

**US BIATHLON**  
**ATHLETE SELECTION PROCEDURES**  
**2020 YOUTH OLYMPIC GAMES**  
**August 21, 2018**

**1. SELECTION SYSTEM**

1.1. Provide the minimum eligibility requirements for an athlete to be considered for selection to the Team:

1.1.1. Nationality/Passport requirements:

Athlete must be a national of the United States at the time of selection.

Athlete must hold a valid U.S. passport that will not expire for six months after the conclusion of the Games.

1.1.2. Minimum International Olympic Committee (IOC), standards for participation:

Any competitor in the Youth Olympic Games must be a national of the country of the National Olympic Committee (NOC) which is entering such competitor. For additional information regarding an athlete who is a national of two or more countries, has changed his or her nationality or acquired a new nationality, refer to the Olympic Charter (Rule 41).

1.1.3. International Federation (IF) standards for participation:

*The International Biathlon Union limits participation in the YOG by age.*  
Athletes must have birthdates that fall on, or between January 1, 2002 and Dec 31, 2003.

1.1.4. Other requirements (if any):

*Each athlete must be a member in good standing of the NGB.*

- Athletes must have successfully completed all Games Registration requirements by stated deadline.
- Be available for entire duration of the Games.
- Participate in the cultural and education program, as requested.

1.2. Tryout Events:

- 1.2.1. Provide the event names, dates and locations of all trials, events and camps to be used as part of the selection process.

There will be three (3) qualifying race series:

- Youth and Junior World Trials, Soldier Hollow, UT, December 28-31, 2018 – 3 races
- US National Championships, March 28-31, 2019 – 3 races
- Summer Festival, Jercho, VT, August 17-18 2019 – 2 races

All athletes participating in the trials must compete in the youth class at all events which will be used in the team selection.

- 1.3. Provide a comprehensive, step-by-step description of the method that explains how athletes will go through the selection process (include maximum Team size).

**1.3.1 Team Size:**

**4 women**, if we are ranked Top 10 at the IBU WC Nation Cup points WOMEN at the 2018-2019 Season.

**4 men**, if we are ranked Top 10 at the IBU WC Nation Cup points MEN at the 2018-2019 Season.

**3 women**, if we are ranked in the top 19 for the 2018-2019 season IBU Junior Cup Nation Cup points WOMEN (IBU Junior Cup, IBU Junior European Championships and IBU Youth and Junior WCHs counting – best 3 athletes per event). All teams ranked in the top 19 for the 2018 - 2019 Season will be allowed 3 athletes.

**3 men**, if we are ranked in the top 19 for the 2018-2019 season IBU Junior Cup Nation Cup points MEN (IBU Junior Cup, IBU Junior European Championships and IBU Youth and Junior WCHs counting – best 3 athletes per event). All teams ranked in the top 19 for the 2018 - 2019 Season will be allowed 3 athletes.

**1.3.2 Qualifying Process:**

There will be three qualifying race series as stated above in 1.2.1.

Athletes will be scored on the USBA Percent back system, scoring their best 4 of 8 races. Only US Athletes of eligible age will be scored in the points base. Only one roller ski race result from the Summer Festival in Jericho can be counted.

The top two ranked male and female athletes will be nominated to the 2020 Youth Olympic Team. The third/ fourth position (depending on final quota) for both men's and women's team will be selected through staff discretionary recommendation and subject to ICC approval. Rankings in the scoring of the best 4 of 8 races will be heavily weighted by staff and ICC for the discretionary choice.

Note: athletes will need to abide by USBA waxing protocols for Youth and Junior World Team Trials and US National Championships. Also, matched roller skis will be used for the Summer Festival and all athletes that wish to be considered must participate in the matched ski protocol. Details of the respective protocols will be published in connection with registration information for each event.

### **1.3.3 Scoring - USBA Percent back system:**

An athlete's percent-back in a race is calculated using the following formula:

Athlete's %-Back =  $2 - (\text{athletes time} / \text{average time of the top three finishers scored})$

If there are only two finishers that can be scored, the average of their times shall be used as the denominator in the formula above. If only one finisher can be scored, that athlete shall receive a percent-back of 100%.

### **1.3.4 Contingencies:**

In the event that weather conditions or other issues prevent a trials series from being held at the planned time and place the International Competition Committee (ICC) reserves the right to change the location, date, and or format of the trials series.

