

U.S. Paralympics Cycling
ATHLETE SELECTION PROCEDURES
2015 UCI Para-cycling Road World Championships
February 11, 2015

1. SELECTION SYSTEM

1.1. Provide the minimum eligibility requirements for an athlete to be considered for selection to the Team:

1.1.1. Nationality/Passport requirements:

Athlete must be a national of the United States at the time of selection.

Athlete must hold a valid U.S. passport that will not expire for six months after the conclusion of the 2015 UCI Para-cycling Road World Championships.

1.1.2. Minimum International Federation (IF) standards for participation (if any):

Athlete must hold a USA Cycling International Racing License at the time of selection (www.usacycling.org)

1.1.3. Other requirements (if any):

At the time of selection an athlete must have an UCI International Classification with an international sport class status of R-Review or C-Confirmed, or if there has been no opportunity for the athlete to undergo international classification evaluation, the athlete must be evaluated by USOC medical and /or U.S. Paralympics staff and determined likely to classify in the sport class in which he/she would be qualified for the Team; provided that athletes with an international sport class status of N-New are allowable for submission on the official team entry into this competition. A description of sport-specific classification requirements and current athlete sport class status can be found at the UCI website at <http://www.uci.ch/para-cycling>

1.2. Tryout Events:

1.2.1. Provide the event names, dates and locations of all trials, events and camps to be used as part of the selection process.

U.S. Para-cycling Time Trial at the USA Cycling Collegiate Championships

Sunday, May 10, 2015

Asheville, NC

*note: The para-cycling Time Trial in Asheville is **not** a National Championship*

USA Cycling Para-cycling National Championships

Time Trial: Saturday, May 23, 2015

Chattanooga, TN

1.2.2. Provide event names, dates, locations and description of how athletes qualify for the trials, events and camps listed above in 1.2.1. (if any).

No preliminary or qualifying events are required

1.3. Provide a comprehensive, step-by-step description of the method that explains how athletes will go through the process to be selected to the Team (include maximum Team size).

Team size will be determined by implementing the procedures herein.

A. Cycling Athletes: Three processes will be utilized to select cycling athletes to the Team.

- a. **First**, outgoing World Road Champions will be selected to the team per UCI Rule 9.2.065 (<http://www.uci.ch>). An athlete selected to the team pursuant to this process will be awarded a Start Right in the event(s) in which he/she qualified and will have the opportunity to compete in additional events where open start positions are available. Athletes named to the team per UCI Rule 9.2.065 *may* be subject to the service fee (see attachment C).
- b. **Second**, eight (8) male and six (6) female athletes will be selected to the team based on the combined results of the individual time trials at the U.S. Para-Cycling Time Trial in Asheville NC, and the USA Cycling Para-cycling National Time Trial Championship in Chattanooga, TN.
 - i. Only athletes who qualify for events where there is an open start right (per the UCI "Qualifying Places" table for the

2015 Road World Championships) will be eligible for selection.

- ii. Only athletes who have met the emerging standard in both time trials will be eligible for selection (Attachment A). If fewer than eight (8) male or six (6) female athletes meet the emerging standard in both time trials, the remaining spots will not be filled.
 - iii. Times from both time trials will be added together to create a “combined TT result” for all athletes competing in these events.
 - iv. Each “combined TT result” will be converted to a “TT rank” (separate ranking lists for men and for women) by expressing it as a percentage vs. the National Road Time Trial standard (Attachment A). Each Result will be rounded to the nearest one hundredth of a second.
 - v. If necessary, to break a tie among two or more athletes for the final Team slot under this step, the athlete with the best individual TT rank (Asheville or Chattanooga) will be selected. If a tie persists, selection will be based on the discretionary process as outlined in section 2 below.
- c. **Third**, up to two (2) athletes of either gender may, but are not required to, be nominated to the team based on a discretionary selection process. The discretionary selection criteria utilized to select these athletes is detailed in Section 2 below.

Note: Funding tiers for those athletes selected to the Team based on the criteria above are set forth in Attachment B.

