



TO: U.S. Paralympics Cycling National Team, Talent Pool, and Emerging Athletes
FR: U.S. Paralympics Cycling
RE: 2019 Para-cycling OTC Resident Program

The resident program has been created to enable para-cyclists who have demonstrated the potential to medal at the 2020 Paralympic Games with the opportunity to increase the chances of realizing that potential through participation in a comprehensive, full-time training program. The program is appropriate for athletes who are committed to maintaining cycling as a key priority demonstrated by a full-time commitment to training and competing under the leadership of the U.S. Paralympics Cycling high performance staff.

Athletes accepted as part of the program will either reside in dormitories at the Colorado Springs Olympic Training Center (CSOTC) or will receive facility access to the CSOTC.

RESIDENT CATEGORIES

RESIDENT PROGRAMS		
January 1 - December 31	Colorado Springs OTC: On Complex	- Housing & Meals - Facility Use
January 1 - December 31	Colorado Springs OTC: Off Complex	- Meals (if approved) - Facility Use

Accepted athletes (see application & acceptance for further details) who desire to enter the program must commit to the full resident program period of twelve months with a review every six months. Natural break periods for visits to family/friends will be built into training cycles, but athletes should be prepared to live and train at the CSOTC up through the 2020 Tokyo Paralympic Games. All residents will be required to undergo performance reviews and must re-apply every twelve months.

APPLICATION & ACCEPTANCE

An application is now available via the following url:

<https://app.e2ma.net/app2/survey/1720455/213087447/961e4b86bf/>

Acceptance to the resident program will be at the sole discretion of U.S. Paralympics Cycling and all positions in the program will not necessarily be filled.

For consideration applicants must:

- Be at least 17 years of age.
- Be a current U.S. Citizen eligible to represent the U.S. at UCI International events and at the Paralympic Games.
- Have completed High School or earned an equivalent degree.
- Demonstrate an appropriate time commitment to full-time training for cycling, balanced

- with work and/or school responsibilities.
- Be willing to submit to a complete health profile coordinated by USOC Sports Medicine including thorough medical history and comprehensive physical examination.
- Be able to live independently and take care of all personal needs which shall include, but are not limited to:
 - ✓ attending scheduled training on time
 - ✓ cleaning up after themselves
 - ✓ respecting Team and USOC property.

Evaluation of athletes for acceptance to the resident program will consider a wide range of factors including:

- Space availability
- Relevant performance data from current quadrennium
- Athlete’s current “home” training environment
- Potential for the athlete to medal at future UCI Para-cycling World Championships, World Cups, or other major international competitions
- Impact of the Cycling resident program on the athlete’s medal potential
- Athlete’s desire and willingness to commit fully to training in the resident program

U.S. Paralympics Cycling may add additional athletes after the application deadline(s) and start date(s) until maximum program slots are filled as approved by the Director, Paralympic Cycling and/or Chief of Paralympics.

IMPORTANT DATES

November 6, 2018 – Application period begins

November 20, 2018 – All applications for resident program are due (online submissions only)

December 1, 2018 – Applicants will be notified of their status/acceptance into the program

National/Resident Team competition opportunities are outlined in the annual U.S. Paralympics Cycling Athlete and Sport Program Plan. In addition, resident team Members will also attend local and regional competitions as scheduled by U. S. Paralympics Cycling.

CSOTC WAIVER AND PARTICIPATION FORMS

Upon acceptance into the resident program, all participants are required to sign the following CSOTC forms:

- ✓ USOC Waiver and Release of Liability
- ✓ Participation Consent
- ✓ Participant Conduct
- ✓ Resident Athlete Application
- ✓ United States Olympic Training Center Participant Biography
- ✓ Olympic Training Center Participant Medical History Questionnaire
- ✓ HIPAA Form

EXPECTATIONS OF PARTICIPANTS

All participants in the resident program are responsible for fulfilling program commitments as detailed below and in ***Attachment A: U.S. Paralympics Cycling Resident Program Rules & Responsibilities***. Failure to meet resident program requirements will result in removal from the resident program.

- Cyclists in the resident program are expected to train full-time during their time in the resident program for 2019, which is from January 1 through December 31, 2019 unless otherwise indicated at the time of acceptance.
- Cyclists in the resident program are expected to qualify for the World Championship and/or National Team to stay in program.
- Cyclists in the resident program are required to compete at the National Championships and all selection events for the World Championships.
- Cyclists in the resident program are expected to demonstrate strong and continued progress in training and competition, including reaching performance measurements established by the Para-cycling High Performance staff.
- Cyclists in the resident program are required to attend all scheduled training on time and participate in all scheduled competitions and available training opportunities throughout the resident program period, unless excused by the Para-cycling high performance staff prior to the scheduled activity.
- Cyclists in the resident program are required to utilize Training Peaks for the analysis and planning of their training schedule. Cyclists are expected to upload their daily training in a timely manner.
- Cyclists in the resident program are encouraged to attend school or be employed part time and/or volunteer regularly. School, work and volunteer schedules must be arranged around training times unless approved in writing prior to the scheduled activity. All work and school schedules must be reviewed and approved by U.S. Paralympics Cycling High Performance staff prior to beginning the school and/or work activity.
- Sports Medicine resources will be utilized to keep cyclists in the resident program healthy and injury-free. However, if a cyclist in the resident program sustains a long-term illness or serious injury that compromises his/her ability to train over an extended period of time, continued participation in the program may not provide the cyclist with a significant performance benefit and the cyclist may be removed from the resident program.
- Cyclists in the resident program are expected to be mature, responsible, and behave accordingly at the CSOTC and at all resident program activities.
- Cyclists in the resident program are expected to maintain OTC housing and team room cleanliness at all times.
- Cyclists in the resident program will sign and abide by the USOC Code of Conduct for U.S. Paralympics National Teams and U.S. Paralympics Program.
- Cyclists in the resident program will sign and abide by the U.S. Paralympics Cycling team rules.
- All new cyclists within the resident program will be placed on a 90-day probation period.

