



U.S. Paralympics Alpine Skiing 2022-23 Athlete and Sport Program Plan

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DEFINITIONS

- **“2022”**: The following dates and seasons:
 - Summer Sports – the 2022 season, which lasts January 1, 2022 through December 31, 2022
 - Winter Sports – the 2022-2023 season, which lasts July 1, 2022 through June 30, 2023
- **“2023”**: The following dates and seasons:
 - Summer Sports – 2023 season / January 1, 2023 through December 31, 2023
 - Winter Sports – 2023-2024 season / July 1, 2023 through June 30, 2024
- **“Athlete Stipend”**: Previously referred to as Direct Athlete Support or DAS
- **“EAHI”**: Elite Athlete Health Insurance
- **“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
- **“NGB”**: National Governing Body. For Para ATH, CYC, SKA, SBD, SKN, SWI, U.S. Paralympics serves as the NGB.
- **“USADA”**: The U.S. Anti-Doping Agency

PROGRAM GOALS

The primary focus for the U.S. Paralympics Alpine Skiing Program in 2022-2023 is to:

- Provide an environment that best supports the progression of Team USA athletes’ individual development and performance standards.
- Execute refined fundamentals in the competition environment throughout the competition season.
- Continue to progressively build on positive culture shift – an athlete centric approach, focusing on transparent and collaborative decision making and living team values.
- Directly collaborate with identified future talent to facilitate a progressive pathway towards the National Team.
- Establish and nurture relationships with adaptive alpine programs.



Specific activities in pursuit of these program goals will include:

- A significant increase in volume of on-snow training during the preparation phase.
- Continuing to keep an open feedback loop between all team members, including staff and athletes, with a variety of tools to allow for adjustments to be made promptly.
- Creating and executing a fundamental sport development strategy.

2022-23 NATIONAL TEAM

U.S. Paralympics Alpine Skiing will nominate a National Team for 2022-23, based on athlete performances in 2021-2022 World Cup, Paralympic Winter Games, World Championships, NorAm and WPAS events. National Team status applies from July 1, 2022, through June 30, 2023. The U.S. Paralympics Alpine Skiing National Team will be comprised of the A and B Team.

- U.S. Paralympics 2022-23 National Team status applies for the season (as defined above). 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 plus Performance Plan (SRP).
- Only results and rankings from the 2021-2022 season will be considered in the Performance Criteria Selection and taken from the 2022 WPAS June Base List thus 2022-23 season results will not be considered for current National Team selection.
- Athletes nominated to the 2022-23 National Team(s) 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 2022-23 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 WPAS master list and hold a current season license for Alpine Skiing from WPAS (international) and US Ski and Snowboard (domestic).



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

2023-24 NATIONAL TEAM

U.S. Paralympics will nominate to the Alpine Skiing National Team(s) for the 2023-24 season based on athlete performance [during 2022-23] in all WPAS competitions (World Cup, Europa Cup, NorAm, and WPAS events).

DISCRETIONARY CRITERIA:

U.S. Paralympics Alpine Skiing 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 Alpine Skiing 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 commitment and consistent presence in international competition that is indicative of National Team standards within the last two (2) years.

Discretionary nominations for the National Team, along with Team level and term length, will be determined by a panel of two U.S. Paralympics 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. Alpine Skiing Additional Athlete Support Programs (Attachment C)
4. USOPC Elite Athlete Health Insurance Program (Attachment D)
5. 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.



6. USOPC Athlete Career & Education Program (<https://www.teamusa.org/athlete-career-and-education-program>).
7. U.S. Paralympics National Team uniform.
 - a. Development Team will receive a team specific jacket, hat, long sleeve, and tee.

DEVELOPMENT TEAM ATHLETES

Athletes nominated to the Development Team must be internationally classified by WPAS 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 (domestic).

Athletes taking part in 2022-23 Development Team projects 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.

Development Team status is not considered equivalent to “National Team” status but recognizes progress towards achieving that Team and international success.

As a member of the Development Team the intent is to provide:

- A collaborate relationship between the athlete’s home program and national team staff.
- Introductory workshops at team projects to help build sport knowledge and awareness.
- A four day on-snow fundamentals and skills camp. (Attachment C)
- National Championships competition support. (Attachment C)
- An introduction to speed discipline elements, on-snow camp. (Attachment C)

2022-23 Development Team standards (Attachment A) are based on performances in World Para Alpine Skiing sanctioned competitions.

2022-23 PROGRAM ACTIVITIES

Athletes will be required to attend all 2022-23 activities included in their individual SRP which will be developed in conjunction with the staff of U.S. Paralympics Alpine Skiing.

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 SRP (as applicable). (Attachment C)

2022-23 OPERATION GOLD

The Operation Gold qualifying event for Alpine Skiing is the 2023 World Championships in Åre, Sweden.



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

2022-23 U.S. Paralympics Alpine Skiing Standards

Minimum Requirements to be nominated to the National Team & Development Team:

- Be internationally classified by World Para Alpine Skiing (WPAS)
- Have a current National (USSS) and International (WPAS) 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, WADA and USSS.

