USA Field Hockey

ATHLETE SELECTION PROCEDURES

OLYMPIC GAMES 2020
(WOMEN'S)

July 15, 2019

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 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 Olympic Charter (Rule 41), 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):

1.1.4. Other requirements (if any):

- 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. Olympic Team will be selected from USA Field Hockey's National Team 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 1.3

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).

- Athletes selected to the Women’s National Team in 2019 – 2020
- Athletes selected to the USAFH Junior National Squads during the 2019 – 2020 period
- Athletes selected as a member of a High Performance Center Program during the 2019 – 2020 period
- Athletes invited to a USAFH Women’s National Team trial or training session during the 2019 – 2020 period
- Athletes identified during ongoing assessment at any NCAA or USAFH event.

1.3.2 Athletes in the Pool are observed and monitored by the Women’s National Team High Performance Staff during international competition and other events (e.g. Women’s National Team Trial, NCAA events, training camps and centralized training where relevant) during 2019 and 2020 and will be considered for selection for the Olympic Games Team based on cumulative observations and evaluations using the selection criteria in Section 2.

1.3.3. For the Olympic Games, the 16 athletes who provide the best combination of technical, tactical, physiological and psychological makeup, attitude, work ethic, balance and blend of squad, using the criteria outlined in Section 2, will be recommended by the Women’s National Team High Performance Staff for final approval by the Women’s Selection Committee (WSC).

2. DISCRETIONARY SELECTION (if applicable)

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

The multi-faceted nature of team sport makes objective criteria very difficult to define, and thus there will be a significant component of discretionary decision making with regard to final selection. The criteria below are weighted against the requirements of a senior international player at world podium level. The criteria are not a nationwide comparison.

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

The selection criteria for field hockey is a mixture of technical, tactical, physiological and psychological components as well as attitude, work ethic, blend and balance of the
squad. 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 and include maximal aerobic speed, speed, strength, the ability to repeat high intensity actions and low to ground actions required in field hockey at international level.

The environment from which selection is measured is a combination of centralized training, testing, 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, physiological, attitude, and work ethic areas is deemed appropriate by Women’s National Team High Performance Staff. In selecting athletes as members of the Olympic Games Team, the Women’s National Team High Performance Staff will consider the information listed below. Statistical, video, written and observational evaluations of athletes shall be retained by USA Field Hockey for at least six (6) months past the Closing Ceremonies of the 2020 Olympic Games.

The Women’s National Team High Performance Staff and National Team Coaches will use the following criteria, not listed in any priority order:

**Proven Effective Hockey Ability**

- Learns and is aware of options within a system of play
- Understands & implements tactical instructions
- Consistently takes right options
- Technical ability to make right options work
- Demonstrates sound basic skills under pressure
- Athletically capable
- Flexibility - can effectively play more than one position across and through lines
- Understands playing philosophy; believes in it and commits to it

**Balance & Blend of the Squad**

- Olympic Tournament hockey dictates a 16-player squad. The balance of forwards, midfielders and defenders, left, center and right sided, and players with critical set piece skills are a crucial part of the selection decision.

**Hockey Tournament Fitness**

- Ability to deliver repeated high intensity performances over the length of a tournament in difficult climatic conditions without accruing injuries.

**Special Skills**
• The ability to score and defend set pieces is fundamental to medal success. Similarly set piece skills such as static restart aerials skills are a required component of senior international hockey.

Heart

• The length & intensity of the program surrounding senior hockey requires self-motivated, self-disciplined, dedicated players who only require themselves to motivate their training and play. The pride and passion of players representing their country should be evident to all in what they do day-to-day.
• Strong work ethic, both on and off pitch.
• Supports teammates, in matches, training and off-pitch.
• Players who take individual responsibility
• Players who are optimistic, adaptable and demonstrate grit

Team Player

• Selfless in attitude towards team members both on & off pitch. Will give everything for the success of their team-mates
• Growth mindset – open minded to new ideas and concepts
• Plays to strengths

Resilience

• Warrior mentality - copes with & bounces back from the lows of international hockey, as well as remaining focused on the tasks still to be completed
• Thinks clearly under pressure
• Demonstrates the ability to learn from previous experiences through self-reflection and self-awareness

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:

Women’s Selection Committee:
Head Coach, Women’s National Team
Assistant Coach, Women’s National Team
Assistant Coach, Women’s National Team
Strength & Conditioning Coach, Women’s National Team
Athlete Representative

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.

