U.S. Paralympics Alpine Skiing
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 Alpine Skiing Program in 2021-2022 is to:

- Provide competition and training activities to optimally prepare and field Team USA athletes for medal winning performances at the 2022 Paralympic Winter Games, the 2022 World Para Alpine Skiing Championships and 2021-2022 WPAS World Cup(s).
- Continue to build an internationally competitive program, focusing on podium performances at regional, national and international competitions.
- Identify new talent to ensure continued success in the future.
- 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 new technology in preparation camps.
- Building athlete development at the regional levels.
- A podium focus at the Paralympic Winter Games, WPAS World Championships, and WPAS World Cups.

2021-22 NATIONAL TEAM

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

- U.S. Paralympics 2021-22 Alpine 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 their Season Review and Performance Plan (SPR).

- 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 WPAS master list and hold a current season license for Alpine Skiing from WPAS (international) and the US Ski and Snowboard Association (domestic).

2021-22 National Team standards (Attachment A) are based on performances in 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)
3. USOPC Elite Athlete Health Insurance program (Attachment D)
4. 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.
5. U.S. Paralympics National Team uniform.

EMERGING ATHLETES

Athletes who meet the C Team standard during the 2021-22 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.

2022-23 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 (international) and the U.S. Ski and Snowboard Association (domestic).

2021-22 PROGRAM ACTIVITIES

Athletes will be required to attend all 2021-22 activities included in their individual SPR which will be developed in conjunction with the 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 SPR (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 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 current National (USSS) and International (WPAS) License
- Be in the USADA testing pool
- Be in good standing with the USOPC, U.S. Center for SafeSport, IPC, USADA, WADA and USSS.

A TEAM
Based on the May 2021 Points list, athletes must be World Para Alpine Skiing (WPAS) World Cup eligible and must be placed in the top 5 of athletes representing the U.S.A within their respective sport class.

The following criteria shall apply for A Team nomination:

**Women**
- Female athletes must have below 100 WPAS points and be ranked in the top 7 for VI athletes, top 10 for Standing athletes or top 5 for Sitting athletes.

**Men**
- Male athletes must have below 100 WPAS points and be ranked in the top 7 for VI athletes, top 18 for Standing athletes or top 16 for Sitting athletes.

B TEAM
Based on the May 2021 WPAS Points list, athletes must be qualified in a minimum of two disciplines to the WPAS World Cup and must be placed in the top 5 of athletes representing the U.S.A within their respective sport class.

The following criteria shall apply for B Team nomination:

**Women**
- Female athletes must have below 150 WPAS points and be ranked in top 9 for VI athletes, top 12 for Standing athletes or top 7 for Sitting athletes in at least one discipline AND be WPAS World Cup qualified in a second discipline.

**Men**
- Male athletes must have below 150 WPAS points and be ranked in top 10 for VI athletes, top 21 for Standing athletes or top 18 for Sitting athletes in at least one discipline AND be WPAS World Cup qualified in a second discipline.

*B Team athletes that fail to advance to the A Team after 2 seasons will no longer be nominated to any 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.

*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:**

- 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 team nominations are made, all athletes not already named to the team must meet the A Team standard to be nominated midseason. B and C Team athletes must meet the A Team standard during the 2021-22 season prior to January 15th, 2022, for promotion.

- Any 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.
2021-22 U.S. Paralympics Alpine Skiing Athlete Stipends

1. Athlete stipends are processed monthly on the first Friday of each month following the release of the WPAS 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 Alpine Skiing Athlete Stipends (including dollar amounts)

Athlete Stipends will be dispersed monthly from December through April to active 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). 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

2021-22 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 entries, coaching fees, and lift passes.

Athletes (and guides) that are named to the “B Team” will be required to pay U.S. Paralympics Alpine Skiing, 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 SPR.

Athletes (and guides) that are named to the “C Team” will be required to pay U.S. Paralympics Alpine Skiing, five payments of $2500 ($12500) each to assist in the cost of airfare, event transportation, lodging, race entry, coaching fees, and lift passes as outlined in their SPR.

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 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 AND within 20% of the winning time in order to be eligible to receive podium funds.
- Podium funding will be awarded in 2021-22 at all WPAS World Cup Competitions and the 2022 World Championships.
- Athletes may earn funds in multiple disciplines.
- VI Guides are not eligible for podium funds.

Each World Cup Podium will receive:

1st place - $1000
2nd place - $750
3rd place - $500
Supplemental Athlete Support (SAS)

U.S. Paralympics Alpine 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 alpine skiing 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 by the Team Director. Receipts of the expenses must be submitted to be reimbursed. The 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. Guides of A, B or C Team athletes will also have access to SAS.

SAS annual allowances are as follows:
- A Team - $6000 per year
- B Team - $4500 per year
- C Team - $3000 per year

*based on Team Nomination
2021-22 U.S. Paralympics Alpine Skiing Elite Athlete Health Insurance (EAHI)

All 2021-22 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 2021 Athlete Agreement obligations and SPR 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 complete 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/
2020-21 U.S. Paralympics Alpine Skiing National Team Procedures and Obligations

Alpine Skiing Team Procedures
- Failure to comply with the Athlete Obligations, Team Rules and Regulations listed below or a violation of the Athlete Agreement may result in a suspension of athlete stipends, team support, funding, benefits, and/or removal from the National Team.

U.S. Paralympics Alpine Skiing Athlete Obligations
- Maintain compliance with U.S. Paralympics Athlete Agreement
- Complete and submit the Seasonal Review and Performance Plan and all Project Performance Plans.
- 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 Alpine Skiing National Championships unless excused at least 1 month prior in writing by the Team 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 or personal coaches are permitted on the field of play. Only authorized National Team staff is allowed in these areas.

* 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.

  o 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.
    o The make-up of staff and athletes when assisting with competition apparel should be the same gender.
    o Staff will be considerate of the athlete and will avoid all but inadvertent touching of the groin, buttocks, and breast area.