



U.S. Paralympics Cycling 2021 Athlete and Sport Program Plan

Ian L. Lawless, Director, Paralympic Cycling

Office Phone: (719) 866-2348 / Cell Phone: (719) 272-1761 / Email: ian.lawless@usopc.org

Sarah Hammer, Associate Director, High Performance, Paralympic Cycling

Office Phone: (719) 866-2349 / Cell Phone: (719) 352-8378 / Email: sarah.hammer@usopc.org

Jenny Ryan, Manager, Sport Operations

Office Phone: (719) 866-5441 / Cell Phone: (719) 338-6331 / Email: jenny.ryan@usopc.org

DEFINITIONS

1. **“2021”**: The following dates and seasons:
 - a. Summer Sports – the 2021 season, which lasts January 1, 2021 through December 31, 2021
2. **“2021”**: The following dates and seasons:
 - a. Summer Sports – 2021 season / January 1, 2021 through December 31, 2021
3. **“Term 1”**: The following dates:
 - a. January 1, 2021 through June 30, 2021
4. **“Term 2”**: The following dates:
 - a. July 1, 2021 through December 31, 2021
5. **“Athlete Stipend”**: Previously referred to as Direct Athlete Support or DAS
6. **“EAHI”**: Elite Athlete Health Insurance
7. **“IF”**: International Federation
 - a. CYC – Union Cycliste Internationale
8. **“NGB”**: National Governing Body. For Para ATH, CYC, SKA, SBD, SKN and SWI, U.S. Paralympics serves as the NGB.
9. **“USADA”**: The U.S. Anti-Doping Agency
10. **“Guide/Pilot”**: For the purposes of these procedures (except as noted throughout), guides/pilots will be considered athletes.

PROGRAM GOALS

Specific activities in pursuit of these program goals will include:

The primary focus in 2021 is to identify and develop the best cyclists in the world by supporting the Para-cycling culture in the United States, creating a world-class training environment with the world’s best staff, in order to become the No. 1 Para-cycling team at the 2020/21 Paralympic Games in Tokyo, Japan.

2021 NATIONAL TEAM

Specific activities in pursuit of these program goals will include:

Date(s)	Event Name	Location	Type of Event	Target Athletes#
TBD	National Team & Elite Training Camps	TBD	Training Camp	National Team and/or Invited Athletes
TBD	UCI Para-cycling Track World Championships	TBD	International World Championships	Team USA Roster
April 17-18, 2021	U.S. Paralympics Cycling Open	Huntsville, AL	Domestic Selection Race	Open
May 6-9, 2021	UCI Para-cycling Road World Cup #1	Italy or Belgium	International World Cup	Team USA Roster + Independent
May 13-16, 2021	UCI Para-cycling Road World Cup #2	Belgium or Italy	International World Cup	Team USA Roster + Independent
June 9-13, 2021	UCI Para-cycling Road World Championships	Cascais, Portugal	International World Championships	Team USA Roster
June 18-20, 2021	U.S. Paralympic Team Trials	Minneapolis, MN	Domestic Paralympic Team Trials	Open/add'l requirements
June 29 - July 4, 2021	USA Cycling Para-cycling Track Nationals	Carson, CA	Domestic National Championships	Open
July 8-10, 2021	USA Cycling Para-cycling Road Nationals	Boise, ID	Domestic National Championships	Open
TBD	Paralympic Games Mandatory Training Camps	TBD	Games Training Camp(s)	Team USA Roster
August 24 - Sep. 5, 2021	Paralympic Games	Tokyo, Japan	International Paralympic Games	Team USA Roster

***Competitions listed do not include travel dates**

Target Athletes

- *Team USA Roster: Athletes named to the roster per the selection procedures for the event*
- *Team USA Roster + Independent: Athletes named to the roster per the selection procedures for the event. Event also open to athletes competing as independents.*
- *National Team: Athletes named to the National Team per the Athlete & Sport Program Plan*
- *Open: Any athlete who meets the license and classification eligibility requirements may participate*

- *Open + Additional Requirements: Any athlete with a UCI international classification and international license may participate*
- *Invited Athletes: Athletes who meet the minimum eligibility requirements for the event (usually license and classification) and are invited (typically, from a pool of applicants) may attend*

U.S. Paralympics Cycling will nominate National Team(s) for 2021, comprised of the following:

TRACK: National A, National B, National C Team

ROAD: National A, National B, National C Team

TRACK Term #1 (January 1 – June 30, 2021)

The track team for the first term of 2021 will be comprised of the athletes currently on the roster as of 12/31/2020. With the exception of changes due to the discretionary process outlined below, athletes will maintain their position on the national team at the same status level (A, B, or C Team) held as of 12/31/2020.

