



U.S. Paralympics Snowboarding 2020-21 Athlete and Sport Program Plan

Kevin Jardine, Director, U.S. Paralympics Alpine Skiing and Snowboarding
Phone: 719.332.8640 Email: Kevin.Jardine@usopc.org

Jessica Smith, Associate Director, Para Alpine Skiing/Snowboarding Sport Operations
Phone: 719.243.8966 Email: Jessica.Smith@usopc.org

Alex Tuttle, Head Coach, U.S. Paralympics Snowboarding
Phone: (719) 331-7370 Email: Alex.Tuttle@usopc.org

DEFINITIONS

1. **"2020"**: The following dates and seasons:
 - a. Summer Sports – the 2020 season, which lasts January 1, 2020 through December 31, 2020
 - b. Winter Sports – the 2020-2021 season, which lasts May 1, 2020 through April 30, 2021
2. **"2021"**: The following dates and seasons:
 - a. Summer Sports – 2021 season / January 1, 2021 through December 31, 2021
 - b. Winter Sports – 2021-2022 season / May 1, 2021 through April 30, 2022
3. **"Athlete Stipend"**: Previously referred to as Direct Athlete Support or DAS
4. **"EAHI"**: Elite Athlete Health Insurance
5. **"IF"**: an International Federation
 - a. ATH – World Para Athletics
 - b. CYC – Union Cycliste Internationale
 - c. SKA – World Para Alpine Skiing
 - d. SBD – World Para Snowboard
 - e. SKN – World Para Nordic Skiing
 - f. SWI – World Para Swimming
6. **"NGB"**: National Governing Body. For para ATH, CYC, SKA, SBD, SKN, SWI, U.S. Paralympics serves as the NGB.
7. **"USADA"**: The U.S. Anti-Doping Agency

PROGRAM GOALS

The primary focus for the U.S. Paralympics Snowboarding Program in 2020 is to:

- 1.) Provide competition and training activities to optimally prepare and field Team USA athletes for medal winning performances at the 2021 Para Snowboard World Cups, 2021 World Championships and prepare for the 2022 Paralympic Winter Games in Beijing, China.
- 2.) Continue to build an internationally competitive program, focusing on podium performances at Regional, National and International Competitions.
- 3.) Develop and nurture relationships with snowboard programs and coaches.

Specific activities in pursuit of these program goals will include:

- Focusing on fundamentals and use of technology in all preparation period camps.



- Building development at the regional levels through partnerships with existing programs.
- A podium focus at WPSB World Cup competitions
- A development focus at the Continental Cups and domestic competitions

2020 NATIONAL TEAM

U.S. Paralympics Snowboarding will nominate National Team(s) for 2020, based on athlete performances in the 2019-2020 World Cup, NorAm and WPSB events. National Team status applies from May 1, 2020 through April 30, 2021.

- 2020 U.S. Paralympics Snowboarding National Team status applies for the season (as defined above) covered by this document. National Team status and benefits are only awarded to athletes who accept, sign and remain current with their obligations under the U.S. Paralympics National Team Athlete Agreement and Individual Performance Plan (IPP).
- Athletes who meet a National Team standard during the 2020-21 season, may become eligible for National Team benefits and will retain their National Team status until April 30th, 2021. Athletes will be nominated to the team on the first day of the month following achievement of the National Team standard. No nominations will occur after February 15th, 2021.
- Athletes nominated to the 2020-21 National Team 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 WPSB master list and hold a current season license for Snowboarding from WPSB and USSS or USASA.

2020 National Team standards (Attachment A) are based on performances in all World Para Snowboard sanctioned competitions.

2021 NATIONAL TEAM

U.S. Paralympics will nominate a Snowboard National Team(s) for 2021, based on athlete performance [during 2020] in WPSB competitions (World Cup, Europa Cup, NorAm, and WPSB events).

NATIONAL TEAM BENEFITS

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

1. USOPC Athlete Stipend (Attachment B)
2. Para Snowboard 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 Snowboard 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.