3. REMOVAL OF ATHLETES

3.1. Prior to entry by name to the Local Organizing Committee 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 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.

3.1.3. Failure to participate in Mandatory Training and/or Competition as defined in Section 9 of these procedures.

3.1.4. Violation of the NGB’s/HPMO’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 NGB’s/HPMO’s Bylaws (USAFH Bylaw Article 17.1.2) 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/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/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:

All members of the USA Field Hockey’s National Team Player Pool will be potential replacement athletes. Replacement athletes will be selected based on the selection criteria contained in this document (see Sections 1.3 and 2 above).

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

All members of the USA Field Hockey’s National Team Player Pool will be potential replacement athletes. Replacement athletes will be selected based on the selection criteria contained in this document (see Sections 1.3 and 2 above).

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 Games and are included as attachments:

- Athlete Agreement (Attachment A).

7. PUBLICITY/DISTRIBUTION OF PROCEDURES
The USOC approved Selection Procedures (complete and unaltered) will be posted/published by the USA Field Hockey in the following locations:

7.1. NGB/HPMO Web site: www.usafieldhockey.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: as an Addendum to the USA Field Hockey Women’s National Team Athlete Policies Handbook

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 23, 2020

9. MANDATORY TRAINING AND/OR COMPETITION
Specify the location, schedule and duration of mandatory training and/or competition:

When selected to the National Team, non-NCAA athletes are required to attend centralized training in Lancaster, PA, and are provided with a bi-monthly planner confirming training times. Athletes are required to complete all strength and conditioning sessions, or any rehabilitation programs prescribed by the medical team. NCAA athletes on the National Team are expected to train with the centralized training program as their schedules and rules permit.

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:

Janneke Schopman, Head Coach, Women’s National Team
Lauren Crandall, Athlete Representative

12. NGB/HPMO BYLAWS AND GRIEVANCE PROCEDURES
The USA Field Hockey Bylaws and Grievance Procedures can be found at:

www.usafieldhockey.com and Grievance Procedures are further contained in the USAFH Athlete Policies Handbook.
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 altercation 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, Kacie Wallace, by:

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

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.

<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>[signature]</td>
<td>7/15/19</td>
</tr>
<tr>
<td>Nat. Team Coach, Head Coach, or Nat. Program Director</td>
<td>Janneke Schopman</td>
<td>[signature]</td>
<td>7/15/19</td>
</tr>
<tr>
<td>USOC Athletes’ Advisory Council Representative*</td>
<td>Lauren Crandall</td>
<td>[signature]</td>
<td>7/15/19</td>
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* 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.
5. **NGB’S RESPONSIBILITIES**

5.1 Subject to the continued financial support from USOC and the NGB (in amounts sufficient to enable the delivery of the services referred to in this clause), the NGB agrees:

(a) to manage and operate a world class program for the sport to the best standards achievable within the available funding with a view to implementing the standards recommended by the Head Coach, Performance Director and other USAFHHPP staff as best practice as these apply from time to time;

(b) to consult with the Athlete as part of his or her induction to the USAFHHPP (and, for Athletes already established on the USAFHHPP, at periodic intervals thereafter) to develop an integrated performance plan incorporating individual training, competition and personal development needs of the Athlete which is progressive and which identifies and agrees with the Athlete’s personal performance, development goals and support service requirements (“the Performance Plan”);

(c) to work together with the Athlete to plan, monitor and review his or her Performance Plan on an ongoing basis to ensure that personal targets are set and the Athlete continues to progress towards them. The Athlete’s performance level will be reviewed on a regular basis, being a minimum of at least once every 12 months;

(d) to notify the Athlete of the NGB’s requirements and standards of training and performance relating to the USAFHHPP as may be amended from time to time;

(e) to provide a package of support and benefits to the members of the USAFHHPP during their respective Membership Periods as set out below. Listed at (i) to (viii) below are those general benefits that will be made available to Athletes. The services are designed to support the Athlete in delivering the personal performance and development goals agreed in the Athlete’s Performance Plan referred to at Clause 5.1(b) above, therefore, the level or amount by which each Athlete is entitled to enjoy any of the benefits is determined on a case by case basis:

(i) Training, competition, analysis, and personal development planning & review;

(ii) Coaching support;

(iii) Team clothing & equipment;

(iv) Sports science support,

(v) Medical services and insurance for injuries sustained in the course of USAFHHPP field hockey activities when training or playing, whether home or abroad;

(vi) Lifestyle management and personal development support (“Performance Lifestyle”);
USA Field Hockey High Performance Program Athlete Agreement

(vii) Where appropriate, travel and accommodation costs at camps, events and competitions as designated by the NGB, including travel insurance to overseas events and competitions; and

(viii) Athlete Personal Stipend funding (“APS”) Details of how the APS is awarded and its composition are detailed in Schedule 2 to this Agreement.

(f) In addition to the medical services and insurance provided by the NGB at (v) above, the USOC will provide Elite Athlete Health Insurance ("EAHI") to eligible Athletes under the USOC’s approved NGB criteria. The NGB’s allocation for EAHI for 2019 is 16. Athletes nominated for EAHI will be notified by the Performance Director or the Director of National Teams.

For clarification, an Athlete eligible for EAHI who becomes pregnant during the term of this Agreement will continue to be covered by EAHI during the term of pregnancy and cover will continue for either three months from the date of childbirth or until the Athlete’s doctor confirms the Athlete is healthy enough to return to training, whichever is sooner.

If the Athlete decides not to return to the USAFHHPP after childbirth, EAHI will no longer be available through the NGB after three months from the date of childbirth. An Athlete may, however, opt to continue EAHI cover by taking on the liability for their own premium.

5.2 The NGB will provide to the Athlete a handbook (“Athlete Handbook”) containing such information as the Athlete may reasonably require to enable him or her to perform his or her obligations under this Agreement, including:

(i) USAFH Eligibility Requirements;
(ii) USOC Eligibility Requirements;
(iii) USOC Selection Policy for Olympic and Pan American;
(iv) USAFHHPP Selection Policy & Criteria;
(v) Code of Conduct;
(vi) Grievance Procedures;
(vii) Anti-Doping Rules;
(viii) USAFHHPP Injury and Health Management Guidelines;
(ix) Competition Rules and Regulations;
(x) Social Media Guidelines; and
(xi) USAFHHPP Competition and Training Schedules.

5.3 The NGB will ensure that the Performance Director and/or Head Coach or some other appropriate member of the NGB staff is available at reasonable times to receive and consider any requests for advice and information, reports, applications or other matters relating to their membership of the USAFHHPP.
USA Field Hockey High Performance Program Athlete Agreement

5.4 The NGB will provide the Athlete with updates detailing relevant changes in the USAFHHPP or in the organization of the NGB.

5.5 Further, the NGB agrees:

(a) to manage its relationship with the Athlete in a manner that develops openness, honesty, mutual trust and respect, and ensures the highest professional and ethical standards from all staff;

(b) to manage and govern all aspects of the USAFHHPP in a manner that constitutes good governance and best practice. This involves ensuring that the NGB’s sports policies and procedures are regularly reviewed and if necessary enhanced to comply with current good practice;

(c) to abide by all the sport’s policies and procedures adopted by the NGB;

(d) to actively encourage and support consultation with the Athlete in policy and program development and to ensure timely communication of any revisions with each Athlete;

(e) not to make any public statement (whether made as part of a formal interview or not) which is detrimental to the reputation of the Athlete or otherwise derogatory or offensive. Fair comment and criticism of a sporting performance or behavior linked to a sporting performance or some other aspect of this Agreement shall not be prohibited by this Clause. This clause will not limit or restrict the NGB’s reporting obligations to the USOC or other appropriate lawful authority.

(f) to ensure that, in the event the Head Coach and/or the Performance Director depart from the NGB, coaching and program support is provided to the Athlete in line with the Athlete’s Performance Plan and the terms of this Agreement.

