

Medical: Dr. Jonathan Finnoff, USOPC Chief Medical Officer (jonathan.finnoff@usopc.org)

Confidential & Independent Advice: Kacie Wallace, Athlete Ombudsman (ombudsman@usathlete.org)

Travel: Nicole Deal, Chief Security & Athlete Safety Officer (nicole.deal@usopc.org)

General & ComPsych Access: Julia Clukey, USOPC Sr. Director of Athlete Development and Engagement (julia.clukey@usopc.org)
COVID-19 ON-SITE PARTICIPATION AGREEMENT

Congratulations, you have been selected as eligible to train at the Colorado Springs or Lake Placid Olympic & Paralympic Training Center (OPTC). Your ability to train at an OPTC during the COVID-19 pandemic is contingent upon your agreement to the rules outlined in this COVID-19 On-Site Participation Agreement as well as the terms and conditions set forth in the standard OPTC admittance documents.

Please read this document carefully prior to signing. If you have any questions prior to signing, please contact USOPC Chief Medical Officer Dr. Jonathan Finnoff (jonathan.finnoff@usopc.org) for medical questions or Nicki Skinner, associate director of CSOPTC operations and transportation (nicki.skinner@usopc.org) for questions regarding the training facilities and operations.

The United States Olympic & Paralympic Committee (USOPC) is committed to protecting athlete health. As part of this commitment, we have developed an infectious disease management strategy designed to reduce the risks of transmission of COVID-19 at USOPC facilities and events while allowing athletes to train.

COVID-19 is a disease caused by the SARS-CoV-2 virus. This highly contagious virus is spread primarily through respiratory droplets from infected individuals. There is no vaccine or effective treatment for COVID-19, and it can result in serious health problems, including death. Until effective vaccinations or treatments are developed, the primary method of prevention of COVID-19 is through physical distancing, personal hygiene measures (e.g., hand washing, proper coughing/sneezing etiquette), wearing facial coverings, not sharing equipment, thorough cleaning procedures, identification of infected individuals or those exposed to infected individuals (i.e., contact tracing), and quarantining those individuals until they are no longer infectious.

While it is impossible to completely eliminate risk of COVID-19 transmission, the USOPC has implemented a vigorous infection prevention program at the OPTCs to keep you and your fellow users as safe as possible during training. For this program to be successful, we need everyone to commit to the process. As such, in consideration for you being allowed to reside and train at the OPTC, you agree to comply with each of the following, which are described in further detail below:

1. Attend a COVID-19 education session prior to your arrival at the OPTC, or for those already at the OPTC, attend the education session prior to going through the isolation and screening protocol.
2. Prior to engaging in any training activities at the OPTC:
   a. Participate in the initial isolation process, which will last a minimum of six days, and undergo a medical screening exam, which will include laboratory tests for COVID-19 (PCR and antibody tests), blood markers designed to reveal cardiac damage (troponin), assessments of heart and lung function (ECG & pulmonary function tests), and a physical exam.
b. If it is determined that you previously had COVID-19, you agree to undergo additional cardiac testing as recommended by sports medicine prior to initiating your training program to screen for life-threatening cardiac complications associated with the COVID-19 infection.

3. Comply with all on-site infection prevention and training guidelines, which may be updated from time to time.

4. Commit to minimizing off-campus activities outside the OPTC, leaving the premises only for essential activities, which must be approved in advance.

5. Abide by the isolation protocol outlined below (or as otherwise required by the USOPC) in the event you travel, are exhibiting symptoms, and/or have been exposed to someone with COVID-19.

