



U.S. Paralympics Alpine Skiing 2020 Athlete and Sport Program Plan

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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

Specific activities in pursuit of these program goals will include:

The primary focus for the U.S. Paralympics Alpine Skiing Program in 2020-2021 is to:

- Provide competition and training activities to optimally prepare and field Team USA athletes for medal winning performances at 2020 - 2021 World Para Alpine Skiing Championships and WPAS World Cup(s).
- Continue to build an internationally competitive program, focusing on podium performances at regional, national and international competitions.
- Identify new talent.
- Develop and nurture relationships with adaptive and alpine programs and their coaches.

Specific activities in pursuit of these program goals will include:

- Focusing on fundamentals and technology in prep camps.
- Building athlete development at the regional levels.
- A podium focus at WPAS World Championships, WPAS World Cups and WPAS World Cup Finals.



2020-21 NATIONAL TEAM

U.S. Paralympics Alpine Skiing will nominate National Team(s) for 2020-21, based on athlete performances in the 2019-2020 World Cup, NorAm and WPAS events. National Team status applies from May 1, 2020 through April 30, 2021.

- U.S. Paralympics 2020 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 WPAS master list and hold a current season license for Alpine Skiing from WPAS and the US Ski and Snowboard Association.

2020-21 National Team standards (Attachment A) are based on performances in all World Para Alpine Skiing sanctioned competitions.

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. Alpine Skiing Additional Athlete Support Programs (Attachment C)
2. USOPC Elite Athlete Health Insurance program (Attachment D)
3. Air transportation (or ground equivalent), lodging, ground transportation, race entries, lift passes and coaching support at designated U.S. Paralympics Alpine Skiing 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 the 2020-21 season, **may** be invited to participate in selected U.S. Paralympics Alpine Skiing Program activities as outlined below. Invitation is at the discretion of U.S. Paralympics Director of Alpine Skiing and Snowboarding.

2021-22 standards (Attachment A) will be based on results from WPAS sanctioned competitions. Schedules and results can be located at www.paralympic.org/alpine-skiing/calendar.

Athletes nominated to the Emerging Team must be internationally classified by WPAS OR nationally classified by U.S. Paralympics Alpine Skiing 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 Alpine Skiing from WPAS and the U.S. Ski and Snowboard Association.

2020-21 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 Alpine Skiing and 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).

2020-21 OPERATION GOLD

The 2020-21 Operation Gold event will be the WPAS 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 U.S. Paralympics Alpine Skiing Standards

Minimum Requirements to be nominated to the National Team:

- Be internationally classified by World Para Alpine Skiing (WPAS)
- Have a National (USSA) and International (WPAS) License
- Be in the USADA testing pool
- Be in good standing with the USOPC, NCSI, SafeSport, IPC, USADA, WADA and USSA.

A TEAM

Athletes must be World Para Alpine Skiing (WPAS) World Cup eligible and be:

Women

- 2020 WPAS Overall or Individual WPAS Discipline Champion OR
- Ranked in at least one discipline in the top 5 for VI athletes, top 7 for Standing athletes or top 4 for Sitting athletes AND the equivalent to the top 2/3 of the WC qualified field per category (*of current active competitors that are World Cup eligible*)

Men

- 2020 WPAS Overall or Individual WPAS Discipline Champion OR
- Ranked in at least one discipline in the top 7 for VI athletes, top 16 for Standing athletes or top 14 for Sitting athletes AND the equivalent to the top 2/3 of the WC qualified field per category (*of current active competitors that are World Cup eligible*).

B TEAM

Athletes (both Men and Women) must be qualified in a minimum of two disciplines to the World Cup based on published WPAS World Cup Qualifying List (*of current active competitors that are World Cup eligible*) and must be ranked in the top 5 athletes representing the U.S.A within their respective sport class. The following criteria shall apply for B Team athletes:

Women

- Ranked in top 7 for VI athletes, top 9 for Standing athletes or top 5 for Sitting athletes in at least one discipline AND the equivalent to the top 3/4 of the WC qualified field per category (*of current active competitors that are World Cup eligible*).

Men

- Ranked in top 8 for VI athletes, top 20 for Standing athletes or top 18 for Sitting athletes in at least one discipline AND the equivalent to the top 3/4 of the WC qualified field per category (*of current active competitors that are World Cup eligible*).

B Team athletes that fail to advance to the A Team after 2 seasons will no longer be nominated to the A, B or C team(s).

C TEAM

Athletes (both Men and Women) must be qualified in a minimum of two disciplines to the WPAS World Cup



based on published WPAS standards and must be ranked in the top 5 athletes representing the U.S.A. within their respective sport class.