- B. Athlete selections to the Team will be announced one week after the conclusion of the USA Cycling Para-cycling National Championships at www.usparalympics.org.
- a. Athletes who are selected to the Team must notify U.S. Paralympics of their intention to compete in the 2015 UCI Para-Cycling Road World Championships by signing and returning the Team USA Commitment form (Attachment F) via e-mail, fax or U.S. Mail, within one week of the notification of their team selection.
 - b. Athlete selections to the Team will be finalized by U.S. Paralympics and submitted to the UCI and the World

Championships Organizing Committee by the published entry deadline date.

- c. Each athlete selected to the Team based on the qualifying events will get a start right in the event/sport class in which the athlete qualified for selection to the Team.

- C. Pilot Athletes: Pilot athletes will be selected to the Team utilizing the discretionary criteria for pilot athletes as set forth in Section 2.2.B.

2. DISCRETIONARY SELECTION (if applicable)

- 2.1. Provide rationale for utilizing discretionary selection (if any):

The rationale for utilizing discretionary selection is to allow US Paralympics the ability to select athletes based on their overall capabilities, performance and projected development, rather than on a single competition result. Only athletes who complete and submit the discretionary selection petition (Attachment C) will be considered by the discretionary selection committee. Submissions must be received by 5:00 pm MST on May 26, 2015 in order to be considered.

- 2.2. List the discretionary criteria and explain how they will be used (if any):

- A. Cycling athletes:

The U.S. Paralympics Discretionary Selection Committee will consider the following performance-related factors (which are not in priority order):

- i. The athlete(s) experienced an injury or illness or there was another personal factor that impeded maximal performance or prevented the athlete from competing at the selection events.
- ii. The athlete was reclassified during the 2015 competition season, and represents a potential medal in the new sport class.
- iii. The athlete(s) experienced equipment failure, weather, interference, or other external factors, either natural or caused by others, at the qualifying events, that impeded what otherwise likely would have been a qualifying result.
- iv. The athlete is a former world champion in the event for which he/she is being nominated.
- v. The athlete won a medal in the event at the 2013 or 2014 UCI Para-Cycling Road World Championships.

- vi. The athlete is one of the top two (2) ranked Americans in the UCI athlete Ranking list or could maximize UCI Nations Ranking Points for their respective sport class.
- vii. The athlete met a 2015 U.S. Paralympics National Team Standard.
- viii. The athlete is eligible and is likely to fill a position in the Handcycle Relay.
- ix. The athlete demonstrates a trend of improving performance in international competition, that when extended a reasonable distance into the future, intersects the current international performance standards for a top three (podium) finish.
- x. The athlete has the potential of a top three (podium) result.
- xi. The athlete can positively impact team performance.
- xii. The availability of an open start right for the athlete's event/classification.

B. Pilot Athletes

Pilot athletes are used for the B classifications (visually impaired). A pilot athlete will typically work with one athlete during practice, competition and day-to-day activities; therefore accreditation allocation is typically provided for one pilot athlete per qualified athlete as outlined in UCI Rule 16.3.006.

The U.S. Paralympics Discretionary Selection Committee will consider the following performance-related factors (which are not in priority order) in selecting pilot athletes to the Team:

- Preference of the qualified visually impaired athlete.
- Ability to positively affect the performance of the visually impaired athlete.
- Demonstrated expertise of the pilot athlete – must have expertise and experience in the assigned athlete's specific event(s).
- Knowledge and understanding of the UCI Rules pertaining to pilot athletes.

Pilot athletes will be held to the same standards and code of conduct as outlined in these Procedures.

The pilot athlete position is contingent on the selection of the visually impaired athlete to be piloted. If the visually impaired

athlete declines his/her selection or is subsequently removed from the Team after selection, the pilot athlete also loses his/her place on the Team.

- 2.3. Provide the name of the committee that will be responsible for making discretionary selections, along with a complete list of the members' titles currently serving on the committee:

U.S. Paralympics Discretionary Selection Committee

Director, Paralympic Cycling High Performance, Paralympic Sport Performance

Team Leader, Paralympic Sport Performance

Manager, Cycling National Teams, Paralympic Sport Performance

Athlete Representative

- 2.3.1. Specify the process that will be used to identify and handle any potential conflicts of interest involving a member of the committee

Any member of the selection committee that has a possible conflict of interest must disclose it. If such conflict exists, the selection committee member must recuse him/herself from committee discussions and voting. Further, the committee member should not otherwise influence other members of the committee in the selection process. However, a committee member who recused him/herself, but who has relevant and necessary information with respect to athlete performance, for example a national team coach or high performance director, may, if requested by the selection committee, provide such information to the committee so long as such information is provided in a fair and unbiased manner and the committee member who declared the conflict of interest does not vote toward the final decision.