Education & Infection Prevention/Training Guidelines
As noted above, you will be required to attend an education session and follow all on-site infection prevention and training guidelines in order to reside and train at the OPTC. The education session and required infection prevention and training guidelines are based on current guidance provided by public health authorities concerning COVID-19 and its risks as well as best practices for mitigating the spread of the disease. Note that this guidance is changing frequently and the USOPC therefore reserves the right to update infection prevention and training guidelines and other rules of participation at any time. The USOPC will inform you of such changes when they occur. Currently, the infection prevention and training guidelines that you are required to comply with include, but are not limited to, the following:

- Complete a daily electronic symptom survey, self-symptom and temperature check, and accurately report findings from these assessments to USOPC sports medicine.
- Wear facial covering at all times when outside of your room except (a) during training where the facial covering would inhibit exercise or potentially be dangerous and (b) when eating meals in the dining hall
- Cover your cough or sneeze with a facial tissue or your elbow
- Avoid touching your face
- Wash your hands for more than 20 seconds and/or use hand sanitizer frequently
- Stay more than six feet away from people when not exercising or more than 12 feet away when exercising, unless your sport requires you to be closer
- Do not share food, water bottles, towels or other personal hygiene products
- Access only those areas you have been authorized to access and follow all OPTC cleaning protocols (which includes cleaning all equipment before and after use)
- Stay in your room if you are sick, experience symptoms and/or if you’ve been exposed to someone with COVID-19. In such cases, notify USOPC sports medicine immediately:
  - Colorado Springs OPTC: 719-866-4554; after hours on-call: 719-330-2697
  - Lake Placid OPTC: 518-523-8450; after hours on-call: 518-572-3652
Minimize Off-Campus Activities Requirement
In order to ensure the safest environment possible for on-site users, you will be required to minimize all off-campus activities while at the OPTC. You will be permitted to leave for essential activities only (e.g., competitions, outdoor training activities – such as cycling and running – grocery shopping, picking up medications at the pharmacy, etc.) provided you obtain prior approval from OPTC operations (located at the front desk in both Lake Placid and Colorado Springs) and sign in and out with security (in Colorado Springs) or the front desk (in Lake Placid).

Should you leave the OPTC without following the procedures above and/or for reasons that OPTC operations (in coordination with your NGB) determines are non-essential, you will be given a warning. If it is determined by the OPTC that your off-site activity resulted in significant exposure to COVID-19, you will be required to self-isolate for a period of six days and be re-tested for COVID-19 before you may resume training. Repeated failure to limit your departures for essential purposes only may result in your on-site privileges being terminated. In such cases, you may be permitted to continue training in a more limited capacity as an outside user.

Isolation Protocols Due to Travel or Exposure
If you travel to a distant site, as determined by the OPTC, using public transportation (e.g., plane, train, bus) or in a car with people with whom you have not lived with for at least 14 days, or if you stay off-site overnight, then upon your return to the OPTC, you will be required to go through the testing and quarantine process again (minimum of six days).

In the event you are experiencing symptoms and/or are exposed to someone with COVID-19, you will be placed into isolation for a minimum of 14 days. Sports medicine will facilitate any necessary medical care. If you are diagnosed with COVID-19, you will not be allowed to leave isolation until it has been a minimum of 10 days since your symptom onset, you have been symptom-free for 72 hours and you have two negative COVID-19 PCR tests.

Acknowledgment
In consideration for you being allowed to reside on-site and access the OPTC facilities, you are required to comply with all rules and procedures outlined in this COVID-19 On-Site Participation Agreement. As a reminder, all rules and procedures are subject to change based on changes in public health guidance. Any changes will be communicated to you.

FAILURE TO COMPLY WITH THE HEALTH AND SAFETY MEASURES OUTLINED IN THIS DOCUMENT OR ANY UPDATED HEALTH AND SAFETY MEASURES MAY RESULT IN TERMINATION OF YOUR ON-SITE STATUS AND/OR ACCESS TO OPTC FACILITIES.
By electing to use the facilities at the OPTC, I acknowledge and voluntarily assume a risk of exposure to or infection with COVID-19 inherent in the use of these facilities, and the possibility that such exposure or infection may result in personal injury, illness, permanent disability and/or death. I understand that this acknowledgment does not waive any legal rights I might have.

Whenever I use OPTC facilities, I will keep in mind that COVID-19 is extremely contagious. No vaccine or treatment is yet available, and people who have COVID-19 may be asymptomatic or experiencing mild symptoms that go undetected. While the USOPC is implementing best practices to reduce the risk of COVID-19 spread, the USOPC cannot eliminate this risk entirely. Even with best practices, it is not possible at this time to eliminate the risk of contracting COVID-19 while outside or in semi-public places, including the OPTC. I understand that as a user of OPTC facilities, I must take adequate precautions to protect myself and others.