Only athletes that have not previously been nominated for the A and/or B Team within the past 4 seasons are eligible for the C Team. After July 1st, 2020 athletes not already named to the team must meet the A Team standard to be nominated mid-season. B and C Team athletes must meet the A Team standard during the 2020/21 season prior to February 15th, 2021 for promotion. Additionally, no new National Team nominations will occur after February 15th, 2021.

C Team athletes that fail to advance to the B Team after 3 seasons will no longer be nominated to any team(s).

ADDITIONAL NOTES FOR SELECTION:

- *Any 2019-20 named National Team athlete returning to active competition status from Injury Status/Study Break/Professional Obligation(s) that met the National A Team standard prior to freezing their WPAS points, will be granted B Team funding until they are removed from Injury Status / Study Break / Professional Obligation(s) status on the WPAS points list.*



Attachment B

2020-21 U.S. Paralympics Alpine Skiing 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.).



2020-21 Criteria for Alpine Skiing Athlete Stipends (including 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.

Athlete Stipends will be based on current National Team status and number of events qualified and will be reevaluated monthly throughout the competitive season (Dec 15 – April 15). Standards are based on current World Ranking Lists produced by WPAS monthly during the competition season.

- \$2000/monthly if qualified for the A Team standard in three or more disciplines
- \$1750/monthly if qualified for the A Team standard in two disciplines
- \$1500/monthly per month if qualified for the A Team standard in one discipline
- \$1000/monthly if qualified for the B Team standard in three or more disciplines
- \$500/monthly if qualified for the B Team standard in two disciplines
- \$250 /monthly if qualified for the C Team standard



Attachment C

2020-21 U.S. Paralympics Alpine Skiing Additional Athlete Support Programs

Travel Support

Athletes (and guides) that are named to the “A Team” will have all expenses covered including airfare, event transportation, lodging, race entry, coaching fees, and lift passes.

Athletes (and guides) that are named to the “B Team” will have two payments of \$2500 (\$5000) each to assist in the cost of airfare, event transportation, lodging, race entry, coaching fees, and lift passes as outlined in their IPP.

Athletes (and guides) that are named to the “C Team” will have three payments of \$2500 (\$7500) each 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. 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 in compliance with 2020-21 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 AND within 20% of the winning time in order to be eligible to receive podium funds
- Podium funding will be awarded in 2020-21 at all WPAS World Cup Competitions.
- Athletes may earn funds in multiple disciplines.
- VI Guides are not eligible for podium funds.

Each World Cup Podium will receive:

1st place - \$300

2nd place - \$200

3rd place - \$100



Compliance Bonus – Performance Incentive Support

On a monthly basis, each Alpine 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 D

2020-21 U.S. Paralympics Alpine Skiing Elite Athlete Health Insurance (EAHI)

All 2020-21 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.

1. Athletes must be actively training and competing to receive EAHI.
2. Athletes must sign and be in compliance with 2020 Athlete Agreement obligations and IPP 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

2020-21 U.S. Paralympics Alpine Skiing National Team Procedures, Obligations and Rules

Alpine Skiing Team Procedures

- Failure to comply with the Athlete Obligations, Team Rules and Regulations listed below or a violation of the Athlete Agreement will result in a suspension of athlete stipends, team support, funding, benefits, and/or removal from the National Team.
- U.S. Paralympics will provide athlete stipends for multi-sport athletes in only the multi-sport athlete's designated primary sport.

U.S. Paralympics Alpine Skiing Athlete Obligations

- Maintain compliance with U.S. Paralympics Athlete Agreement
- Maintain compliance with 2020-21 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 Alpine Skiing National Championships unless excused ahead of time in writing by the Director.

U.S. Paralympics Alpine Skiing Team Rules and Regulations

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 Alpine Team or that would be detrimental to its performance objectives.
- Team members and staff will display proper respect and sportsmanship toward coaches, officials, administrators, teammates, fellow competitors and the public.
- U.S. Paralympics Alpine Skiing 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. This includes being in the same establishment or in the same room 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 and provide their own lodging and transportation.
- Team members are to sleep in their assigned rooms and changes to the rooming list is prohibited.
- 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.
- Friends and family are not permitted in athlete rooms or beyond the hotel lobby.
- No friends/family/personal coaches permitted on the field of play. Only authorized Team staff is allowed in these areas.

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.

* For athletes who need help putting on competition apparel (i.e. speed suits):

- 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 competition apparel:
 - Three persons can be defined as two athletes (including the athlete putting on the competition apparel) and one staff member or one athlete and two staff members.
- The make-up of staff and athletes when assisting with competition apparel should be the same gender.
- Staff will be considerate of the athlete and will avoid all but inadvertent touching of the groin, buttocks, and breast area.