3. REMOVAL OF ATHLETES

- 3.1. Prior to submission by U.S. Paralympics to the UCI and the World Championships Organizing Committee an athlete who is to be selected to the Team by U.S. Paralympics may be removed for any of the following reasons, as determined by U.S. Paralympics:

3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the Director, High Performance, Paralympic Cycling.

3.1.2. Injury or illness as certified by a physician (or medical staff) approved by U.S. Paralympics. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by

U.S. Paralympics, his/her injury will be assumed to be disabling and he/she may be removed.

3.1.3. Violation of the U.S. Paralympics Code of Conduct (Attachment D).

3.1.4 Re-classification by the UCI such that the athlete's qualifying performance would not have qualified him or her for the Team.

3.1.5 Removal by the UCI of the event in which the athlete qualified for the Team from the program of the World Championships.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the USOC Complaint Procedures for U.S. Paralympics National Teams and Paralympic Programs or the USOC's Bylaws, Section 9.

3.2. Once an athlete's name has been submitted to the UCI and the World Championships Organizing Committee, the athlete may be removed pursuant to the reasons as set forth in 3.1 above.

3.3. An athlete may be removed from the Team for an adjudicated violation of CADF, UCI, IPC, WADA, USADA and/or USOC anti-doping protocol, policies and procedures, as applicable.

4. REPLACEMENT OF ATHLETES

4.1. Describe the selection and approval process for determining replacement athlete(s) should a vacancy occur:

4.1.1. prior to submission of Entries by Name to the UCI and World Championships Organizing Committee:

Replacement athletes will be selected pursuant to discretionary selection set forth in Section 2.2.

4.1.2. after submission of Entries by Name to the UCI and World Championships Organizing Committee:

No replacement of athletes will occur

5. SUPPORTING DOCUMENTS

U.S. Paralympics Cycling will retain the approved Selection Procedures and all supporting documents, including scouting or evaluation forms, etc., and data from the selection process for six months past the date of the Closing Ceremony of the SPORT World Championships.

6. REQUIRED DOCUMENTS

USOC Code of Conduct for U.S. Paralympics National Teams and Paralympic Programs (Attachment D)

USOC Complaint Procedures for U.S. Paralympics National Teams and Paralympic Programs (Attachment E)

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

The USOC approved Selection Procedures (complete and unaltered) will be posted/published by U.S. Paralympics in the following locations:

7.1. U.S. Paralympics Web site: <http://www.usparalympics.org/cycling>

These procedures will be posted as soon as possible, but not more than five business days following their approval.

7.2. Other: n/a

8. DATE OF ENTRY TO THE UCI AND THE WORLD CHAMPIONSHIPS ORGANIZING COMMITTEE

The Athlete Entry Form, including replacements, will be submitted to the UCI and the World Championships Organizing Committee on or before:

The entry deadline will be posted at <http://www.usparalympics.org/cycling> when available.

9. MANDATORY TRAINING AND/OR COMPETITION

U.S. Paralympics Cycling Road Worlds Preparation Camp, date and location t.b.d.

The location, schedule and duration of any mandatory training will be announced and posted on the website, as well as at least 30 days prior to the start of the mandatory training and/or competitions. Each athlete will be sent an email to arrange for travel and logistics to camp.

While waivers for any mandatory training will not be unreasonably withheld, waivers will primarily be granted only for illness, injury or other incapacity, or for personal/family emergency. All selections to the team should arrange for appropriate time off from school, work or other obligations well in advance of team activities. Requests for a waiver may be

submitted in writing to the Director, High Performance, Paralympic Cycling for review. A written response to all requests will be issued to the athlete within 72 hours of the request.

10. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all CADF, UCI, IPC, WADA, USADA and/or USOC anti-doping protocols, policies and procedures, as applicable. This includes participation in Out-of-Competition Testing as required by the CADF, UCI, IPC, WADA, USADA and/or USOC Rules, as applicable.

11. DEVELOPMENT OF SELECTION PROCEDURES

The following committee/group (include names and titles) was responsible for creating these Selection Procedures:

Ian Lawless - Director, Paralympic Cycling High Performance, Paralympic Sport Performance
Julie O'Neill - Team Leader, Paralympic Sport Performance
Erin Popovich - Cycling Manager, National Teams, Paralympic Sport Performance
Kyle McKinnis - Coordinator, Paralympic Sport Development & Talent ID
Sam Kavanagh - Athlete Representative

12. NGB/HPMO BYLAWS AND GRIEVANCE PROCEDURES

The USOC Complaint Procedures for U.S. Paralympics National Teams and Paralympic Programs are included with this document as Attachment E.

13. INTERNATIONAL DISCLAIMER

These procedures are based on IPC, as applicable, IF rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IPC, as applicable, and/or IF rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to U.S. Paralympics. However, the selections are always subject to unforeseen, intervening circumstances, and realistically may not have accounted for every possible contingency.

If any force of nature, or force majeure, should cause the alteration or cancellation of any of the selection events listed in this document, these selection procedures will be revised by U.S. Paralympics.

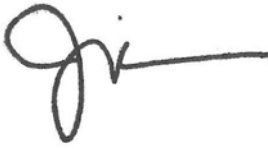
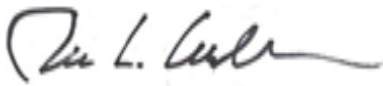

14. ATHLETE OMBUDSMAN

Athletes who have questions regarding their opportunity to compete that are not answered by U.S. Paralympics may contact the Athlete Ombudsman, Kacie Wallace, by:

- Telephone at (719) 866-5000
- E-mail at Kacie.Wallace@usoc.org
- <http://www.athleteombudsman.org>

15. NGB/HPMO SIGNATURES

I certify that I have read and understand the standards/criteria set by our IF and/or CF (PAG/PPAG only) and incorporated those standards/criteria into our Selection Procedures. I further certify that the information provided herein regarding Athlete Selection Procedures represents the method approved by U.S. Paralympics Cycling.

Position	Print Name	Signature	Date
NGB/HPMO President or CEO/Executive Director	Julie O'Neill		2/12/15
Nat. Team Coach, Head Coach, or Nat. Program Director	Ian Lawless		2/12/15
USOC Athletes' Advisory Council Representative*	Sam Kavanagh		2/12/15

* If the USOC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.

* Signature by the Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Athlete Selection Procedures being submitted by the NGB/HPMO, he/she may submit those reasons in writing to his/her Sport Performance Team.

* If, for some reason, a sport does not have an elected USOC AAC Representative, the NGB/HPMO must designate an athlete from that sport to review and sign the Selection Procedures.