6. ATHLETE’S RESPONSIBILITIES

6.1 The Athlete agrees to the terms of this Agreement including the following provisions of this Clause 6.

Performance Plan

6.2 The Athlete will develop and agree to an individual Performance Plan as defined in Clause 5.1 (b) in close consultation with the Head Coach and signed off by the Performance Director. This will include any designated USAFHHPP activities. At the time of making the plan, the Athlete shall inform and agree with the NGB on any non-USAFHHPP commitments, including college commitments, which might involve the Athlete being absent from USAFHHPP activities.

6.3 The Athlete agrees to follow his or her Performance Plan as defined in Clause 5.1 (b) to the best of his or her abilities and to seek the prior consent of the Head Coach and Performance Director for any change in the plan or support service arrangements and/or for any other change or decision that may affect his or her full participation in the USAFHHPP.
USA Field Hockey High Performance Program Athlete Agreement

6.4 The Athlete agrees to participate in all elite-level USAFH events for which the team qualifies, provided that exceptions for medical restrictions or other unique circumstances can be made with prior approval by the Head Coach and Performance Director.

6.5 Where the Athlete engages/accesses the services of a coach who is not engaged by the NGB (a "Personal Coach"), or for those at college, is coached by a "College Coach", the Athlete agrees that he or she will ensure that the Personal Coach and/or College Coach is aware of the obligations undertaken by the Athlete under this Clause 6 and, further, that the Personal Coach or College Coach uses his or her best endeavors to work with the Head Coach and/or Performance Director to further the interests of the USAFHHPP as a whole as well as the interests of the Athlete. The Head Coach and/or Performance Director will also recognize the interests of the College Coach but cannot guarantee that the interests of the College Coach will always prevail in the event of a conflict.

6.6 The Athlete understands and agrees that selection for training or assessment camps, National Championships and international competitions shall be conducted in accordance with the NGB selection policies and procedures.

6.7 The Athlete agrees to maintain a training log as required by the Head Coach and to submit training reports as reasonably required by Head Coach and/or Performance Director.

Clothing & Equipment

6.8 The Athlete agrees to wear the designated team clothing and use designated team equipment as required by the NGB when performing his or her obligations that arise out of this Agreement. The Athlete shall be responsible for supplying his or her own hockey specific equipment such as sticks and protective equipment.

6.9 The Athlete acknowledges that team clothing and equipment supplied to the Athlete by the NGB in connection with USAFHHPP and Team USA activities is owned by the NGB and is not the personal property of the Athlete. Unless otherwise determined by the NGB, the Athlete shall return to the NGB all equipment and clothing either upon the termination of this Agreement or earlier at the NGB’s request.

6.10 Unless permitted to do so under any other provision of this Agreement, the Athlete agrees not to alter or amend the team clothing or equipment and not to conceal or interfere with any supplier/sponsor logo or advertising material that has been applied to it. The athlete agrees to take reasonable care of and not to cause any damage to the team clothing and equipment.

Fitness, Injury & Illness

6.11 The Athlete agrees to use his or her best efforts, and to work with the USAFHHPP coaches and the Performance Director, to obtain and maintain the highest possible level of health and physical fitness required for consistent training and competition as an elite international competitor in the sport.

6.12 The Athlete understands that in the high performance sport environment a fully integrated support system involves a range of support staff working together (e.g. doctors, physiotherapists/trainers, sports scientists, coaches). This is required not only to provide quality health and injury management support to the Athlete, but also to make assessments about the Athlete’s fitness to perform optimally in training and...
USA Field Hockey High Performance Program Athlete Agreement

For these purposes, the Athlete consents to relevant details from consultations and treatments carried out by the USAFHHPP Medical Officer and designated NGB physicians (including the results of any test carried out in relation to Clause 6.11 and 6.18) being released to the Head Coach, Performance Director and specified NGB support staff solely for the purposes stated in this clause 6.12.

6.13 The Athlete further understands that he or she may withdraw consent for the release of medical information at any time by notifying the physician carrying out the consultation and understands that only the notice of its withdrawal will be released to those specified. The refusal to give consent for the release of such details will not affect Athletes access to medical or treatment but it may be considered in relation to selection for the USAFHHPP or representative team competition.

6.14 Upon joining the USAFHHPP and at other times as reasonably requested by the Head Coach and Performance Director, the Athlete shall attend interviews and/or sports science and medical tests, examinations and assessments. The Athlete acknowledges there may be a requirement to take part in no more than minimal risk research (for example, collection of saliva samples, blood samples, urine samples etc.)

