



U.S. Paralympics Snowboarding

2022-23 Athlete and Sport Program Plan

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DEFINITIONS

1. **“2022”**: The following dates and seasons:
 - Summer Sports – the 2021 season, which lasts January 1, 2022 through December 31, 2022
 - Winter Sports – the 2021-2022 season, which lasts July 1, 2022 through June 30, 2023
2. **“2023”**: The following dates and seasons:
 - Summer Sports – 2022 season / January 1, 2022 through December 31, 2022
 - Winter Sports – 2022-2023 season / July 1, 2022 through June 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
 - ATH – World Para Athletics
 - CYC – Union Cycliste Internationale
 - SKA – World Para Alpine Skiing
 - SBD – World Para Snowboard
 - SKN – World Para Nordic Skiing
 - 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 2022-23 is to:

- 1.) Provide competition and training activities to optimally prepare and field Team USA athletes for medal winning performances at the 2023 Para Snowboard World Championships.
- 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 consistent sport specific technical language in all preparation period camps.
- Building development at the regional levels through partnerships with existing programs.
- Continue to foster and develop a strong team atmosphere through collectively enhancing team dynamics both on and off the hill.
- A development focus at domestic prep camps, NORAMs, and domestic competitions.

2022-23 NATIONAL TEAM

U.S. Paralympics Snowboarding will nominate National Team(s) for the 2022-23 season, based on athlete performances in 2021-2022 PWG, World Cup, NorAm, and WPSB events. National Team status applies from July 1, 2022, through June 30, 2023.

- U.S. Paralympics 2022-23 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).
- Only results and rankings from the 2021-2022 season will be considered in the Performance Criteria Selection based on the WPSB June Base List thus 2022-23 season results will not be considered for mid-season National Team selection.
- Athletes nominated to the 2022-23 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.
- Athletes nominated to the 2022 National Team(s) must be compliant with the USOPC COVID-19 Vaccination Requirement, USOPC Background Check Policy, USOPC Anti-Doping Policy, USOPC Code of Conduct for U.S. Paralympics National Teams and U.S. Paralympics Programs, USOPC Athlete Safety Policy and USOPC Minor Athlete Abuse Prevention Policy.
- 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 (domestic).

2022-23 National Team standards (Attachment A) are based on performances in all World Para Snowboard sanctioned competitions.



2023-24 NATIONAL TEAM

U.S. Paralympics Snowboarding will nominate Snowboarding National Team(s) for the 2023-24 season based on athlete performances [during 2022-23] in all WPSB competitions (World Championships, World Cup, Europa Cup, NorAm, and WPSB events).

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 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 two U.S. Paralympics Snowboarding high performance program staff and one elite athlete representatives meeting the eligibility requirements under, and appointed pursuant to, the USOPC Bylaws.

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. Operation Gold
3. Para Snowboard Additional Athlete Support Programs (Attachment C)
4. USOPC Elite Athlete Health Insurance program (Attachment D)
5. Air transportation (or ground equivalent), lodging, ground transportation, meal per diem, and coaching support at designated U.S. Paralympics Snowboarding training and competition activities.



6. USOPC Athlete Career & Education Program (<https://www.teamusa.org/athlete-career-and-education-program>).
7. U.S. Paralympics National Team uniform.

EMERGING ATHLETES

Athletes who meet the Emerging standard during 2022-23 **may** be invited to participate in selected U.S. Paralympics Snowboarding Program activities as outlined below. Invitation is at the discretion of the U.S. Paralympics Snowboarding staff.

2022-23 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 by U.S. Paralympics Snowboarding 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 (domestic).

2022-23 PROGRAM ACTIVITIES

Athletes will be required to attend all 2022-23 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).

2022-23 OPERATION GOLD

The 2022-23 Operation Gold event will be the 2023 World Championships in Klovnsjo, Sweden.