ATTACHMENT A
U.S. Paralympics Cycling National Road Standards

ROAD (time per kilometer)					
	Class	National Team	Talent Pool (105%)	Emerging (115%)	Military (120%)
Bicycle TT Men	C1	01:36.35	01:41.17	01:50.80	01:55.62
Bicycle TT Men	C2	01:32.77	01:37.41	01:46.69	01:51.32
Bicycle TT Men	C3	01:27.77	01:32.16	01:40.94	01:45.32
Bicycle TT Men	C4	01:23.36	01:27.53	01:35.86	01:40.03
Bicycle TT Men	C5	01:22.01	01:26.11	01:34.31	01:38.41
Handcycle TT Men	H1	02:51.08	02:59.63	03:16.74	03:25.30
Handcycle TT Men	H2	02:07.51	02:13.89	02:26.64	02:33.01
Handcycle TT Men	H3	01:39.21	01:44.17	01:54.09	01:59.05
Handcycle TT Men	H4	01:38.59	01:43.52	01:53.38	01:58.31
Handcycle TT Men	H5	01:37.47	01:42.34	01:52.09	01:56.96
Tandem TT Men	B	01:17.35	01:21.22	01:28.95	01:32.82
Tricycle TT Men	T1	02:29.61	02:37.09	02:52.05	02:59.53
Tricycle TT Men	T2	01:51.09	01:56.64	02:07.75	02:13.31
Bicycle TT Women	WC1	01:51.77	01:57.36	02:08.54	02:14.12
Bicycle TT Women	WC2	01:47.62	01:53.00	02:03.76	02:09.14
Bicycle TT Women	WC3	01:41.82	01:46.91	01:57.09	02:02.18
Bicycle TT Women	WC4	01:36.70	01:41.54	01:51.21	01:56.04
Bicycle TT Women	WC5	01:35.14	01:39.90	01:49.41	01:54.17
Handcycle TT Women	WH1	03:18.46	03:28.38	03:48.23	03:58.15
Handcycle TT Women	WH2	02:27.91	02:35.31	02:50.10	02:57.49
Handcycle TT Women	WH3	01:55.09	02:00.84	02:12.35	02:18.11
Handcycle TT Women	WH4	01:54.37	02:00.09	02:11.53	02:17.24
Handcycle TT Women	WH5	01:53.07	01:58.72	02:10.03	02:15.68
Tandem TT Women	WB	01:29.73	01:34.22	01:43.19	01:47.68
Tricycle TT Women	WT1	02:53.55	03:02.23	03:19.58	03:28.26
Tricycle TT Women	WT2	02:08.87	02:15.31	02:28.20	02:34.64

ATTACHMENT B
U.S. PARALYMPICS CYCLING
WORLD CHAMPIONSHIPS FUNDING LEVELS

Level 1: Funded

For athletes selected to the Team that have achieved the U.S. Paralympics Cycling Talent Pool Standard in either of the two time trial selection races (Asheville and Chattanooga), U.S.

Paralympics Cycling will provide the following support, including, but not limited to:

- one economy class, single destination airfare, which includes three pieces of luggage:
 - Two bikes and one suitcase each under 50lbs (excess weight or additional bag charges are responsibility of the athlete).
- competition and casual clothing
- lodging/food
- ground transportation at event location
- all mechanical/race support
- TravMed insurance throughout duration of the event with U.S. Paralympics Cycling

Level 2: Non-Funded

Athletes selected to the Team that have not achieved the U.S. Paralympics Cycling Talent Pool Standard in either of the two time trial selection races (Asheville and Chattanooga) will be responsible for a “Team Service Fee” payable to U.S. Paralympics on or before **September 15, 2015**. The Service Fee for this event and this level is \$1500.00. Support provided for this fee includes, but is not limited to:

- one economy class, single destination airfare, which includes three pieces of luggage:
 - Two bikes and one suitcase each under 50lbs (excess weight or additional bag charges are responsibility of the athlete).
- competition and casual clothing
- lodging/food
- ground transportation at event location
- all mechanical/race support
- TravMed insurance throughout duration of the event with U.S. Paralympics Cycling

PODIUM COMPENSATION (pertains to Level 2: Non-funded selections)

Any athlete that achieves a top three (3) finish at the 2015 UCI Para-Cycling Road World Championships will be refunded the Team Service Fee (if applicable).

ATTACHMENT C
Discretionary Selection Athlete Petition

Athletes who wish to be considered for discretionary selection must complete this document and submit to the Director, Paralympic Cycling High Performance, no later than 5:00 p.m. MST on May 26, 2015, in order to be considered.

Submissions will be accepted via email only. Email petitions to: ian.lawless@usoc.org