Additional Athletes *may* be added to roster and/or athletes may be moved to higher team levels via the discretionary selection process outlined below. Track athletes applying for consideration by the discretionary selection committee should include results for consideration from the following events:

- 2018-2019 U.S. Paralympics Cycling or USA Cycling domestic track competitions
- 2018-2020 UCI International Para-cycling track competitions

ROAD Term #1 (January 1 – June 30, 2021)

The road team for the first term of 2021 will be comprised of the athletes currently on the roster as of 12/31/2020. With the exception of changes due to the discretionary process outlined below, athletes will maintain their position on the national team at the same status level (A, B, or C Team) held as of 12/31/2020.

Additional Athletes *may* be added to roster and/or athletes may be moved to a higher team level via the discretionary selection process outlined below. Road athletes applying for consideration by the discretionary selection committee should include results for consideration from the following events:

- 2018-2019 U.S. Paralympics Cycling or USA Cycling domestic road competitions
- 2018-2019 UCI international Para-cycling road competitions

DISCRETIONARY CRITERIA (2021 Term 1 *only*)

U.S. Paralympics Cycling *may* use discretionary criteria to name additional athletes to the 2021 National Team who have not met the objective criteria for the National Team (or to move athletes to a higher level on the team) for several reasons. These include, but are not limited to, injury or illness (via the “Injury or Illness Provision” of the National Team Agreement) and the occurrence of exceptional circumstances (e.g. earthquakes, cancellation of IF events, epidemics, riots).

Discretionary nominations, if any, may be based on a variety of factors, including consideration of competition results outside of the (12-month) selection period and data analytics of individual and relay events, to ensure that U.S. Paralympics Cycling is investing in the most qualified athletes with the greatest potential of winning Paralympic Games medals. The following factors will be considered when considering an athlete for discretionary selection:

- *athlete won a medal in a 2020/21 Paralympic Games event at the Track or Road World Championships, or road World Cups during the 2018, 2019, or 2020 season and is returning from an illness or injury that prevented them from being named to the national team for 2019.*
- *athlete demonstrates a trend of improving performance that could result in a medal-winning performance at the 2020/21 Paralympic Games*
- *athlete was reclassified in 2019 or 2020 and has demonstrated potential that could result in a medal-winning performance in the new classification at the 2020/21 Paralympic Games.*
- *athlete is eligible for and needed to complete the make-up of a team event team event due to specific sport class requirements for the event.*

Discretionary nominations for the National Team, along with team level and term length, will be determined by a panel of three U.S. Paralympics Cycling high performance program staff and two elite athlete representatives meeting the eligibility requirements under, and appointed pursuant to, the USOPC Bylaws.

Only athletes who apply via the online application, and by the 5:00 pm MST January 5, 2021 deadline, will be considered by the discretionary committee. The online application can be found at the following url:

https://usoc.az1.qualtrics.com/jfe/form/SV_80L3W1erQ00JI4R

Athletes will be notified of the outcome of their application on or before January 15, 2021.

TERM #2 (July 1 – December 31, 2021)

National A & B Team:

Only athletes who have been selected to the 2020/21 Tokyo Paralympic Games Team will be named to the National A or National B Team for the second term of 2021.

- For athletes who have made the 2020/21 Tokyo Paralympic Games Team, two ranking lists will be created:
 - Track: Men & Women combined
 - Road: Men & Women combined
- Results from the following events will be used to create the ranking lists:
 - 2020 UCI Para-cycling Track World Championships (500m/1km TT or 3k/4k Pursuit only)
 - 2021 U.S. Paralympic Team Trials (road time trial)

- Each ranking list (road or track) will include each athlete's single best result, expressed as a percentage vs. the Tokyo 2020/21 road or track standard (see Tokyo 2020/21 Selection Procedures at: usparacycling.org) ranked lowest to highest.
 - The top three (3) athletes on the combined track ranking list will be named to the National A Track Team
 - The top seven (7) athletes on the combined road ranking list will be named to the National A Road Team
 - The remaining athletes on the combined ranking list will be named to the National B Team (road or track)

National C Team/: The top two (2) track athletes and the top four (4) road athletes on each ranking list, who did not make the 2020/21 Tokyo Paralympic Games team will be named to the National C Team (road or track).

