USA FIELD HOCKEY ATHLETE SELECTION PROCEDURES
2019 PAN AMERICAN GAMES (MEN)
Amended June 11, 2019

1. SELECTION SYSTEM

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

1.1.1. Nationality/Passport requirements:

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

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), International Paralympic Committee (IPC) and/or Pan American Sport Organization (PASO) (PAG and PPAG only) standards for participation:

Any competitor in the Olympic, Paralympic, Pan American or Parapan American Games must be a national of the country of the National Olympic Committee (NOC) or National Paralympic Committee (NPC) 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 IOC Charter (Rule 42), the IPC Handbook (Section 2, Chapter 3.1), or the PASO Statutes (Article XXII, Sections 4 and 5).

1.1.3. Minimum International Federation (IF) and/or Continental Federation (CF) (PAG and PPAG only) standards for participation (if any):

N/A

1.1.4. Other requirements (if any):

Athlete must be a member in good standing of USA Field Hockey.

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.

The U.S. Pan American Team will be selected from USA Field Hockey's Men's Player Pool. Selection to the Player Pool and events, competitions and training opportunities are listed in Section 1.3 below.

1.2.2. Provide event names, dates, locations and description of how athletes qualify for the trials, events and camps listed above in 1.2.1. (if any)
See section 1.3

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

1.3.1. **USA Field Hockey Men's Player Pool.** Athletes meeting the minimum eligibility requirements outlined in 1.1 are eligible to be selected as a member of the Pool. Athletes must be a member of the Pool at the time of selection to be eligible for nomination to the 2019 Pan American Team. Athletes will be added to the Pool based on the selection criteria outlined below.

Athletes who are members of the Pool shall include the following:

* Athletes selected as a member of a USA Field Hockey Men’s National Squad or Junior National Squads during the 2018-2019 year.

* Athletes selected as a member of a USA Field Hockey touring team during the 2018-2019 year.

* Athletes selected as a member of the High Performance Center (HPC) program during the 2018-2019 year.

* Athletes invited to a USA Field Hockey selection or training camp during the 2018-2019 year.

* Athletes identified during ongoing screening at any USA Field Hockey, international, club, indoor or high school event.

Information concerning event dates, etc. can be found at [www.usafieldhockey.com](http://www.usafieldhockey.com).

1.3.2. Athletes in the Pool are observed and monitored by the National Coaching Staff and Men’s Selection Committee during competitions and trainings throughout 2018 and 2019 year and will be considered for selection to the Pan American Games Team based on cumulative observations and evaluations using the selection criteria in Section 2. The Men’sSelection Committee (MSC) will nominate 16 athletes for the 2019 Pan American Team. All athletes in the Pcol who are not nominated to the final 16 will become replacement athletes.

2. **DISCRETIONARY SELECTION (if applicable)**

2.1. Provide rationale for utilizing discretionary selection (if any):

Field hockey is a team sport. Whilst athletes can do a great deal to develop in an individual environment, ultimately that athlete has to be able to realize their
potential and perform within a team. Acknowledgement is made that in selecting for a team sport, combinations of athletes, attitude, work ethic, the balance of a squad and the ability of athletes to play in more than one position are also considered alongside individual skill level.

Selection criteria are comprised of a mixture of demonstrated technical abilities, tactical understanding, physiological and psychological abilities as well as the attitude and work ethic expected of current or potential international field hockey athletes. The measure of some of these components is somewhat subjective, with others being measured objectively. Physiological abilities shall be measured objectively by experts within that field and who operate as an integrated member of staff of the USAFHPP.

The selection environments are a combination of training, testing, domestic competition and international exposure. An athlete is eligible for selection if performance within the identified areas are deemed appropriate by the National Team Coaching Staff. In addition, an athlete’s adherence to the training Program, their attitude, behavior and commitment will also be taken into consideration.

The multi-faceted nature of team sport make objective criteria very difficult to define, and thus there will be a significant component of subjective decision making in regard to final selection. In addition, tournament to tournament, the balance of the squad may be altered to meet the needs of the program, its development, and desired performance outcomes.

2.2. List the discretionary criteria and explain how they will be used (if any):

Given the nature of our sport, the selection criteria for field hockey is a mixture of technical, tactical, physiological and psychological components. Indeed the measure of these components is somewhat subjective with specificity being aligned to each of the components with some objective measures. Objective measures, which tend to be most common within the physiological makeup of athletes, are handled by experts in the field.

The environments from which selection is measured is a mix between training, domestic competition and international tournament exposure. An athlete from the Pool is eligible for selection as long as the performance within the technical, tactical, psychological and physiological areas is deemed appropriate by the National Coaching Staff.

Combinations of makeup and performance will ultimately be subjectively assessed by the National Coaching Staff for National Team exposure for all tournaments and competition.

For the Pan American Games, athletes providing the best combination of technical, tactical, physiological and psychological makeup will be selected by the MSC.

Video may be used to assess discretionary criteria.
Individuals will be evaluated via MNT Selection Evaluations (Attachment A)

Physical

Players have the ability to compete, excel and recover in an international hockey environment. The rigors of international competition with 5-6 games in an 8 day period or a 6 day a week training environment requires an elite level of physical ability.

Technical

Players have the necessary technical skills to be successful in the international game.