Athlete Name _____

USA Cycling International License # _____

Athlete Classification _____

1. Please attach all relevant results to support petition
2. Please attach a statement – 2 pages maximum – outlining the reasons the Discretionary Selection Committee should consider your selection to the Team. The statement may include information about any of the following:
 - The athlete(s) experienced an injury or illness or there was another personal factor that impeded maximal performance or prevented the athlete from competing at the selection races.
 - The athlete was reclassified during the 2015 competition season, and represents a potential medal in the revised (current) sport class.
 - The athlete(s) experienced equipment failure, weather, interference, or other external factors, either natural or caused by others, at one or both of the selection events, that impeded what otherwise likely would have been a qualifying result.
 - The athlete is a former world champion in the event for which he/she is being nominated.
 - The athlete won a medal in the event at the 2013 or 2014 UCI Para-Cycling Road World Championships.
 - The athlete is one of the top two (2) ranked Americans in the UCI athlete Ranking list or could maximize UCI Nations Ranking Points for their respective sport class.
 - The athlete met a 2015 U.S. Paralympics National Team Standard.
 - The athlete is eligible and is likely to fill a position in the Handcycle Relay.
 - The athlete demonstrates a trend of improving performance in international competition, that when extended a reasonable distance into the future, intersects the current international performance standards for a top three (podium) finish.
 - The athlete has the potential of a top three (podium) result.
 - The athlete can positively impact team performance.
 - The availability of an open start right for the athlete's event/classification.

ATTACHMENT D

**UNITED STATES OLYMPIC COMMITTEE
CODE OF CONDUCT
FOR
U.S. PARALYMPICS NATIONAL TEAMS
AND
U.S. PARALYMPICS PROGRAMS**
November 26, 2013

ATHLETE PLEDGE AND AGREEMENT

I pledge to uphold the spirit of this Code of Conduct (the "Code"), which offers a guide to my conduct as a member of a U.S. Paralympics National Team or a U.S. Paralympics Team to international competition (the "Team"). This Code applies to those Paralympic sports in which the United States Olympic Committee (USOC) has not recognized a National Governing Body or a Paralympic Sport Organization to govern the sport. I acknowledge that I have a right to a hearing if my opportunity to compete is denied or if I am charged with a violation of this Code.

I have familiarized myself with the Code and understand that acceptance of its provisions is a condition of my membership on the Team.

As a Member of the Team, I hereby promise and agree that I:

- will abide by all published rules related to the Team selection procedures as approved by U.S. Paralympics or the USOC;
- have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- will maintain a level of fitness and competitive readiness that will permit my performance to be at the maximum of my abilities;
- will submit to a physical examination by USOC medical personnel if my ability to compete is compromised due to physical injury, illness or incapacity and I understand that such physical injury, illness or incapacity may be cause for my not being selected to the Team, being removed from the Team, or not being allowed to participate if I remain on the Team.

- will not commit a doping violation as defined by the World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the International Paralympic Committee (IPC) or USOC rules;
- am not currently serving a doping violation and/or do not have a pending or unresolved doping charge;
- will not engage in any conduct that is criminal under any laws applicable to me, including, but not limited to laws governing the possession and use of drugs and alcohol and providing of drugs to any person and of alcohol to minors;
- will not participate or assist in any gambling or betting activities associated with any event related to my sport or my participation;
- am eligible to compete under the rules of the IPC and its pertinent committees, and its pertinent member organizations and under the rules of the USOC;
- am in possession of a valid USA passport, that will not expire prior to six months following the conclusion of any international competition, should I be chosen for an international team that requires a passport;
- will refrain from conduct detracting from my ability or that of my teammates to attain peak performance;
- will respect the property of others whether personal or public;
- will maintain a level of personal hygiene and cleanliness appropriate to respect my teammates;
- will respect members of my Team, other teams, spectators and officials, and engage in no form of discriminatory behavior nor in any form of verbal, physical or sexual harassment or abuse;
- will follow the Team rules, whether set by Team leadership or adopted by consensus, including by way of example, rules regarding curfew and required attendance at Team meetings;
- agree to wear the uniforms approved by U.S. Paralympics at official activities sponsored by the USOC or U.S. Paralympics as directed by U.S. Paralympics staff, and I agree to compete in the U.S. Paralympics-approved Team uniform, where such a uniform is provided, in competitions at which I am supported by U.S. Paralympics . I agree to wear the names and logos of U.S. Paralympics sponsors, suppliers and licensees on Team

competition wear, other uniforms and casual wear as provided by U.S. Paralympics. I agree to not alter any Team uniform, either by removing or obstructing the names or logos of U.S. Paralympics sponsors, suppliers and licensees or by adding patches, stickers, or other means of displaying unauthorized names, logos or messages;