- Athletes nominated to the 2021 National A and B Teams will be added to the USADA Registered Testing Pool/Clean Athlete Program and will be responsible for remaining compliant with all policies and procedures, required by USADA. More information regarding USADA can be found in Attachment E.
- Prior to being nominated to the National Team, athletes *must have undergone international classification evaluation and hold an international Paralympic-eligible sport class* as per the UCI master list, and hold a current season international license for Para-cycling from USA Cycling.

2022 NATIONAL TEAM

U.S. Paralympics Cycling will nominate a National Team(s) for 2022, based on athlete performances during the 2021 season. Specific criteria for the 2022 National Team will be included in this plan during the first quarter of 2021.

2021 National Team Standards

TRACK

2021 National Team track standards are based on 103% of 2nd-placed results (averaged) for each sport class from the 1-kilometer / 500-meter time trial and the 3-kilometer / 4-kilometer pursuit at the events listed below. 100% or less of the standard suggests that an athlete has the potential to rank in the top-6 within their sport class internationally.

- 2020 UCI Para-cycling Track World Championships
- 2019 UCI Para-cycling Track World Championships
- 2018 UCI Para-cycling Track World Championships
- 2017 UCI Para-cycling Track World Championships

ROAD

The 2021 road standards are a tool to measure athlete performances in time trials, to determine each rider's international competitiveness. 100% or less of the standard suggests that an athlete has the potential to rank in the top-6 within their sport class internationally.

Standards are built by using 1st-placed time trial results (averaged) for each sport class from UCI Road World Cups and UCI Road World Championships held between 1/1/2016 and 12/31/2019, to create a per-kilometer standard. Events included in the dataset must meet the following criteria:

- The course was an out/back or a circuit
- The same course (or the majority of the same course) was used for all sport classes
- The course elevation profile was appropriate for all sport classes
- Participation was greater than 200 total athletes

Road time trials that meet the above criteria are:

- 2019 UCI World Championships, Emmen, Netherlands
- 2019 UCI World Cup #3, Baie Comeau, Quebec
- 2019 UCI World Cup #2, Ostend, Belgium
- 2018 UCI Road Worlds, Maniago, Italy
- 2018 UCI World Cup, Emmen, Netherlands
- 2018 UCI World Cup, Ostend Belgium
- 2017 UCI World Championships, Pietermaritzburg, S. Africa
- 2017 UCI World Cup, Emmen, Netherlands
- 2017 UCI World Cup, Ostend, Belgium
- 2017 UCI World Cup, Maniago, Italy
- 2016 UCI World Cup, Basque Country, Spain
- 2016 UCI World Cup, Ostend, Belgium

NATIONAL TEAM BENEFITS

National Team athletes MAY be eligible for the following benefits – all athlete support recommendations submitted by U.S. Paralympics Cycling are subject to USOPC Paralympic Sport Performance approval:

1. USOPC Athlete Stipend (Attachment B)
2. U.S. Paralympics Cycling Additional Athlete Support Programs (Attachment C)
2. USOPC Elite Athlete Health Insurance program (Attachment D)
3. Air transportation (or ground equivalent), lodging, ground transportation, meal per diem, and coaching support at designated U.S. Paralympics U.S. Paralympics Cycling training and competition activities.
4. USOPC Athlete Career & Education Program (<https://www.teamusa.org/athlete-resources/athlete-career-and-education-program>).
5. U.S. Paralympics National Team uniform. National Team athletes will be provided with cycling competition and casual apparel for Team USA competitions. Guidelines for

apparel are outlined in the team rules and athlete handbook for each competition or team activity.

EMERGING ATHLETES

Athletes who meet the Emerging standard during 2021, UCI or USA Cycling-sanctioned event, **may** be invited to participate in selected U.S. Paralympics Cycling Program activities as outlined below. Invitation is at the discretion of U.S. Paralympics Cycling.

2021 PROGRAM ACTIVITIES

The 2021 National Team(s) activities are outlined on page 2. Athletes will be required to attend all 2021 activities included in their personal performance plan which will be developed in conjunction with the staff at U.S. Paralympics Cycling.

Each athlete is responsible for individual arrangements (including expenses) to attend these activities (i.e. travel, lodging, accommodation, entries) **unless otherwise indicated** in the activity listing or the athlete's personal performance plan (as applicable).