EMERGING ATHLETES

Athletes who meet the Emerging standard during 2020 **may** be invited to participate in selected U.S. Paralympics Snowboarding Program activities as outlined below. Invitation is at the discretion of the Director of U.S. Paralympics Alpine Skiing and Snowboarding.

2020 Emerging standards (Attachment A) standards are based on results from WPSB sanctioned competitions. Schedules and results can be located at <http://www.paralympic.org/snowboard/calendar>.

Athletes nominated to the Emerging Team must be internationally classified by WPSB OR nationally classified by U.S. Paralympics Snowboard and **hold a Paralympic-eligible sport class** as per the IF and/or U.S. Paralympics master list and hold a current season license for Para Snowboard from WPSB and USSS or USASA.

2020 PROGRAM ACTIVITIES

Athletes will be required to attend all 2020-21 activities included in their individual performance plan (IPP) which will be developed in conjunction with the Director and coaching staff of U.S. Paralympics Snowboarding.

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 IPP (as applicable).

2020 OPERATION GOLD

The 2020-21 Operation Gold event will be the WPSB World Championships in Hafjell, Norway.

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.

In non-Paralympic years, Operation Gold Awards are limited to one award per athlete in a program year; athletes who qualify for more than one award automatically receive the higher award. Individuals must finish in one of the top eight places, while teams must finish in one of the top six places at the qualifying



event in order to qualify for Operation Gold Awards in non-Paralympic years, provided individuals/teams finish among the top 50% of the individuals/teams who started the event.

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

NOTE: For Paralympic sports with a discipline or event that is not included on the program of the Paralympic Games, that discipline or event will not be eligible for Operation Gold. However, if a Paralympic sport has a revolving program for the Paralympic Games (i.e., an event is taken from the program one quad, but is added back to the program the next quad), that event or discipline will be eligible for Operation Gold at the approved qualifying event.

Paralympic Sport Payment Schedule

Place	1st Year of Quad	2 nd Year of Quad	3 rd Year of Quad	Paralympic Games Year (Paralympic Games Only)
1st	\$6,250	\$6,250	\$7,500	\$37,500
2nd	\$5,000	\$5,000	\$6,250	\$22,500
3rd	\$4,375	\$4,375	\$5,000	\$15,000
4th	\$3,750	\$3,750	\$4,375	
5th	\$3,125	\$3,125	\$3,750	
6th	\$3,125	\$3,125	\$3,750	
7th	\$2,500	\$2,500	\$2,500	
8th	\$2,500	\$2,500	\$2,500	



Attachment A

2020-21 National Team Selection Criteria

Minimum Requirements to be nominated to the National Teams

- Be internationally classified by World Para Snowboarding
- Have a National (USASA) and International (IPC) License
- Be in the USADA Out of Competition (OOC) testing pool.
- Be in good standing with the USOPC, SafeSport, NCSI, IPC, USADA, USSS, WADA and USASA.

1. To earn team status a current named member of 2019-2020 U.S. Paralympics Snowboarding Team must achieve the following on the WPSB Base Points List:

- 2 top 3 rank for categories with 1-9 competitors
- 1 top 5 or 2 top 10 rankings for categories with 10-20 competitors
- 1 top 10 rank or 2 top 12 rankings for categories 21-40 competitors

AND

- have competed in 2 FIS NorAm or WPSB North America events during the 2019/20 season

2. To earn team status a new athlete on the 2020-21 U.S. Paralympics Snowboarding Team must achieve the following from the WPSB Base list for SBX and BSL:

Achieve the following in one discipline:

- Top 3 rank for categories with 1-9 competitors
- Top 5 rank for categories with 10-20 competitors
- Top 7 rank for categories 21-40 competitors

AND

Achieve the following in the other discipline:

- Top 3 rank for categories with 1-9 competitors
- Top 5 rank for categories with 10-20 competitors
- Top 10 rank for categories 21-40 competitors

3. Emerging Team Criteria:

Emerging Athletes must meet the following criteria to be considered for an invitation to team activities:

- a. Meet the National Team criteria in one discipline (BSL or SBX).
- b. Show commitment to training and competing in both disciplines of Para Snowboard.
- c. Comply with all team rules and regulations.