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 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)
1 st	\$6,250	\$6,250	\$7,500	\$37,500
2 nd	\$5,000	\$5,000	\$6,250	\$22,500
3 rd	\$4,375	\$4,375	\$5,000	\$15,000
4 th	\$3,750	\$3,750	\$4,375	
5 th	\$3,125	\$3,125	\$3,750	
6 th	\$3,125	\$3,125	\$3,750	
7 th	\$2,500	\$2,500	\$2,500	
8 th	\$2,500	\$2,500	\$2,500	



Attachment A

2022-23 National Team Selection Criteria

Minimum Requirements to be nominated to the U.S. Paralympics Snowboard National Team:

- Be internationally classified by World Para Snowboard
- 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, U.S. Center for SafeSport, IPC, USADA, USSS, WADA and USASA.

National Team Criteria:

1. All athletes that are a 2022 Paralympic Winter Games or 2022 World Championship Medalist in either discipline will be nominated to the Team.

OR

2. Athletes must achieve both of the following on the June Base List 2022 WPSB World Ranking **AND** WPSB point level in one discipline (BSL or SBX) **AND** at least the following WPSB World Ranking in the other discipline (BSL or SBX), based upon number of World Cup eligible participants within respective category and gender (rounded down for odd numbers):

- 1-9 competitors in the category: Top 50% of field **AND** at least 700pts
- 10-20 competitors in the category: Top 50% of field **AND** at least 600pts
- 21-40 competitors in the category: Top 50% of field **AND** at least 500pts
- 41+ competitors in the category: Top 50% of field **AND** at least 450pts

Emerging Team Criteria:

Emerging Athletes must meet the following criteria in one discipline and be WPSB internationally competitive 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.



Attachment B

2022-23 U.S. Paralympics Snowboarding 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 in compliance with their 2022-23 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 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.



2022-23 Criteria for U.S. Paralympics Snowboarding Athlete Stipends:

Athlete Stipends will be dispersed monthly from November 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 U.S. Paralympics Snowboarding National Team athletes who have signed and are compliant with their athlete agreement will receive a base payment of \$675 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 (Nov. – 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 (Nov. – April) will receive an additional payment of \$250 per discipline.



Attachment C

2022-23 U.S. Paralympics Snowboarding Additional Athlete Support Programs

Travel and Training Support

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

Athletes that are named to the National Team in one discipline will have their expenses covered in accordance with their IPP in the one discipline that the athlete qualified including airfare, event transportation, lodging, competition entry, coaching fees, and lift passes. For the discipline in which the athlete did not meet National Team criteria in lodging will be covered at 50%.

Adaptive Spirit (SkiTAM) Event:

U.S. Paralympics Snowboarding National Team athletes are expected to participate in the season ending Adaptive Spirit event and fundraiser.

For those National Team athletes who do not receive funding to attend the event directly from an Adaptive Spirit (No Excuses) Athlete Partnership Program Grant, U.S. Paralympics Snowboarding will help with transportation costs provided that the request is received three weeks in advance. Transportation costs will be limited to flights, mileage reimbursement (local athletes who elect to drive), and/or shuttle costs to get from DEN airport to Vail. Transportation costs will not be provided for Development Team athletes to attend.



Attachment D

2022 U.S. Paralympics Snowboarding Elite Athlete Health Insurance (EAHI)

All 2022-23 U.S Paralympics Snowboarding 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.

- Athletes must be currently training and competing to receive EAHI.
- Athletes must sign and be in compliance with 2022-23 Athlete Agreement obligations and personal performance plan obligations.
- Athletes are eligible for EAHI at the beginning of the month following nomination to the 2022-23 National Team(s).
- 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).
- 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.
- 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.
- 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.
- 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.
- 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.
- 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

2022-23 U.S. Paralympics Snowboarding 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 2022 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 Snowboarding Athlete Obligations

- Maintain compliance with U.S. Paralympics Athlete Agreement
- Maintain compliance with 2022-23 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 2023 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 Snowboarding 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 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. ^{[[1]]}_{SEP}
- 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 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. ^{[[]]}_[SEP]
- 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. ^{[[]]}_[SEP]
- 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.