Failure to attend required activities as outlined above, or in the athlete's personal performance plan could impact an athlete's national team status and/or eligibility for benefits.

2021 OPERATION GOLD

The Operation gold qualifying event for Para-cycling is the 2020/21 Paralympic Games in Tokyo.

In a Paralympic Games year, teams and individuals must place in the top-three at the Paralympic Games to qualify for Operation Gold Awards; multiple Operation Gold Awards can be received if an athlete has multiple top-three finishes at the Paralympic Games.

For purposes of Operation Gold, a team is defined as three or more athletes (pairs are awarded at the same rate as individual athletes).

Paralympic Sport Payment Schedule

Place	Paralympic Games Year (Paralympic Games Only)
1st	\$37,500
2nd	\$22,500
3rd	\$15,000

Attachment A

2021 U.S. Paralympics Cycling Standards

2021 Road Standards: Time Per Kilometer (Individual Time Trial)

Men	National Standard	Talent Pool Standard (105%)	Emerging Standard (115%)
H1	02:24.62	02:31.85	02:46.31
H2	01:46.10	01:51.40	02:02.01
H3	01:34.72	01:39.46	01:48.93
H4	01:29.64	01:34.12	01:43.08
H5	01:31.57	01:36.15	01:45.31
C1	01:29.50	01:33.97	01:42.92
C2	01:26.17	01:30.47	01:39.09
C3	01:22.80	01:26.94	01:35.22
C4	01:20.47	01:24.49	01:32.54
C5	01:18.45	01:22.37	01:30.22
T1	02:03.30	02:09.46	02:21.79
T2	01:43.59	01:48.77	01:59.13
B	01:14.01	01:17.71	01:25.11

Women	National Standard	Talent Pool Standard (105%)	Emerging Standard (115%)
H1	04:48.36	05:02.78	05:31.62
H2	02:42.46	02:50.59	03:06.83
H3	01:49.68	01:55.16	02:06.13
H4	01:49.78	01:55.27	02:06.25
H5	01:45.00	01:50.25	02:00.75
C1	01:59.95	02:05.94	02:17.94
C2	01:41.10	01:46.16	01:56.27
C3	01:36.17	01:40.98	01:50.59
C4	01:34.90	01:39.65	01:49.14
C5	01:29.26	01:33.73	01:42.65
T1	02:25.00	02:32.25	02:46.75
T2	01:59.07	02:05.02	02:16.93
B	01:24.20	01:28.41	01:36.83

2021 Track Standards: Time Per Event

Men	National Standard	Talent Pool Standard (105%)	Emerging Standard (115%)
C1 3km Pursuit	04:01.83	04:13.92	04:38.10
C2 3km Pursuit	03:52.43	04:04.05	04:27.29
C3 3km Pursuit	03:40.32	03:51.34	04:13.37
C4 4km Pursuit	04:48.58	05:03.01	05:31.87
C5 4km Pursuit	04:41.16	04:55.22	05:23.33
B 4km Pursuit	04:24.13	04:37.34	05:03.75
C1 1km Time Trial	01:17.74	01:21.63	01:29.40
C2 1km Time Trial	01:16.44	01:20.26	01:27.91
C3 1km Time Trial	01:12.00	01:15.60	01:22.80
C4 1km Time Trial	01:08.50	01:11.93	01:18.78
C5 1km Time Trial	01:08.40	01:11.82	01:18.66
B 1km Time Trial	01:02.59	01:05.72	01:11.98

Women	National Standard	Talent Pool Standard (105%)	Emerging Standard (115%)
C1 3km Pursuit	04:56.30	05:11.12	05:40.75
C2 3km Pursuit	04:25.61	04:38.89	05:05.45
C3 3km Pursuit	04:17.96	04:30.86	04:56.65
C4 3km Pursuit	04:06.63	04:18.96	04:43.62
C5 3km Pursuit	03:59.68	04:11.66	04:35.63
B 3km Pursuit	03:38.30	03:49.76	04:11.05
C1 500m Time Trial	00:51.48	00:54.05	00:59.20
C2 500m Time Trial	00:42.39	00:44.51	00:48.75
C3 500m Time Trial	00:43.54	00:45.72	00:50.07
C4 500m Time Trial	00:40.59	00:42.62	00:46.68
C5 500m Time Trial	00:39.55	00:41.53	00:45.48
B 1km Time Trial	01:10.12	01:13.63	01:20.64