A TEAM

Based on the June 2022 Base Points list, athletes must have 100 World Para Alpine Skiing (WPAS) points or less and be ranked globally amongst the top 20 percent of their respective sport class.

The following criteria shall apply for A Team nomination:

Women

- 2022 WPAS World Championship or Beijing Paralympic Games Medalist OR
- Female athletes must be ranked in the top 5 for VI athletes, top 10 for Standing athletes or top 6 for Sitting athletes AND be WPAS World Cup qualified.

Men

- 2022 WPAS World Championship or Beijing Paralympic Games Medalist OR
- Male athletes must be ranked in the top 7 for VI athletes, top 22 for Standing athletes or top 14 for Sitting athletes AND be WPAS World Cup qualified.

B TEAM

Based on the June 2022 Base Points list, athletes must have 150 World Para Alpine Skiing (WPAS) points or less and be ranked globally amongst the top 30 percent of their respective sport class.

The following criteria shall apply for B Team nomination:

Women

- Female athletes must be ranked in top 8 for VI athletes, top 14 for Standing athletes or top 8 for Sitting athletes in at least two discipline AND be WPAS World Cup qualified.

Men

- Male athletes must be ranked in top 10 for VI athletes, top 33 for Standing athletes or top 21 for Sitting athletes in at least two discipline AND be WPAS World Cup qualified.



DEVELOPMENT TEAM

Based on the June 2022 WPAS Base Points list, athletes (both Men and Women) must have 150 WPAS points or less and be ranked globally amongst the top 40 percent of their respective sport class.

A maximum of five athletes will be nominated to this team comprising of three women and two men. If there are not enough qualified women to satisfy the criteria, the remaining available spots will be allocated to the next qualified male athlete.

The following criteria shall apply for the Development Team nomination:

Women

- Female athletes must have below 150 WPAS points and be ranked in top 10 for VI athletes, top 19 for Standing athletes or top 11 for Sitting athletes in at least one discipline AND be WPAS World Cup qualified.

Men

- Male athletes must have below 150 WPAS points and be ranked in top 13 for VI athletes, top 44 for Standing athletes or top 28 for Sitting athletes in at least one discipline AND be WPAS World Cup qualified.

Athletes that have previously been nominated to the A and/or B Team in the past are not eligible for the Development Team.

ADDITIONAL NOTES FOR SELECTION:

- 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.



Attachment B

2022-23 U.S. Paralympics Alpine Skiing Athlete Stipends

1. Athlete stipends are processed monthly on/before the first day 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 in compliance with their 2022-23 Athlete Agreement and personal performance plan 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 SafeSport 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](#).
11. Athlete support is contingent upon maintaining performance standards and competition results as well as complying with team obligations (e.g., proper communication, following travel policies, event commitments, etc.)



2022-23 Criteria for Alpine Skiing Athlete Stipends (include dollar amounts):

Athlete Stipends will be dispersed monthly from December through April to active athletes that have National Team status, a completed SRP, a signed athlete agreement, and are compliant with team rules and regulations.

Athlete Stipends will be based on current National Team status and the number of events qualified in (or 2022 WCH / PWG medals earned) 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



Attachment C

2022-23 U.S. Paralympics Alpine Skiing Additional Athlete Support Programs

A and B Team

Athletes must meet A and B Team criteria in Attachment B to be eligible for additional athlete support programs.

Travel Support

- Athletes (and guides) that are named to the A and B Team or by discretion will have expenses covered in alignment with their SRP including airfare, event transportation, lodging, race entries, coaching fees, and lift passes.

Development Team

Athletes must meet Development Team criteria in Attachment B to be eligible for additional athlete support programs.

Team Support

- Athletes (and guides) that are named to the “Development Team” will have their expenses covered for Team Projects as outlined in Attachment A which includes transportation, lodging, race entries, coaching fees, and lift passes in alignment with Development Team goals.

Adaptive Spirit (SkiTAM) Event:

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

All 2022-23 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.

- Athletes must be currently training and competing to receive EAHI.
- Athletes must sign and be in compliance with 2022 Athlete Agreement obligations and personal performance plan obligations.
- Athletes are eligible for EAHI at the beginning of the month following nomination to the 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 Alpine Skiing National Team Procedures & Obligations

Alpine Skiing Team Procedures

- Failure to comply with the Athlete Obligations listed below or violating the Athlete Agreement will result in a suspension of athlete stipends, other team benefits, and/or removal from the National Team.
- The U.S. Paralympics Complaint Procedures can be found at:
<https://www.teamusa.org/usparaalpineskiing/athlete-and-sport-program>

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 2023 U.S. Paralympics Alpine Skiing National Championships unless excused at least one (1) month prior in writing by the Team Director.

Alpine Skiing Team Rules and Regulations (if applicable)

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

- Team members and staff will attend all team functions for which they are selected including meetings, practices, exhibitions, press conferences, competitions, etc., unless otherwise excused or instructed by a National Team Coach, Team Manager or Director.
- Team members and staff will cooperate in a respectful manner with all Team leadership (Team Manager, National Team Coach, and USOPC staff).
- 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.
 - 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.