**Persons over the age of 18**

I have read this COVID-19 On-Site Participation Agreement, fully understand its terms, and sign it freely and voluntarily without any inducement.

Signature:   
Date:   
Name (Printed):   

**Parent or Legal Guardian (for persons under the age of 18)**

I represent that I am the parent or legal guardian of the below-named minor and that I am not prohibited by a court order or otherwise from consenting to this COVID-19 On-Site Participation Agreement on behalf of the below-named minor. I have read this COVID-19 On-Site Participation Agreement, fully understand its terms, and sign it freely and voluntarily on behalf of the below-named minor without any inducement.

Minor Name:   
Parent/Legal Guardian Signature:   
Parent/ Legal Guardian Name (printed):   
Relationship to Minor:   Date:   

*Office of the Athlete Ombudsman*
The Office of the Athlete Ombudsman is available to provide independent and confidential advice to elite athletes on sport-related rules, policies, and processes and to assist in the resolution of athlete concerns and disputes. Athletes may contact the Office of the Athlete Ombudsman at ombudsman@usathlete.org or 719-866-5000 or visit their website for more information.
APPENDIX 2
OFF-SITE PARTICIPATION AGREEMENT
COVID-19 OFF-SITE PARTICIPATION AGREEMENT

Congratulations, you have been selected as eligible to train at the Colorado Springs or Lake Placid Olympic & Paralympic Training Center (OPTC). Your ability to train at an OPTC during the COVID-19 pandemic is contingent upon your agreement to the rules outlined in this COVID-19 Off-Site Participation Agreement as well as the terms and conditions set forth in the standard OPTC admittance documents.

Please read this document carefully prior to signing. If you have any questions prior to signing, please contact USOPC Chief Medical Officer Dr. Jonathan Finnoff (jonathan.finnoff@usopc.org) for medical questions or Nicki Skinner, associate director of CSOPTC operations and transportation (nicki.skinner@usopc.org) for questions regarding the training facilities and operations.

The United States Olympic & Paralympic Committee (USOPC) is committed to protecting athlete health. As part of this commitment we have developed an infectious disease management strategy designed to reduce the risks of transmission of COVID-19 at USOPC facilities and events while allowing athletes to train.

COVID-19 is a disease caused by the SARS-CoV-2 virus. This highly contagious virus is spread primarily through respiratory droplets from infected individuals. There is no vaccine or effective treatment for COVID-19, and it can result in serious health problems including death. Until effective vaccinations or treatments are developed, the primary method of prevention of COVID-19 is through physical distancing, personal hygiene measures (e.g., hand washing, proper coughing/sneezing etiquette), wearing facial coverings, not sharing equipment, thorough cleaning procedures, identification of infected individuals or those exposed to infected individuals (i.e., contact tracing), and quarantining those individuals until they are no longer infectious.

While it is impossible to completely eliminate risk of COVID-19 transmission, the USOPC has implemented a vigorous infection prevention program at the OPTCs to keep you and your fellow users as safe as possible during training. For this program to be successful, we need everyone to commit to the process. As such, in consideration for you being allowed to train at the OPTC, you agree to comply with each of the following, which are described in further detail below:

1. Attend a COVID-19 education session prior to your arrival at the OPTC.
2. Prior to engaging in any training activities at the OPTC:
   a. Undergo a medical screening exam, which will include laboratory tests for COVID-19 (PCR and antibody tests), blood markers designed to reveal cardiac damage (troponin), assessments of heart and lung function (ECG & pulmonary function tests), and a physical exam.
   b. If it is determined that you previously had COVID-19, you agree to undergo additional cardiac testing as recommended by sports medicine prior to initiating your training program to screen for life-threatening cardiac complications associated with the COVID-19 infection.
Comply with all on-site infection prevention and training guidelines, which may be updated from time to time.

3. Abide by the isolation protocol outlined below (or as otherwise required by the USOPC) in the event you are exhibiting symptoms and/or have been exposed to someone with COVID-19.