Attachment B

2021 U.S. Paralympics Cycling Athlete Stipends

1. Athlete stipends are processed monthly on/before the first day of each month
2. Athletes are eligible for athlete stipends at the beginning of the month following nomination to the National Team(s).
3. Athlete stipends are provided to athletes that are in compliance with their 2021 Athlete Agreement obligations and personal performance plan obligations. If an athlete is not current with the agreement/plan obligations and/or USADA on the first day of the month in which the payment is being made, the athlete's payment will be withheld until he/she is compliant.
4. Athletes sanctioned by USADA, WADA and/or the respective sport IF for a doping violation are not eligible for an athlete stipend, regardless of any National Team(s) status, during the period of such sanction.
5. Athletes sanctioned by the IPC and/or the respective sport IF for classification Intentional Misrepresentation are not eligible for an athlete stipend, regardless of any National Team(s) status, during the period of such sanction.
6. Athletes sanctioned by the U.S. Center for SafeSport, the USOPC, or another National Governing Body (NGB) for a SafeSport Code violation are not eligible for athlete stipends, regardless of any National Team(s) status, during the period of such sanction.
7. Athlete stipends will only be paid once the USOPC's Athlete Stipend Designee Form, Direct Deposit Form and W-9 Form have been completed and submitted (annual basis).
8. Athlete stipends are paid directly to the athlete. National Team athletes are responsible for understanding and maintaining their own eligibility status with other organizations where applicable (i.e. NCAA, NFHS, etc.), and may choose to decline athlete stipend payments in order to retain high school or collegiate eligibility.
9. Athlete stipends will be reported to the IRS and may be subject to federal and state income tax. The USOPC encourages athletes to speak with a tax professional to receive guidance regarding tax implications.
10. Female athletes who become pregnant must inform the USOPC health benefits administrator at eahi@USOPC.org. More information can be found on the [EAHI website](#).
11. Athlete support is contingent upon:
 - a. Athlete attendance at mandatory National Team events/activities.
 - i. Failure to attend required activities as outlined above, or in the athlete's personal performance plan could impact an athlete's national team status and/or eligibility for benefits.
 - b. Athletes must move up one level on the National Team (i.e. from C to B, or from B to A) within two (2) terms in order to maintain National Team status. An athlete who has been at the same level for two terms and does not qualify for a higher-level will not be named to the National Team. *Note: This requirement has been paused for 2021 and will only be applied to the 2022 National Team naming process.*

2021 Criteria for U.S. Paralympics Cycling Athlete Stipends:

Team Status Level	2021 Monthly Payment
National A Team	\$1,100
National B Team	\$750
National C Team	\$450

Attachment C

2021 U.S. Paralympics Cycling Additional Athlete Support Programs

Coaching Support

U.S. Paralympics Cycling will provide individual coaching support for National Team athletes in 2021, by coaches under contract with the USOPC and U.S. Paralympics Cycling. Athletes may request to work with any contracted coach, at the expense of U.S. Paralympics. Athletes who wish to work with coaches that are not under contract with USOPC / U.S. Paralympics Cycling, may utilize their Supplemental Athlete Support (SAS) to cover coaching costs.

Travel Support

Travel for National Team (NT) athletes to NT-specific activities will be funded. Travel expenses to UCI World Cup, or World Championship events **may** be covered, only for athletes named to the roster per the selection procedures for that event. Travel for NT athletes to attend selection events or the National Championships is not funded; however, attendance by NT athletes at any event may be required per each athlete's respective *Athlete Performance Plan*.

Supplement Athlete Support (SAS)

National Team Athletes are eligible to receive a stipend for each term to support expenses such as: equipment, travel, training, and coaching.

Term 1 National Team Athletes must use their SAS by June 30, 2021 or they will forfeit the remainder. Term 2 National Team Athletes must use their SAS by December 8, 2021 or they will forfeit the remainder.

The application for Supplemental Athlete Support is included on the website at <https://www.teamusa.org/usparacycling/athletes-section/athlete-and-sport-program>

Term 1	SAS Amounts
National A Team	\$2,500*
National B Team	\$1,500*
National C Team	\$500*

Term 2	SAS Amounts
National A Team	\$5,000*
National B Team	\$4,000*
National C Team	\$500*

*Athletes on the National Team for partial term(s), will receive a prorated SAS allocation.