6.15 The Athlete agrees to immediately notify the Head Coach and/or Performance Director as soon as the Athlete becomes injured or ill during an event or competition or at other times if the illness or injury interrupts the Athlete’s training for three or more consecutive days.

6.16 The Athlete agrees to immediately notify the Head Coach and Performance Director as soon as the Athlete suspects or realizes that he or she is likely to or will be absent from any events or competitions (including organized training events) due to injury or illness. Such notification shall (if required by the Head Coach and Performance Director) include a written explanation from the Athlete, together with copies of any medical report(s) dealing with the injury or illness which the Athlete may have obtained.

6.17 The Athlete understands and accepts that the sport carries a risk of physical injury and the Athlete agrees to take all reasonable care to avoid causing harm to him or herself and others.

Fit to Play Protocol

6.18 The Athlete agrees to undertake a number of physical performance tests as part of a screening procedure and gym assessment in order to attain baseline scores. The Athlete acknowledges that the purpose of these baseline scores will be to assess training and match fitness in the event a physical injury or illness occurs. In order to be declared fit to play (train), the Athlete must be able to perform all chosen NGB physical performance tests within 10% of baseline and, in the case of returning to competition, must also have completed a full week’s training and any bespoke assessments (as determined by the performance and medical staff) established for the injured area.

Such tests and assessments will measure hockey specific movements and assess objectively the Athlete’s fitness to play. Athletes who do not achieve scores within 10% of their baseline measurement, completed a full week’s training and any bespoke assessments (as determined by the performance and medical staff) established for the injured area may not be declared fit to compete.

The Athlete acknowledges that during a competition or tournament environment the Fit to Play protocol may be overridden by the Head Coach and integrated medical team.

Further and fuller details are provided in Injury and Health Management Guidelines.
Travel

6.19 The Athlete agrees to meet all travel schedules set by the Head Coach and Performance Director and may only alter travel arrangements with the approval of the Head Coach and Performance Director. Any expense associated with alteration of travel schedules not so approved shall be borne by the Athlete and may result in disciplinary action.

USAFHHPP Standards of Behavior & Attitude

6.20 The Athlete recognizes that, as an elite competitor within the USAFHHPP, his or her behavior will reflect on the NGB and the sport. Accordingly, the Athlete agrees to conduct him or herself in a proper manner at all times while participating in the USAFHHPP and related activities. In addition to the Code of Conduct contained in the Athlete Handbook, the Athlete agrees that for the duration of the Membership Period he or she will:

(i) make a positive commitment to supporting and achieving the aims and objectives of the USAFHHPP and the NGB;

(ii) accept and abide by all the sports policies and procedures currently adopted in relation to membership of the NGB including this Agreement;

(iii) conduct him or herself at all times when training, competing (domestically or internationally) or on duty as a member of the USA Team in a correct and proper manner that does not bring the NGB, the sport, USOC, any Commercial Partner or Sponsor or the Athlete or a team mate into disrepute;

(iv) project a favorable and positive image of the sport, the NGB and the USAFHHPP by adopting high standards of behavior and appropriate dress standards when carrying out duties in relation to the USAFHHPP;

(v) behave reasonably and in a manner that shows proper respect for other athletes and colleagues in the sport and other athletes in any other sport when training, competing or residing in a multi-sport environment (such as in the Athletes' Village at the Olympic Games);

(vi) not commit any act that offends the community or which manifests contempt or disregard for public morals and decency;

(vii) keep the NGB, Head Coach and Performance Director informed of any change of circumstances that may affect the Athlete’s ability to train or compete to the high standards required by this Agreement; and

(viii) keep the NGB informed of any changes to permanent residential address and, in respect of periods when the Athlete is outside the country training or competing, any temporary overseas address.

(ix) comply with all administrative deadlines, arrive punctually for all meetings, training camps and activities designated by the Head Coach and Performance Director as mandatory.
USA Field Hockey High Performance Program Athlete Agreement

Anti-Doping

6.21 The Athlete shall comply with all anti-doping policies, procedures and protocols of the International Olympic Committee (IOC), International Hockey Federation (FIH), World Anti-Doping Agency (WADA), United States Anti-Doping Agency (USADA) and United States Olympic Committee (USOC).