**Education & Infection Prevention/Training Guidelines**

As noted above, you will be required to attend an education session and follow all on-site infection prevention and training guidelines in order to train at the OPTC. The education session and required infection prevention and training guidelines are based on current guidance provided by public health authorities concerning COVID-19 and its risks as well as best practices for mitigating the spread of the disease. **Note that this guidance is changing frequently and the USOPC therefore reserves the right to update infection prevention and training guidelines and other rules of participation at any time.** The USOPC will inform you of such changes when they occur. Currently, the infection prevention and training guidelines that you are required to comply with include, but are not limited to, the following:

- Complete a daily electronic symptom survey, self-symptom and temperature check, and accurately report findings from these assessments to USOPC sports medicine
- Wear facial covering at all times when at the OPTC except during training where the facial covering would inhibit exercise or potentially be dangerous
- Cover your cough or sneeze with a facial tissue or your elbow
- Avoid touching your face
- Wash your hands for more than 20 seconds and/or use hand sanitizer frequently
- Stay more than six feet away from people when not exercising or more than 12 feet away when exercising, unless your sport requires you to be closer
- Do not share food, water bottles, towels or other personal hygiene products
- Access only those areas you have been authorized to access and follow all OPTC cleaning protocols (which includes cleaning all equipment before and after use)
- Do not come to the OPTC if you are sick, experience symptoms and/or if you’ve been exposed to someone with COVID-19. In such cases, notify USOPC sports medicine immediately:
  - Colorado Springs OPTC: 719-866-4554; after hours on-call: 719-330-2697
  - Lake Placid OPTC: 518-523-8450; after hours on-call: 518-572-3652

While not required for off-site users, we **strongly encourage** you to minimize community activities outside your home when not at the OPTC. Try to minimize your activities outside of the home to essential errands (e.g., shopping, going to the pharmacy, getting gas, etc.) and activities (e.g., individual training outside with your own equipment) to protect yourself and the athletes and staff you train with from COVID-19 infection. Please try to avoid situations and activities that expose you to groups of people when physical distancing cannot be maintained.
Isolation Protocols Due to Exposure

In the event you are experiencing symptoms and/or are exposed to someone with COVID-19, you will be placed into isolation for a minimum of 14 days. Sports medicine will facilitate any necessary medical care. If you are diagnosed with COVID-19, you will not be allowed to leave isolation until it has been a minimum of 10 days since your symptom onset, you have been symptom-free for 72 hours and you have two negative COVID-19 PCR tests.

Acknowledgment

In consideration for being allowed to access the OPTC facilities, I agree to comply with all rules and procedures outlined in this COVID-19 Off-Site Participation Agreement. I understand all rules and procedures are subject to change based on changes in public health guidance and that such changes will be communicated to me.

I UNDERSTAND THAT MY FAILURE TO COMPLY WITH THE HEALTH AND SAFETY MEASURES OUTLINED IN THIS DOCUMENT OR ANY UPDATED HEALTH AND SAFETY MEASURES MAY RESULT IN TERMINATION OF MY ACCESS TO OPTC FACILITIES.

By electing to use the facilities at the OPTC, I acknowledge and voluntarily assume a risk of exposure to or infection with COVID-19 inherent in the use of these facilities, and the possibility that such exposure or infection may result in personal injury, illness, permanent disability and/or death. I understand that this acknowledgment does not waive any legal rights I might have.

Whenever I use OPTC facilities, I will keep in mind that COVID-19 is extremely contagious. No vaccine or treatment is yet available, and people who have COVID-19 may be asymptomatic or experiencing mild symptoms that go undetected. While the USOPC is implementing best practices to reduce the risk of COVID-19 spread, the USOPC cannot eliminate this risk entirely. Even with best practices, it is not possible at this time to eliminate the risk of contracting COVID-19 while outside or in semi-public places, including the OPTC. I understand that as a user of OPTC facilities, I must take adequate precautions to protect myself and others.
**Persons over the age of 18**

I have read this COVID-19 Off-Site Participation Agreement, fully understand its terms, and sign it freely and voluntarily without any inducement.