PERFORMANCE INCENTIVE SUPPORT

Additional performance incentives will be provided to athletes who attain results at UCI Paracycling C1 events, as well as Road World Cups – including results for team competitions – when competing as a member of Team USA*.

Place / Participants	UCI C1 Events (Overall finish placing within sport class [one payout per event])	World Cups (Place within sport class, per individual race)
1 st – Field with > 2 participants	\$600	\$600
2 nd – Field with > 3 participants	\$400	\$400
3 rd – Field with > 4 participants	\$300	\$300

**No incentives will be paid to athletes who race at UCI events as independent or as part of a trade team. Athletes who wish to compete at C1 events for Team USA must be named to the Team USA roster for the event and must be entered by U.S. Paralympics.*

EQUIPMENT

National Team and resident athletes may have access to team equipment, including, but not limited to:

- Bicycles/Trikes/Handcycles/Tandems (or frames/forks)
- Components and Wheels
- Power Meters
- Specialty Helmets
- Race-specific Competition Apparel
- Trainers and Rollers
- Subscriptions
- Prototype Gear

All National Team equipment will be inventoried and distributed based on current need and future medal potential of the athlete(s). Equipment will be issued at the discretion of the Director, Paralympic Cycling, in consultation with staff.

All National Team athletes using equipment owned by U.S. Paralympics Cycling will be required to sign the *NT Equipment Agreement* and will be responsible for costs incurred due to damage or loss of the equipment.

Special Pricing

National Team athletes may have access to special pricing from partners and suppliers of U.S. Paralympics Cycling. Details and policies will be communicated by U.S. Paralympics Cycling staff throughout the 2021 season.

Attachment D

2021 U.S. Paralympics Cycling Elite Athlete Health Insurance (EAHI)

All 2021 National A and B Team athletes are eligible for EAHI. Upon meeting the criteria below eligible athletes will receive an email from the USOPC outlining the EAHI program benefits for further consideration.

12. Athletes must be currently training and competing to receive EAHI.
13. Athletes must sign and be in compliance with 2021 Athlete Agreement obligations and personal performance plan obligations.
14. Athletes are eligible for EAHI at the beginning of the month following nomination to the National Team(s).
15. Enrollment in EAHI will only be completed once the athlete has accepted an EAHI offer via email from eahi@usopc.org and has completed and submitted the USOPC Elite Athlete Health Insurance Designee Form and W-9 Form (annual basis).
16. Athletes sanctioned by USADA, WADA and/or the respective sport IF for a doping violation are not eligible for EAHI, regardless of any National Team(s) status, during the period of such sanction.
17. Athletes sanctioned by the IPC and/or the respective sport IF for classification Intentional Misrepresentation are not eligible for EAHI, regardless of any National Team(s) status, during the period of such sanction.
18. Athletes sanctioned by the U.S. Center for SafeSport, the USOPC, or another National Governing Body (NGB) for a SafeSport Code violation are not eligible for EAHI, regardless of any National Team(s) status, during the period of such sanction.
19. When National Team status is no longer conferred upon the athlete, EAHI benefits will cease. Termination is effective the first of the month following 30 days written notification.
20. Athlete stipends will be reported to the IRS and may be subject to federal and state income tax. The USOPC encourages athletes to speak with a tax professional to receive guidance regarding tax implications.
21. Female athletes who become pregnant must inform the USOPC health benefits administrator at eahi@USOPC.org. More information can be found on the [EAHI website](#).

Attachment E

U.S. Anti-Doping Agency (USADA)

Whereabouts:

An important part of USADA's testing program is the ability to test athletes without any advance notice in an out-of-competition setting. Athletes are subject to testing 365 days a year and do not have "off-seasons" or cutoff periods in which testing does not occur. Whereabouts information, (dates, times, locations, etc.) is information submitted to USADA by an athlete that allows the athlete to be located for out-of-competition testing.

For more information on whereabouts, please go to <https://www.usada.org/testing/whereabouts/>.

Therapeutic Use Exemptions (TUEs):

In some situations, an athlete may have an illness or condition that requires the use of medication listed on the World Anti-Doping Agency's Prohibited List. USADA can grant a Therapeutic Use Exemption (TUE) in these situations in compliance with the World Anti-Doping Agency International Standard for TUEs. The TUE application process is thorough and designed to balance the need to provide athletes access to critical medication while protecting the rights of clean athletes to compete on a level playing field.