In the event that one or more events are canceled or cannot be held or are in the view of the ICC held under grossly unfair conditions and not rescheduled by the ICC, the following contingencies may be applied by the ICC:

- 1) In case only 7 races are held, best 4 will be scored
- 2) In case only 6 races are held, best 3 will be scored
- 3) In case only 5 races are held, best 3 will be scored
- 4) In case only 4 races are held, best 2 will be scored
- 5) If three races are held the best two of three will be scored.
  
- 6) If only two races of the series are held the following can be used: The winners of each of the races held shall be named to the team and any additional athletes may be named discretionarily by the ICC using the USBA Principles of Discretion.
  
- 7) If one or no races are held the ICC reserves the right to name team by discretion and/or to create a new trials process for team selection.

## **2. DISCRETIONARY SELECTION**

- 2.1. Provide rationale for utilizing discretionary selection:

The purpose of a discretionary choice is to ensure selection of the most competitive team. Creating watertight, finite criteria for discretionary choices is impossible, since by their very nature they are meant to account for the unanticipated circumstances, which inevitably elude the principles of objective criteria.

2.2. List the discretionary criteria and explain how they will be used:

US Biathlon Principles of Discretion

Based on the context of the situation, the ICC will select the athlete(s) that has the best chance of producing the best result based on the following factors, in no particular order:

- a. History of performance in an event over the previous 2 competitive seasons
- b. Recent display of internationally competitive ski speed in competition and/or training
- c. Recent improvements in results (both in training and racing)
- d. Recent positive direction or trend of competition results indicating a potential for Olympic success. This includes indication of medal potential in future Olympic or World Championship competition that would be materially enhanced by selection to the Team.
- e. Recent decline in results (both in training and competition)

2.3. Provide the name of the committee that will be responsible for making discretionary selections, along with a complete list of the members' titles currently serving on the committee:

US Biathlon International Competition Committee (ICC)

- Chair: Jay T. Kearney
- Chief of Sport: Bernd Eisenbichler
- USOC AAC Athlete Representative: Sara Studebaker-Hall
- Coach Representative: Sarah Lehto
- Athlete Development Manager: Tim Burke

2.3.1. Specify the process that will be used to identify and handle any potential conflicts of interest involving a member of the committee.

Any member of the selection committee that has a possible conflict of interest must disclose it. If such conflict exists, the selection committee

member must recuse him/herself from committee discussions and voting. Further, the committee member should not otherwise influence other members of the committee in the selection process. However, a committee member who recused him/herself, but who has relevant and necessary information with respect to athlete performance, for example a national team coach or high performance director, may, if requested by the selection committee, provide such information to the committee so long as such information is provided in a fair and unbiased manner and the committee member who declared the conflict of interest does not vote toward the final decision. If the Athlete Representative has a conflict of interest the Committee will invited the other Alternate USOC AAC representative.

### **3. REMOVAL OF ATHLETES**

- 3.1. Prior to entry by name to the Local Organizing Committee by the USOC, the NGB has jurisdiction over potential nominees.

An athlete who is to be nominated to the Team by the NGB may be removed for any of the following reasons, as determined by the NGB:

- 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the US Biathlon CEO.
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by US Biathlon. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by the NGB, his/her injury will be assumed to be disabling and he/she may be removed.
- 3.1.3. Failure to participate in Mandatory Training and/or Competition as defined in Section 9 of these procedures.
- 3.1.4. Violation of the US Biathlon's Code of Conduct (Attachment A).

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the USBA's Bylaws (Chapters 28, 29, 30, 31 and 32) and the USOC's Bylaws, Section 9.

- 3.2. Once athlete entries have been submitted to the Local Organizing Committee by the USOC, the USOC has jurisdiction over the Team, at which time, in addition to any applicable NGB Code of Conduct, the USOC's Code of Conduct and Grievance Procedures apply. The USOC's Code of Conduct and Grievance Procedures can be found at:

<http://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman/Resources/Code-of-Conduct>

<http://www.teamusa.org/Footer/Legal/Governance-Documents>

- 3.3. An athlete may be removed as a nominee to the Team or from the Team for an adjudicated violation of IOC, PASO, IPC, WADA, IF, USADA and/or USOC anti-doping protocol, policies and procedures, as applicable.

#### **4. REPLACEMENT OF ATHLETES**

- 4.1. Describe the selection and approval process for determining replacement athlete(s) should a vacancy occur:

- 4.1.1. Prior to submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:  
The US Biathlon ICC (as listed above in 2.3) will determine any needed replacement using the described in section 2 above.

