2021-22 Athlete and Sport Program Plan

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DEFINITIONS

1. “2021”: The following dates and seasons:
   a. Summer Sports – the 2021 season, which lasts January 1, 2021 through December 31, 2021
   b. Winter Sports – the 2021-2022 season, which lasts May 1, 2021 through April 30, 2022
2. “2022”: The following dates and seasons:
   a. Summer Sports – 2022 season / January 1, 2022 through December 31, 2022
   b. Winter Sports – 2022-2023 season / May 1, 2022 through April 30, 2023
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 2021-22 is to:

1.) Provide competition and training activities to optimally prepare and field Team USA athletes for medal winning performances at the 2022 Paralympic Winter Games, 2022 Para Snowboard World Championships the 2021-22 Para Snowboard World Cup.
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 WPSB Continental Cups and domestic competitions.

**2021-22 NATIONAL TEAM**

U.S. Paralympics Snowboarding will nominate National Team(s) for the 2021-22 season, based on athlete performances in 2020-2021 World Cup, NorAm and WPSB events. National Team status applies from May 1, 2021, through April 30, 2022.

- 2021 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 2021-22 season, may become eligible for National Team benefits and will retain their National Team status until April 30th, 2022. 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 January 15th, 2022.

- Athletes nominated to the 2021-22 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 (international) and USSS or USASA (domestic).

2021-22 National Team standards (Attachment A) are based on performances in all World Para Snowboard sanctioned competitions.

**2022-23 NATIONAL TEAM**

U.S. Paralympics will nominate a Snowboard National Team(s) for the 2022-23 season, based on athlete performance [during 2022] in all 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)
3. USOPC Elite Athlete Health Insurance program (Attachment D)
4. Air transportation (or ground equivalent), lodging, ground transportation, meal per diem, and coaching support at designated U.S. Paralympics Snowboard training and competition activities.
6. U.S. Paralympics National Team uniform.

EMERGING ATHLETES

Athletes who meet the Emerging standard during 2021-22 may be invited to participate in selected U.S. Paralympics Snowboard Program activities as outlined below. Invitation is at the discretion of the U.S. Paralympics Snowboard staff.

2021 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 (international) and USSS or USASA (domestic).

2021-22 PROGRAM ACTIVITIES

Athletes will be required to attend all 2021-22 activities included in their individual performance plan (IPP) which will be developed in conjunction with the 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).

2021-22 OPERATION GOLD

The 2021-22 Operation Gold event will be the 2022 Paralympic Winter Games in Beijing, China.

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

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Attachment A

2021-22 National Team Selection Criteria

Minimum Requirements to be nominated to the US Paralympics Snowboard National Team:
• Be internationally classified by World Para Snowboarding
• Have a current National (USASA or USSS) and International (IPC) License
• Be in the USADA Registered Testing Pool/Clean Athlete Program.
• Be in good standing with the USOPC, The U.S. Center for SafeSport, IPC, USADA, USSS, WADA and USASA.

1. All athletes with at least one (1) podium (top three) finish in a WPSB 2020-21 World Cup will be nominated to the Team.

2. 2020-21 National Team Athletes without a 2020-21 World Cup Podium - Athletes must achieve the following on the May 2021 WPSB Points List in at least one discipline AND be ranked in the other discipline [SBX / BSL]:

   Achieve the following in one discipline:
   Top 6 World rank for categories with 1-9 competitors OR
   Top 10 World rank for categories with 10-20 competitors OR
   1 top 12 World rank for categories 21-40 competitors

   AND

   Achieve the following in the second discipline:
   Top 6 World rank for categories with 1-9 competitors OR
   Top 15 World rank for categories with 10-20 competitors OR
   Top 15 World rank for categories 21-40 competitors

3. 2020-21 Non-National Team Athletes without a 2020-21 World Cup Podium - Athletes must achieve the following on the May 2021 WPSB Points List in at least one discipline AND be ranked in the other discipline [SBX / BSL]:

   Achieve the following in one discipline:
   Top 3 World rank for categories with 1-9 competitors OR
   Top 5 World rank for categories with 10-20 competitors OR
   Top 7 World rank for categories 21-40 competitors

   AND

   Achieve the following in the second discipline:
   Top 3 World rank for categories with 1-9 competitors OR
   Top 5 World rank for categories with 10-20 competitors OR
   Top 10 World rank for categories 21-40 competitors
4. Emerging Team Criteria:
Emerging Athletes must meet the following criteria in one discipline to be considered for an invitation to team activities:

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

AND

- Show commitment to training and competing in both disciplines of Para Snowboard.

*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 using the current international standards within the next two (2) years.

Discretionary nominations for the National Team, along with Team support level, 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

2021-22 U.S. Paralympics Snowboard Team Athlete Stipends

1. Athlete stipends are processed monthly on the first Friday of each month following the release of the WPSB points list.
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 2021-22 Athlete Agreement obligations. If an athlete is not current with the agreement 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.).
11. 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.
**2021-22 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 US Para Snowboard National Team athletes who have signed and are compliant with their athlete agreement will receive a base payment of $750 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 and additional payment of $250 per discipline.

**Supplemental Athlete Support (SAS)**

U.S. Paralympics Snowboard National Team Athletes are eligible to receive support per calendar year to support expenses such as: equipment, training, and coaching. The primary use of this support is to offset personal snowboarding equipment costs, gym memberships, at home training costs, fitness and conditioning equipment, cross training equipment and seasonal lift passes.

SAS support will be requested and approved in writing. Receipts of the expenses must be submitted to be reimbursed. Deadline for submission is December 15th for the year or the remainder will be forfeited. Multiple purchase requests may be made at the same time.

SAS annual allowances are as follows:

- National Team - $6000 per year
2021-22 U.S. Paralympics Snowboard Additional Athlete Support Programs

Travel and Training Support

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

Athletes that are selected to the Emerging Team will have three payments of $2500 ($7500) 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.

Podium Program- Performance Incentive Support

Podium funding will only be awarded to athletes who are in compliance with 2021-22 Athlete Agreement obligations and IPP obligations. Earned podium funds will be added to monthly Direct Athlete Support payments.

- Athletes must finish within the top 50% of competitors in the category.
- Podium funding will be awarded in 2021-22 at all WP SB World Cup Competitions and the 2022 World Championships
- Athletes may earn funds in multiple disciplines.

Each World Cup Podium will receive:

1st place - $1000
2nd place - $750
3rd place - $500
Attachment D

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

All 2021 U.S Paralympics Snowboard 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 2021-22 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 illnesses 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

2021-22 U.S. Paralympics Snowboard National Team Procedures, Rules & Obligations

Snowboard Team Procedures

- Failure to comply with the Athlete Obligations listed below or violating the Athlete Agreement may result in a suspension of athlete stipends, other team benefits, and/or removal from the National Team.
- Failure to submit all 2021 National Team Paperwork by the posted deadline will result in a loss of half of each month’s stipend until the paperwork has been completed.
- 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 2021-22 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 2022 U.S. Paralympics Snowboard National Championships unless excused ahead of time in writing.
- Maintain regular communication with the program and coaching staff.

U.S. Paralympics Snowboard Team Rules

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 Program Director.
- Team members and staff will cooperate in a respectful manner with all Team leadership (Team Manager, National Team Coach, USOPC staff and Program Director).
- Team members and staff will refrain from behavior that would detract from a positive image of the U.S. Paralympics Snowboard 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 prior and in writing by the program staff. If approved, at least one month in advance, athletes will be required 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 U.S. Paralympics National Team athletes at the event.

- U.S. Paralympics Snowboard 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.

- 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.