Specialist skills surrounding attack corners, position specific needs to allow them to be successful playing as a goalkeeper, defender, midfielder, or striker. There needs to be a very high level of consistency in technical proficiency under pressure and at high speed for all positions.

Tactical

Players have a sound understanding of the tactical elements within the game of hockey.

They have the ability to read a game, provide tactical observations/solutions and implement the necessary changes on the field relative to their position and the team.

Have the ability to learn, understand, coach and implement a set tactical adjustment or game plan under pressure.

Mental

Players have a 'tool box' to allow them and their teammates to excel in a highly competitive environment. Players can recover from mistakes, push themselves and others, train and compete with a growth mindset.

Behaviors

Leadership

Have the ability to lead themselves and others.

Professionalism

At all times act and compete in a manner that exudes professionalism on and off the field.

Communication
Effectively and efficiently within a competitive environment.

Coachability

Have a growth mindset for developing as a player and a person committed to the same goals and outcomes as the group.

Flexibility

Ability to change positions within lines and across the field in the best interest of the team and to develop into a more versatile player.

Team Cohesiveness

Committed to the best interest of the team at all times with the above criteria and necessary performance behaviors aiming to be exceeded.

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:

Men’s Selection Committee (MSC):

Men’s Head Coach
Men’s Associate Head Coach
Men’s National Team Staff member
Athlete Advisory Committee Representative

Any individual who is unable to serve on the committee for whatever reason will be replaced accordingly.

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 nomination 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.

3. REMOVAL OF ATHLETES
3.1. Prior to acceptance of nominations by the USOC, the NGB/HPMO has jurisdiction over potential nominees.

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

3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the NGB HPMO CEO/Executive Director.

3.1.2. Injury or illness as certified by a physician (or medical staff) approved by the NGB/HPMO. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by the NGB/HPMO, his/her injury will be assumed to be disabling and he/she may be removed.


3.1.4. Failure in any of the areas in 2.2 and to maintain a level of fitness and competitive readiness that permits performance to be at the highest level possible as required by the Men’s National Team physical testing procedures.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the NGB’s/HPMO’s Bylaws (USAFH: Bylaw article 17.1.2) and the USOC’s Bylaws, Section 9.

3.2. Once an athlete nomination is accepted by the USOC, the USOC has jurisdiction over the Team, at which time, in addition to any applicable NGB HPMO 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/For-Athletes/Athlete-Ombudsman/Games-Information.aspx

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:

All athletes in the Pool who are not nominated to the final 16 will become replacement athletes.

4.1.1. Prior to submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

Prior to acceptance of nominations by the USOC, replacement athletes
will be selected based on the selection criteria and procedures contained in this document (see Section 2.)

4.1.2. After submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

After acceptance of nominations by the USOC, replacement athletes will be selected based on the selection criteria and procedures contained in this document (see Section 2.)

5. SUPPORTING DOCUMENTS

USA Field Hockey 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 Olympic, Paralympic, Pan American or Para Pan American Games and are included as attachments:

   Men's National Team Athlete Agreement - Attachment A

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

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

7.1. NGB/HPMO Web site: www.usafielddhockey.com

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

7.2. Other: N/A

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: June 16, 2019

9. MANDATORY TRAINING AND/OR COMPETITION

Specify the location, schedule and duration of mandatory training and/or competition:

Athletes are required to make themselves available for all domestic or international
Competitions, which dates and locations will be announced at least 30 days prior to the event, with the Men’s National Team. Athletes who are a part of the Centralized Training Program are required to participate in weekly trainings. Remote Athletes are required to follow their respective training schedule in conjunction with their clubs training and competition schedule.

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:

Rutger Wiese, Men’s National Team Head Coach
Brian Schledron, Men’s National Team Associate Head Coach
Hugo Mazzalupi, Men’s National Team Manager
Shannon Taylor, Junior Men’s National Team Head Coach
Lauren Crandall, AAC Representative

12. NGB/HPMO BYLAWS AND GRIEVANCE PROCEDURES

The USA Field Hockey Bylaws and Grievance Procedures can be found at: www.usafielddhockey.com.

13. INTERNATIONAL DISCLAIMER

These procedures are based on IOC, IPC, PASO, as applicable, and/or FIH rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC, IPC, PASO, as applicable, and/or FIH rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USA Field Hockey. 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 USA Field Hockey may contact the USOC Athlete Ombudsman by:

<table>
<thead>
<tr>
<th>Position</th>
<th>Print Name</th>
<th>Signature</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>NGB/HPMO President or CEO/Executive Director</td>
<td>Simon Hoskins</td>
<td></td>
<td>6.11.19</td>
</tr>
<tr>
<td>National Team Head Coach</td>
<td>Rutger Wiese</td>
<td></td>
<td>6/11/19</td>
</tr>
<tr>
<td>USOC Athletes’ Advisory Council Representative*</td>
<td>Lauren Crandall</td>
<td></td>
<td>6/11/19</td>
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- Telephone at (719) 866-5000
- E-mail at athlete.ombudsman@usoc.org

15. NGB/HPMO 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 USA Field Hockey.

* 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/HPMO, 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 HPMO must designate an athlete from that sport to review and sign the Selection Procedures.