Use of Image

6.22 The Athlete agrees to be filmed, videotaped and photographed, and to have his/her name, image, picture, likeness, voice and biographical information otherwise recorded, in any media, by the NGB’s official photographer(s), film crew(s) and video crew(s), and by any other entity authorized by the NGB under the conditions specified by the NGB (the “Footage”).

6.23 The Athlete grants to the NGB the irrevocable, perpetual, fully paid-up, worldwide right and license to use, and to authorize third parties to use, in all media, the Footage for:

(i) news and information purposes,
(ii) promotion of the specific competition(s) in which Athlete competes,
(iii) promotion of the national team, and
(iv) promotion of the sport of field hockey

provided that, in no event may the NGB use or authorize the commercial use of the Footage in any manner that would imply Athlete’s endorsement of any company, product, or service, without the Athlete’s express written permission.

6.24 The Athlete also grants to the NGB the right to use Athlete’s image in any NGB group licensing promotion, provided that, in no event may the NGB use or authorize the commercial use of the Footage in any manner that would imply Athlete’s endorsement of any company, product, or service, without Athlete’s express written permission. Athlete understands that NGB will exercise this right only in a group basis, i.e. applications involving the use of images of three or more Athletes.

Appearances

6.25 The Athlete agrees to engage in a maximum of 4 full days (a maximum of 6 hours, including travel time) without remuneration except for reasonable travel costs, of non-commercial Appearances in any year of the Membership Period as reasonably required by the NGB or USAFHHPP for the promotion of NGB activities. The Athlete hereby agrees as part of his/her ambassadorial role to obtain a minimum of level one coaching and level one umpiring awards within twelve months of the date of this Agreement, such awards to be undertaken by the Athlete in conjunction with the NGB at the NGB’s cost.

6.26 The Athlete acknowledges and understands that the spirit of such Appearances is to achieve the following:
USA Field Hockey High Performance Program Athlete Agreement

(a) Support the values and mission of the NGB

(b) Encourage children and adults to take up playing field hockey as a healthy and positive activity

(c) Directly promote field hockey and the healthy lifestyle that the sport represents

(d) Provide the best opportunity to attract positive media attention

(e) Be a positive representative of the sport

Appearances may extend, but not be limited to, charity and community participation, reasonable attendance at selected events such as conferences, camps, schools, speaking opportunities, autograph signing, pre-event promotion, pre and post match hospitality etc. Such appearances shall not interfere with the Athlete’s training, preparation or competition.

6.27 The NGB shall pay or promptly reimburse (subject to the Athlete providing satisfactory receipts or invoices) the Athlete’s reasonable travel expenses incurred in fulfilling an Appearance under clause 6.25 in line with any policy the NGB may have on expenses from time to time.

General Media

6.28 The Athlete agrees to participate in media sessions, including photo shoots, as reasonably requested by the NGB, to promote a competition in which Athlete is participating.

6.29 The Athlete agrees not to make any unjustifiable public statement (whether made as part of a formal interview or not) which is derogatory of the NGB, the USAFHHPP or any of the bodies working to promote high performance sport in the USA, nor to make any public statement which constitutes a “personal attack” upon another sporting competitor. Fair comment upon the NGB or a fellow competitor made without the use of offensive language is permitted where the substance of the comment is known (or can be shown) to be true and will not constitute a “personal attack” for the purpose of this Agreement.

6.30 Before entering into any personal agreements which would involve the Athlete working in any media capacity whatsoever in any period leading up to, during or after a major competition, whether as a print journalist, on the radio or television or by providing exclusive interviews or diaries or columns, the Athlete agrees to obtain the prior written consent, (such consent not to be unreasonably withheld), of the Performance Director or Head Coach to ensure that any proposed media activity shall not conflict or negatively infringe upon any individual or team training or competition activities.

Athlete Personal Sponsors

6.31 Athlete may not use or authorize the use of the NGB’s intellectual property, including use of photographs, films or videos of Athlete in NGB apparel or equipment, or the marks and logos of the NGB, or terms containing national team without the express written permission of the NGB. Athlete will refrain from promoting a personal sponsor where doing so would negatively infringe upon any team traning or competition activities.