Signature: Date:

Name (Printed):

**Parent or Legal Guardian (for persons under the age of 18)**

I represent that I am the parent or legal guardian of the below-named minor and that I am not prohibited by a court order or otherwise from consenting to this COVID-19 Off-Site Participation Agreement on behalf of the below-named minor. I have read this COVID-19 Off-Site Participation Agreement, fully understand its terms, and sign it freely and voluntarily on behalf of the below-named minor without any inducement.

Minor Name:

Parent/Legal Guardian Signature:

Parent/Legal Guardian Name (printed):

Relationship to Minor: Date:

**Office of the Athlete Ombudsman**

The Office of the Athlete Ombudsman is available to provide independent and confidential advice to elite athletes on sport-related rules, policies, and processes and to assist in the resolution of athlete concerns and disputes. Athletes may contact the Office of the Athlete Ombudsman at ombudsman@usathlete.org or 719-866-5000 or visit their website for more information.
APPENDIX 3
PARTICIPATION AGREEMENT
REVIEW PANEL PROCEDURES
In order to protect the safety and well-being of all athletes training and/or residing at an Olympic & Paralympic Training Center (OPTC), specific health protocols have been put in place due to the COVID-19 pandemic. Individuals must agree to the terms outlined in the COVID-19 Participation Agreement & Waiver (the “Agreement”) as a condition to use the facilities of the OPTC (hereinafter referred to as “individual”). In the event of any dispute arising from that agreement, these OPTC COVID-19 Review Panel Procedures (the “Procedures”) outline the basic framework to resolve such disputes.

1. Jurisdiction and Scope. These Procedures apply to any individual who has signed the Agreement for either onsite or offsite use of the OPTC in Colorado Springs or in Lake Placid. An individual who has signed the agreement and who is negatively impacted by a decision may bring forward a dispute arising out of that agreement, including but not limited to:
   A. Determinations of what constitutes “essential” offsite activities or clarification of obligations under the Agreement (“Interpretation Determinations”);
   B. Restrictions and/or removal from an OPTC, or any other consequence, based on any alleged violation of the Agreement, which includes alleged transgressions related to onsite or offsite activity that compromises infection control recommendations as outlined in the Agreement (“Violation Determinations”).

Any dispute regarding National Governing Body (NGB) rules or restrictions will be handled through the NGB’s grievance process. Any other OPTC issue or dispute, including but not limited to, Athlete Safety matters, background checks and other disciplinary action will not be handled through these Procedures and rather addressed through the applicable and relevant policy.

2. Interpretation Determinations. For any issue that needs interpretation of what constitutes an “essential” offsite activity, or clarification of the obligations as listed in the Agreement, the United States Olympic & Paralympic Committee (USOPC) staff at an OPTC has the sole authority to make the determination. The determination will become effective immediately.

Individuals must first seek interpretation from the front desk staff at the OPTC. The front desk staff may seek additional assistance as needed to make any Interpretation Determinations.

If the individual disagrees with the determination, the individual may request a review and final determination with the USOPC Vice President of Sports Medicine, and the Senior Director, CSOPTC, or their designees.

There shall be no further right of appeal from this review, nor any option to request a review by the Review Panel under these Procedures, for any Interpretation Determinations.
3. **Violation Determinations.** For matters involving an alleged violation of the Agreement, the USOPC Vice President of Sports Medicine and the Senior Director, CSOPTC, or their designee, have the authority to make the Violation Determination, including any consequences, effective immediately. This may include violations for Interpretation Determinations.

In the case of removal of any onsite long-term athlete, the USOPC may provide housing for the individual for up to 10 days, either onsite (only if necessary, health protocols are implemented and followed) or offsite. The USOPC has the discretion whether to secure housing for any duration longer than 10 days. Depending on the violation and situation, the individual may be considered for the offsite program on a longer basis.

4. **Informal Resolution.** The USOPC Vice President of Sports Medicine and the Senior Director, CSOPTC, or their designees, may work with the individual in order to informally resolve the dispute. Any agreement to resolve the dispute through informal efforts will be in writing and shall be binding. An individual may be subject to additional consequences if they fail to comply the informal resolution agreement. No further appeal or review will be provided.