*DISCRETIONARY CRITERIA

U.S. Paralympics Snowboarding may use discretionary criteria to select additional athletes onto the National Team who have not met the objective criteria for the National 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 Snowboarding 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 achieved a medal in the 2019 WPSB Snowboard World Championships or in the 2018 Paralympic Games.
- athlete demonstrates a trend of improving performance in international competition that is indicative of a podium performance by the current international standards within the next 2 years.

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



Attachment B

2020 U.S. Paralympics Snowboarding Team Athlete Stipends

1. Athlete stipends are processed monthly on the first Friday 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 2020-21 Athlete Agreement obligations and IPP 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 safe sport 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 Athlete Support Designee Form has been completed and submitted (annual basis).
8. Athlete support is 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 support 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. Athlete support is contingent upon maintaining consistent performance standards and competition results as well as complying with team obligations (e.g., proper communication, following travel policies, event commitments, etc.).

2020 Criteria for Para Snowboard Athlete Stipends (include dollar amounts):

Athlete Stipends will be dispersed monthly from December through April to athletes that have National Team status, a signed athlete agreement and are compliant with team rules and regulations. Payments will be sent out as soon as possible following the monthly WPSB Ranking List update.

Standards are based on current World Ranking Lists produced by WPSB monthly during the competition season. Athlete Stipends will be based on current National Team status and number of events qualified and will be reevaluated monthly throughout the competitive season.



All Para Snowboard National Team athletes who have signed and are compliant with their athlete agreement will receive a base payment of \$450 per month.

AND

All National Team athletes that are ranked on the WPSB Ranking List in the top 1/3 of the athletes on the ranking list in a discipline (SBX or BSL) at the start of each month (Dec – April) will receive an additional payment of \$500 per discipline.

OR

All National Team athletes that are ranked on the WPSB Ranking List in the top 2/3 in a discipline (SBX and BSL) of the athletes on the ranking list at the start of each month (Dec – April) will receive an additional payment of \$250 per discipline.

Compliance Bonus – Performance Incentive Support

On a monthly basis, each Para Snowboard National Team athlete will have their compliance level reviewed by the coaching staff and IST (Integrated Support Team) and bonuses will be available for athletes who are 100% compliant in these areas.

Minimum requirement: The athlete must completely fulfil their action points / key performance indicators (KPI's) as agreed between their IST and each athlete. This requirement must be met to be eligible for consideration for a bonus under the following terms.

- A complete log with feedback in for each session on a given day on Train Heroic.
- A complete and accurate log that matches their prescribed training plan on Train Heroic for that day on Polar Flow.
- Accurately and punctually complete assigned reporting tasks set in conjunction with the team dietitian.

All required logs will be reviewed weekly must be completed to receive the bonus of \$10 per day. The Compliance Bonus will be paid monthly.



Attachment C

2020 U.S. Paralympics Snowboarding Additional Athlete Support Programs

Travel and Training Support

Athletes that are named to the “National Team” will have expenses covered including airfare, event transportation, lodging, competition entry, coaching fees, and lift passes as outlined in their IPP.

Athletes that are named to the “Emerging Team” will have three payments of \$2000 (\$6000) to assist in the cost of airfare, event transportation, lodging, race entry, coaching fees, and lift passes as outlined in their IPP.

There will be no refunds for activities that are not attended throughout the year as outlined in their IPP. All travel arrangements will be made by the U.S. Paralympics Staff.

If an athlete is not current with their payments for travel and training support, they will be suspended from all team support and activities until their payments are current.



Attachment D

2020 U.S. Paralympics Snowboard Elite Athlete Health Insurance (EAHI)

All 2020 National 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.