- agree to not demean or defame the USOC, U.S. Paralympics or its sponsors, their names, logos, marks, products or services. I acknowledge that endorsing and supporting U.S. Paralympics sponsors through my actions and words reflects well on the team and on those supporting the team.
- agree to be filmed, videotaped and photographed, and to have my image and voice otherwise recorded, in any media, during any event I am attending under the auspices of the USOC or U.S. Paralympics, by U.S. Paralympics official photographer(s), film crew(s) and video crew(s), and by any other entity authorized by U.S. Paralympics, under the conditions specified by U.S. Paralympics. I hereby grant U.S. Paralympics the irrevocable, perpetual, fully paid-up, worldwide right and license to use, and to authorize third parties to use, in all media, my name, picture, likeness, voice and biographical information for: (1) news and information purposes, (2) promotion of the Paralympic movement and the specific competition(s) in which I compete, (3) promotion of the Team, and (4) promotion of U.S. Paralympics and the USOC ; in no event may U.S. Paralympics or the USOC use or authorize the use of my name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply an endorsement of any company, product, or service, without my written permission;
- will not use or authorize the use of photographs, films or videos of myself in my USOC or Paralympic Team apparel or equipment or the use of any USOC or U.S. Paralympics logo for the purpose of trade, promotion, fund raising or on merchandise, without the prior written consent of U.S. Paralympics;
- will abide by the rules of the IPC or other Paralympic international federations concerning allowable trademark identification on clothing and equipment worn or used in competition or on visible body tattoos.
- understand that if I require legal representation because I am accused of criminal misconduct or an anti-doping violation, or if for any other reasons I require the services of an attorney, I will be personally responsible for payment of such legal fees and expenses;
- will act in a way that will bring respect and honor to myself, my teammates, the Team, U.S. Paralympics, the USOC, and the United States; and
- will remember that at all times I am an ambassador for my sport, my country and the Paralympic Movement.

ATHLETE OMBUDSMAN

I may contact the USOC Athlete Ombudsman, at 719.866.5000, Kacie.Wallace@usoc.org or www.athleteombudsman.org for further information regarding my rights under this Code that are not answered by U.S. Paralympics.

PARTICIPANTS' AFFIRMATION

I have read and accept this Code of Conduct. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of being a member of the Team.

Signature

Date

<p style="text-align: center;">PARENT/GUARDIAN CERTIFICATION (For Participants Under the Age of 18 as of Date of Signature)</p>

Signature

Date

Relationship (Parent or Guardian)

ATTACHMENT E

UNITED STATES OLYMPIC COMMITTEE COMPLAINT PROCEDURES FOR U.S. PARALYMPIC NATIONAL TEAMS AND U.S. PARALYMPIC PROGRAMS January 7, 2008

Section 1. Jurisdiction.

These Complaint Procedures are applicable to those Paralympic sports in which the USOC has not recognized a National Governing Body or a Paralympic Sport Organization to govern the sport. Only matters concerning those Paralympic sports fall within the jurisdiction of these Complaint Procedures.

Section 2. Designation of Complaints.

The following kinds of complaints may be filed with the USOC:

- a. Administrative Grievance. The USOC or any aggrieved individual may file a complaint pertaining to any matter relating to the cognizance of the USOC, including but not limited to any alleged violation of or grievance concerning any USOC rule, regulation or code of conduct.
- b. Right to Compete. Any athlete, coach, trainer, manager, administrator or official may file a complaint pertaining to any alleged denial, or alleged threat to deny, of that individuals opportunity to compete in a USOC sponsored competition.

Section 3. Manner of Filing.

The complainant shall file the complaint with the USOC Chief Executive Officer. The complaint shall set forth in clear and concise language, preferably in numbered paragraphs: (i) the alleged violation, grievance, denial or threat to deny and (ii) the remedy requested. The complainant shall sign the complainant.

Section 4. Statute of Limitations.

A complaint filed under these Complaint Procedures shall be filed within one hundred and eighty (180) days of the occurrence of the alleged violation, grievance, denial or threat to deny.

Section 5. Field of Play Decisions.