- 4.1.2. After submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:  
Same procedure as 4.1.1 above

#### **5. SUPPORTING DOCUMENTS**

US Biathlon will retain the approved Selection Procedures and all supporting documents, including scouting or evaluation forms, etc., and data from the selection process for six months past the date of the Closing Ceremony of the Games.

#### **6. REQUIRED DOCUMENTS**

In addition to the USOC Code of Conduct, the following documents are required to be signed by an athlete as a condition of nomination to the Youth Olympic Games and are included as attachments:

- US Biathlon Code of Conduct – See Attachment A

#### **7. PUBLICITY/DISTRIBUTION OF PROCEDURES**

The USOC approved Selection Procedures (complete and unaltered) will be posted/published by the NGB in the following locations:

- 7.1. NGB Web site: [www.USBiathlon.org](http://www.USBiathlon.org)

These procedures will be posted as soon as possible, but not more than five business days following notice of approval by the USOC.

**8. DATE OF NOMINATION**

The Nomination of Athletes form, including replacements, will be announced to all athletes and submitted to the USOC on or before:

- **December 13, 2019**

**9. MANDATORY TRAINING AND/OR COMPETITION**

Specify the location, schedule and duration of mandatory training and/or competition (if any): *US Biathlon will provide at least 30 days advance to all selected athletes regarding any mandatory training and/or competition. Information will be emailed to each athlete as soon as it is available.*

**10. ANTI-DOPING REQUIREMENTS**

Athletes must adhere to all IOC, IPC, PASO, WADA, IF, USADA and USOC anti-doping protocols, policies and procedures, as applicable. This includes participation in Out-of-Competition Testing as required by the IOC, IPC, PASO, WADA, IF, USADA and USOC Rules, as applicable.

**11. DEVELOPMENT OF SELECTION PROCEDURES**

The following committee/group (include names and titles) was responsible for creating these Selection Procedures:

US Biathlon International Competition Committee (ICC)

- Chair: Jay T. Kearney
- Chief of Sport: Bernd Eisenbichler
- USOC AAC Athlete Representative: Sara Studebaker-Hall
- Coach Representative: Sarah Lehto
- Athlete Development Manager: Tim Burke

**12. NGB BYLAWS AND GRIEVANCE PROCEDURES**

US Biathlon's Bylaws and Grievance Procedures can be found at:

<http://www.teamusa.org/US-Biathlon/About-Us/Governance.aspx>

**13. INTERNATIONAL DISCLAIMER**

These procedures are based on IOC and/or International Biathlon Union’s rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC and/or International Biathlon Union’s rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to US Biathlon. However, the selections are always subject to unforeseen, intervening circumstances, and realistically may not have accounted for every possible contingency.

If any force of nature, or force majeure, should cause the alteration or cancellation of any of the selection events listed in this document, these selection procedures will be revised, pursuant to their resubmission to the USOC.

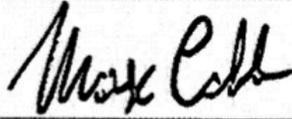
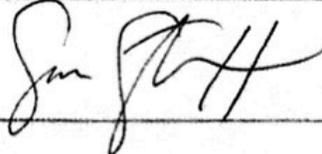
**14. ATHLETE OMBUDSMAN**

Athletes who have questions regarding their opportunity to compete that are not answered by US Biathlon may contact the USOC Athlete Ombudsman, Kacie Wallace, by:

- Telephone at (719) 866-5000
- Email at [Kacie.wallace@usoc.org](mailto:Kacie.wallace@usoc.org)
- <http://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman>

**15. NGB SIGNATURES**

**I certify that I have read and understand the standards/criteria set by our IF and/or CF (PAG/PPAG only) and incorporated those standards/criteria into our Selection Procedures. I further certify that the information provided herein regarding Athlete Selection Procedures represents the method approved by US Biathlon.**

Position	Print Name	Signature	Date
NGB President or CEO	Max Cobb		21 Aug '18
Nat. Program Director	Bernd Eisenbichler		21 Aug '18
USOC Athletes' Advisory Council Representative*	Sara Studebarker-Hall		21 Aug '18

\* If the USOC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.

\* Signature by the Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Athlete Selection Procedures being submitted by the NGB, he/she may submit those reasons in writing to his/her Sport Performance Team.

\* If, for some reason, a sport does not have an elected USOC AAC Representative, the NGB must designate an athlete from that sport to review and sign the Selection Procedures.

## Attachment A

### US Biathlon Code of Conduct

#### ATHLETE PLEDGE

I pledge to uphold the spirit of the US Biathlon Code of Conduct (the “Code”), which offers a guide to my conduct as a member of the USA National Biathlon Team (the “Team”). I understand that I have a right to a hearing if my opportunity to compete is denied or if I am charged with a violation of this Code.