1. Athletes must be currently training and competing to receive EAHI.
2. Athletes must sign and be in compliance with 2020 Athlete Agreement obligations and personal performance plan obligations.
3. Athletes are eligible for EAHI at the beginning of the month following nomination to the National Team(s).
4. EAHI will only be offered once the Athlete Support Designee Form has been completed and submitted (annual basis).
5. 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.
6. 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.
7. Athletes sanctioned by the U.S. Center for SafeSport, the USOPC, or another National Governing Body (NGB) for a safe sport code violation are not eligible for EAHI, regardless of any National Team(s) status, during the period of such sanction.
8. 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.



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

2020 U.S. Paralympics Snowboarding National Team Procedures & Obligations

Snowboard Team Procedures

- Failure to comply with the Athlete Obligations listed below or violating the Athlete Agreement will result in a suspension of athlete stipends, other team benefits, and/or removal from the National Team.
- Failure to submit all 2020 National Team Paperwork by the posted deadline will result in a loss of half of each month's DAS stipend until the paperwork has been completed.
- Failure to submit monthly progress report/training logs by the deadline will result in a fine.
 - Late or incomplete progress reports/training logs: \$100 fine (or \$100 deduction from DAS stipend).
- U.S. Paralympics Snowboarding issued national team uniforms and competition gear must be worn at required competitions and training camps.

U.S. Paralympics Snowboard Athlete Obligations

- Maintain compliance with U.S. Paralympics Athlete Agreement
- Maintain compliance with 2020 Individual Performance Plan
- Maintain compliance with the National Team Code of Conduct
- Maintain compliance with USADA, IPC, IF, and WADA anti-doping policies
- Compete in the 2021 U.S. Paralympics Snowboarding National Championships unless excused ahead of time in writing by the Director and Head Coach.
- Maintain regular communication with the Director, Head Coach and the coaching staff.

U.S. Paralympics Snowboarding Team Rules and Regulations (if applicable)

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

- Team members and staff will attend all team functions for which they are selected including meetings, practices, exhibitions, press conferences, competitions, etc., unless otherwise excused or instructed by a National Team Coach, Team Manager or Director.
- Team members and staff will cooperate in a respectful manner with all Team leadership (Team Manager, National Team Coach, USOPC staff and Director).
- Team members and staff will refrain from behavior that would detract from a positive image of the U.S. Paralympics Snowboarding 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.



- Athletes are not permitted to travel with guests unless approved by the Director and/or Head Coach. If approved, at least one month in advance, athletes will have to make all arrangements for lodging and travel / transportation for their guest. If team lodging is unavailable, the athletes and their guests will be required to find other accommodations. Athletes will be removed from all team housing arrangements / rooming lists and their lodging will also be at their own expense. Approved guests will not have access to any credentials or on slope access. Athletes will be required to meet all team obligations as required of all US Paralympics National Team athletes at the event.
- U.S. Paralympics Snowboarding issued national team uniforms and competition gear must be worn at required competitions and training camps and other designated activities.
- Public intoxication or consuming alcohol to excess will not be tolerated by athletes or staff.
- Athletes and staff are not permitted to consume alcohol together.
- Athletes under the age of 21, may not consume alcohol regardless of the laws in the country the team is competing or training in.
- Athletes under the age of 18, may be required to be chaperoned to all team events, provide their own lodging and transportation.
- Team members are to sleep in their assigned rooms.
- Curfews established by team leadership must be observed by all members of the team.
- The possession or use of weapons, such as guns, knives, swords, etc., by any athlete or staff member is prohibited.
- To ensure the propriety of the athletes and to protect the staff, there will be no male athletes in female athletes' rooms, and no female athletes in male athletes' rooms. There will be a team room provided for relaxation and recreation whenever possible.
- Team members and staff will keep accommodations clean and in good condition.
- 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, disparagement, or defamation of teammates, fellow competitors, team staff, event organizers, or IF representatives – verbally, through social media, email, or text – is prohibited.

All infractions of the above rules will result in the loss of funding or support from a project or event. Dismissal from an event or camp may occur. This will be at the discretion of the USOPC Director and Head Coach.