The final decision of a referee during a competition regarding a field of play decision (a matter set forth in the rules of the competition to be within the discretion of the referee) shall not be reviewable through the procedures for, or the subject of, Administrative Grievances or Right to Compete Complaints unless the decision is: (i) outside the authority of the referee to make or (ii) the product of fraud, corruption, partiality or other misconduct of the referee. For purposes of this Section, the term "referee" shall include any individual with discretion to make field of play decisions.

Section 6. Hearing Panel.

Upon the filing of a complaint, the USOC Chief Executive Officer shall appoint a hearing panel consisting of three (3) individuals to hear the complaint. The Chief Executive Officer shall also appoint a chair of the hearing panel from among the three individuals appointed. At least one member of the hearing panel shall be an athlete.

The Hearing Panel shall be responsible to ensure that all complaints are heard in a timely, fair and impartial manner.

Section 7. Administration.

The USOC General Counsel's Office shall generally administer and oversee all administrative grievances and right to compete matters filed with the USOC.

Section 8. Conduct of the Proceeding.

The hearing panel shall rule on all motions and other matters raised in the proceeding. If the complaint is not dismissed, the hearing panel shall hold a hearing on the complaint. The hearing panel shall set such timelines and other rules regarding the proceeding and the conduct of the hearing as it deems necessary. The hearing shall be informal, except that testimony shall be taken under oath.

The hearing may be conducted by teleconference, if necessary or convenient to the parties. Each party shall have the right to appear personally or through a legal representative. All parties shall be given a reasonable opportunity to present and examine evidence, cross-examine witnesses and to present argument. Members of the hearing panel shall have the right to question witnesses or the parties to the proceeding at any time.

Any party may have a record made of the hearing. A court reporter may be present at the hearing at the request of a party. The court reporter shall be paid for by the party requesting the court reporter, or if mutually agreed, the cost may be equally divided. Any transcript shall be paid for by the party requesting the transcript.

Section 9. Expedited Procedures.

Upon the request of a party, and provided that it is necessary to expedite the proceeding in order to resolve a matter relating to a competition that is so scheduled that compliance with regular procedures would not be likely to produce a sufficiently early decision to do justice to the affected parties, the USOC Chief Executive Officer is authorized to order that the complaint be heard and decided within forty-eight (48) hours of the filing of the complaint. In such a case, the hearing panel is authorized to hear and decide the complaint pursuant to such procedures as are necessary, but fair to the parties involved.

Section 10. Complaints Involving Selection to Participate in a Competition.

Where a complaint is filed involving selection of an individual to participate in a competition, the complainant shall include with the complaint a list of all other individuals, together with their contact information, that may be adversely affected by a decision rendered on the complaint. The hearing panel shall determine which additional individuals must receive notice of the complaint. The complainant shall then be responsible for providing appropriate notice to these individuals. Any individual so notified then shall have the option to participate in the proceeding as a party. If an individual is notified of the complaint, then that individual shall be bound by the decision of the hearing panel even though the individual chose not to participate as a party.

Section 11. Decision.

A decision shall be determined by a majority of the hearing panel. The hearing panel's decision shall be in writing, shall state the reasons for the decision and shall be distributed to the parties.

Section 12. Arbitration.

Any party may appeal a decision of the hearing panel to the American Arbitration Association. The arbitrator appointed by the American Arbitration Association shall have the authority to hear the matter anew or if requested by a party to render a decision on a more limited review. Either party may submit the decision of the hearing panel to the arbitrator for the arbitrator's consideration. The arbitrator may give whatever weight or authority to the hearing panel's decision as the arbitrator deems appropriate.

ATTACHMENT F
Team USA Commitment Form

I, _____, accept my nomination to the 2015 Team USA UCI Paracycling Road World Championship Team. I will adhere to the United States Olympic Committee Code of Conduct for U.S. Paralympics National Teams and U.S. Paralympics Programs and all team rules and regulations. I will maintain a level of fitness and competitive readiness that will permit my performance to be at the maximum of my abilities.

Athlete Name (Print)

Athlete Signature

Date

<p>PARENT/GUARDIAN CERTIFICATION (For Participants Under the Age of 18 as of Date of Signature)</p>

Parent or Guardian (Print)

Signature

Date

Relationship (Parent or Guardian)