I have familiarized myself with the Code and understand that acceptance of its provisions is a condition of my selection to the Team.

**As a Member of the Team, I hereby promise and agree that:**

- I will abide by all published rules related to the Team selection procedures as approved by US Biathlon;
- I have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- I will maintain a level of fitness and competitive readiness that will permit my performance to be at the maximum of my abilities;
- I will complete / submit athlete location forms as required by the United States Anti-Doping Agency (USADA), and otherwise comply with the anti-doping rules / requirements of the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), USADA , the United States Olympic Committee (USOC) and the International Biathlon Union;
- I am not currently serving a doping violation penalty and do not have a pending or unresolved doping charge;
- I will not engage in any conduct that is criminal under any laws applicable to me, including, but not limited to laws governing the possession and use of drugs and alcohol and providing of drugs to any person and of alcohol to minors;
- I will not participate or assist in any gambling or betting activities associated with any event related to biathlon or my participation;

- I am eligible to compete under the rules of International Biathlon Union;
- Should I be chosen for an international team that requires a passport, I am in possession of a valid USA passport, that will not expire prior to six months following the conclusion of the international competition;
- I will refrain from conduct detracting from my ability or that of my teammates to attain peak performance;
- I will respect the property of others whether personal or public;
- I will respect members of my Team, other teams, spectators and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse;
- I will follow my Team's written rules, including by way of example, rules regarding curfew, required attendance at team meetings and prohibitions on the release of confidential team information;
- US Biathlon Team Rules include the following in addition to any provided at a specific event or camp:
  - I will participate to the very best of my ability in every competition to which I am entered by the US Biathlon Team and will inform the team as soon as possible if I am unfit to compete at my best
  - If I am training under the guidance of the US Biathlon Team coaches and staff, I will follow the team training plan as mutually agreed to with the responsible team coach
  - If I am training under the guidance of the US Biathlon Team coaches and staff, I will submit training data as requested by the US Biathlon team coach assigned to me in a timely and regular manner – including but not limited to heart rate monitor files, training logs, shooting results, test results, etc.
- I am aware that US Biathlon sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, I will wear designated US Biathlon apparel at all official Team functions and events;
- I will not conceal or cover-up any US Biathlon sponsor, supplier or licensee brand or other identification appearing on my US Biathlon apparel;
- I will not add any markings of any kind to the visible part of my US Biathlon uniform without first obtaining written permission to do so from the CEO of US Biathlon;

- I will abide by the rules of the International Biathlon Union concerning allowable trademark identification on clothing and equipment worn or used in competition or on visible body tattoos.
- I agree to be filmed and photographed by the official photographer(s) and network(s) authorized by US Biathlon under conditions authorized by US Biathlon and give event organizers and US Biathlon the right to use my name, picture, likeness, and biographical information before, during and after the period of my participation in these activities to promote the activity in which I participate or to promote the success of the team on which I compete; in no event may US Biathlon or the event organizers use or authorize the use of my name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply an endorsement of any company, product, or service, without my written permission;
- I will not use or authorize the use of photographs, films or videos of myself in my US Biathlon apparel or equipment or the use of the US Biathlon logo for the purpose of trade, without the prior written consent of US Biathlon;
- I understand that if I require legal representation because I am accused of a doping violation or am accused of criminal misconduct, or if for any other reasons I require the services of an attorney, I will be personally responsible for payment of such legal fees and expenses;
- I will act in a way that will bring respect and honor to myself, my teammates, US Biathlon and the United States of America; and
- I will remember that at all times I am an ambassador for my sport, my country and the Olympic Movement.

## ATHLETE OMBUDSMAN

I may contact the USOC Athlete Ombudsman, Kacie Wallace, by:

- Telephone at (719) 866-5000
- Email at [Kacie.wallace@usoc.org](mailto:Kacie.wallace@usoc.org)

<http://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman>  
for further information regarding my rights under this Code  
that are not answered by US Biathlon.

## PARTICIPANTS' AFFIRMATION

I have read and accept this Code of Conduct. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of being selected to participate as a member of the Team.

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Signature	Date
US Biathlon Association, Inc.	Biathlon

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<b>NGB Name</b>	<b>Sport</b>
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<p style="text-align: center;"><b>PARENT/GUARDIAN CERTIFICATION</b> <b>(For Participants Under the Age of 18 as of Date of Signature)</b></p>
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Signature	Date
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Relationship (Parent or Guardian)