For more information on TUEs, please go to <https://www.usada.org/substances/tue/>.

Global Drug Reference Online (Global DRO):

The Global Drug Reference Online (Global DRO) provides athletes and support personnel with information about the prohibited status of specific medications based on the current World Anti-Doping Agency (WADA) Prohibited List.

Global DRO does not contain information on, or that applies to, any dietary supplements.

The Global DRO can be found at <https://www.globaldro.com/Home>.

Additional Resources from USADA:

USADA Website: <https://www.usada.org/>

Supplement 411: <https://www.usada.org/substances/supplement-411/>

WADA Prohibited List: <https://www.usada.org/substances/prohibited-list/>

Anti-Doping 101: <https://www.usada.org/athletes/antidoping101/>

Attachment F

2021 U.S. Paralympics Cycling National Team Procedures & Obligations

Failure to comply with the Athlete Obligations as outlined below, or in the athlete's personal performance plan could impact an athlete's national team status and/or eligibility for benefits.

Cycling Athlete Obligations

- Maintain compliance with U.S. Paralympics Athlete Agreement
- Maintain compliance with 2021 Athlete Performance Plan
- Maintain compliance with the National Team Code of Conduct
- Maintain compliance with the National Team Equipment Agreement
- Maintain compliance with USADA, UCI/CAADF, IPC, and WADA anti-doping rules
- Maintain compliance with the 2021 U.S. Paralympics Cycling Team Rules
- Update Training Peaks on a weekly basis
- Maintain an appropriate level of fitness and weekly training in order to be prepared for international (UCI) Para-cycling competition
- Maintain communication with U.S. Paralympics Cycling staff as needed

Attachment G

U.S. Paralympics Cycling Team Rules and Regulations

The following rules apply to all official National Team and Team USA Para-cycling activities and events (additional rules may be implemented on a per-event basis as needed):

- The possession or use of weapons, tobacco products (including E-cigarettes or vape pens) or controlled substances by any athlete or staff member is prohibited. If an athlete possesses a Therapeutic Use Exemption (TUE) for medical marijuana, it may not be used within the confines of a shared room. Despite the existence of a TUE, athletes are required to abide by local, state, and federal laws of the country, city, or region in which any team activity takes place.
- Daily Curfews (“lights out” times) established by the Team Staff and published in the daily schedule must be observed by all athletes.
- Team members and staff will attend all team functions including meetings, practices, exhibitions, press conferences, competitions, etc., unless otherwise excused or instructed by U.S. Paralympics Cycling staff.
- Team members and staff will wear USOPC and/or U.S. Paralympics Cycling provided apparel as required and as designated by team leadership (Director, Associate Director of High Performance, Associate Director of Operations).
- Team members will cooperate with U.S. Paralympics Cycling staff
- Team members and staff will refrain from behavior that would detract from a positive image of the U.S. Paralympics Cycling National Team or that would be detrimental to its performance objectives.
- Team members and staff will display proper respect and sportsmanship toward coaches, officials, administrators, fellow competitors and the public.
- Team members are required to sleep in their assigned rooms and are not permitted to switch rooms – even temporarily – without prior approval from team staff.
- An open and observable environment should be maintained for all interactions between staff and athletes. Private, or one-on-one situations should be avoided unless open and observable. Common sense should be used to move a meeting to an open and observable location if the meeting inadvertently begins in private.
- Bullying, harassment, disparagement, or defamation of teammates, fellow competitors, team staff, event organizers, or UCI/IPC representatives – verbally, through social media, email, or text – is prohibited.
- Public intoxication or consuming alcohol to excess is prohibited.
- Staff drinking with athletes is **not allowed**. This includes being in the same establishment or even in the same room together.
- Friends and family are not permitted in athlete rooms or beyond the hotel lobby
- Team USA staff and athletes **only** on the field of play (including team pits/cabins). No friends/family/personal coaches.
- For athletes who need help putting on competition apparel (i.e. speedsuits):
 - Athletes are not required to have assistance and should request it of the staff if/when they require it.
 - There will always be at least three persons present when assisting with suits:
 - Three persons can be defined as two athletes (including the athlete

putting on the suit) and one staff member, or one athlete and two staff members. The make-up of staff and athletes when assisting with suits should be the same gender whenever possible.

- Staff will be considerate of the athlete and will avoid all but inadvertent touching of the groin, buttocks, and breast area.