5. **Requesting a Review for Violation Determinations.** If a dispute regarding the consequences stemming from a Violation Determination cannot be resolved informally after working with the USOPC Chief Medical Officer (CMO) and the respective OPTC Director, or their designee, the individual may request a formal review by the Review Panel. The request for a review must be made in writing to the USOPC’s Dispute Resolution Unit (DRU) at: dru@usopc.org. The individual must designate whether they request a review on an expedited basis on written submissions only, or through a hearing.

The USOPC staff who implemented the consequence will be notified of the request for a review and will be given the opportunity to present their determination, and reasonings thereof, in the hearing.

6. **Review Panel Composition.** The Review Panel for Violation Determinations will consist of the following individuals:
   - Chief Medical Officer, or their designee
   - Chief of Business Operations, or their designee
   - Chief of Sport Performance, or their designee
   - VP of Security & Athlete Safety, or their designee
   - Two Athlete Representatives, meeting the qualifications for a 10-year rule athlete within the USOPC Bylaws.

   No individual serving on the review panel will have any direct involvement in the initial OPTC determination. Each Review Panel member will remain impartial and free from any bias.

   A representative from USOPC Legal or the DRU may participate in the hearing and offer counsel to the Review Panel, but has no vote in any final decision.

7. **Standard of Review.** The Review Panel will determine whether the USOPC had a reasonable basis to implement the consequence to protect the health and safety of athletes training and/or residing at the OPTC. In making its decision, the Review Panel will consider:
• The individual's health, safety and well-being;
• The health, safety and well-being of others training and/or residing at the OPTC, along with the health and safety of USOPC staff working at the OPTC;
• The ability to reduce the risks of transmission of COVID-19 at USOPC facilities;
• The legitimate interest of the USOPC in providing a safe environment for athletes and other individuals who reside, train or compete at USOPC Training Centers;
• The seriousness of the alleged violation or request; and
• Repeated violations.

The Review Panel may adopt the consequence as implemented by the USOPC, but is not restricted to that sanction. The review panel may instead determine that another proportionate consequence will be implemented. Additionally, the Review Panel may determine whether a violation occurred or not.

8. **Notice of Hearing.** After a request for a review is made, the individual and USOPC staff will be provided with a notice of the hearing with the date, time, call-in details and any other relevant information.

9. **Timeframe.** The USOPC will use its best efforts to hold a hearing in front of the Review Panel within 48 hours for urgent matters and within five business days for all other issues. Accordingly, individuals must understand that reviews cannot occur immediately.

10. **Format of Hearing.** The hearing will be held through tele/video conference whereby the individual will have an opportunity to present their position to the Review Panel, including the ability to submit any relevant evidence. The USOPC staff who made the consequence for the initial Violation Determination may also present and offer any relevant information. The Review Panel will administer the proceeding and may ask questions of the individual or the USOPC staff at any time.

11. **Advisor.** The individual has the right to be represented at any point, including at the hearing, by an advisor at their own expense. The advisor may be any person, including an attorney.

12. **Expedited Review.** The individual may request an expedited review where the Review Panel reviews the matter on written submissions only. The USOPC staff would also be allowed to provide written submissions. A majority of the Review Panel may make a determination. The Review Panel will use its best efforts to render a decision within 24 hours.

13. **Decision.** After a hearing, a determination will be made based on a majority vote of the Review Panel. The Review Panel will issue a written decision and may deliver an interim decision on an expedited basis. The decision will be final and binding.

14. **Appeal.** There will be no right to appeal any decision of the Review Panel.

15. **Section 9 Rights.** Any dispute arising under the jurisdiction of these Procedures are not reviewable under Section 9 of the USOPC Bylaws. However, nothing herein limits an individual to pursuing any other complaint under Section 9 of the USOPC Bylaws, if applicable.
16. **Athlete Ombuds.** The Office of the Athlete Ombuds is available to provide independent and confidential advice to elite athletes on sport-related rules, policies, and processes and to assist in the resolution of athlete concerns and disputes. Athletes may contact the Office of the Athlete Ombuds at ombudsman@usathlete.org or 719-866-5000 or visit their [website](#) for more information.