COACHING STAFF

The *U.S. Paralympics Cycling Cycling Resident Program* will be directed by the U.S. Paralympics Cycling high performance staff. Internal and external staff will assist with monthly coaching programs, track training workouts, sport science and weight room conditioning.

U.S. Paralympics Cycling Contact

Ian Lawless, Director, U.S. Paralympics Cycling

Phone: (719) 866-2348

Email: Ian.Lawless@usoc.org

Sarah Hammer, Associate Director, U.S. Paralympics Cycling

Phone: (719) 866-2349

Email: Sarah.Hammer@usoc.org

ATTACHMENT A
U.S. Paralympics Cycling Resident Program Rules & Responsibilities

Participation in the resident program does not entitle any athlete to participate in National Team or Team USA roster activities, including the World Championships, the Paralympic Games, or other major international competitions. In order to be named to these competitions, teams, or rosters, an athlete must qualify through the respective selection procedures as published on the U.S. Paralympics website: <http://www.usparalympics.org/cycling>

Participation in the program does not affect national team status or any of the related benefits. Participation in the resident program is voluntary and is contingent upon agreement to and compliance with the specific terms and conditions of the resident program.

Athlete Benefits

Athletes accepted to the resident program will be eligible to receive the following benefits:

- Room and board at the Colorado Springs Olympic Training Center
- CSOTC Dining Hall meal card, if applicable
- Facility use
- Access to sports medicine (level of access may differ between athletes based on National Team status), nutrition counseling, sports psychology, and other USOC sport performance services as directed by U.S. Paralympics Cycling staff.

Athlete Obligations and Responsibilities

Each athlete participating in the Cycling resident program is required to:

- Cover his/her own expenses for moving to Colorado Springs (airfare, gas, shipping costs, etc.).
- Commit to the full term of the current resident program period of at least twelve months and be prepared to live and train at the CSOTC up until the 2020 Paralympic Games. All resident athletes will be required to re-apply on an annual basis upon the review of their established performance metrics.
- Qualify for the World Championship and/or National Team to stay within the program.
- Develop short, mid, and long-term performance metrics in training and racing with the High Performance Staff.
- Attend training sessions, competitions and other team activities (meetings, media training, community appearances, OTC special events, etc.) on time, as directed by U.S. Paralympics Cycling.
- Participate in all available training opportunities including: team training camps, sport science testing, sport psychology sessions and nutrition counseling as directed by U.S. Paralympics Cycling.
- Schedule school or employment based around allotted team training times and submit proposed school or work schedules to relevant U.S. Paralympics Cycling High Performance staff prior to beginning school or work activity for approval in writing.
- Behave like ambassadors for our program and exhibit maturity, accountability, timeliness, cleanliness, and responsibility at the CSOTC and at all resident program activities.
- Wear U.S. Paralympics uniforms, competition wear and other clothing while training, and at official competitions and functions as requested by the Director, U.S. Paralympics Cycling.
- Provide his/her own clothing and equipment appropriate for training and competition, except when required to wear U.S. Paralympics provided uniforms and competition wear.
- Agree to and abide by the U.S. Paralympics National Team Athlete Agreement.
- Agree to and abide by the U.S. Paralympics Cycling team rules.
- Agree to and abide by the rules of the CSOTC.

Coaching

Athletes participating in the resident program will work with coaches from an approved pool of coaches under contract with U.S. Paralympics.

Review

A review will be conducted for each athlete in the program by U.S. Paralympics Cycling every six months to collectively develop goals and performance metrics for the athlete and make program adjustments as necessary.

Removal from the Resident Program

Athlete participation in the resident program, while intended to be long-term lasting through the 2020 Paralympic Games, may be terminated at any time by U.S. Paralympics for any reason.

Notice of removal from the resident program will be provided to the athlete in writing and will be effective immediately upon such notice or as specified in the notice. If the athlete wishes to contest removal from the resident program the athlete shall be entitled to a hearing pursuant to the USOC Complaint Procedures for U.S. Paralympics National Teams and U.S. Paralympics Programs, included as a part of the U.S. Paralympics National Team Agreement.

Removal from the resident program may result from any reason as determined by U.S. Paralympics, including but not limited to, the following:

- Failure to meet the requirements to qualify for the national team (annually).
- Failure to qualify for a U.S. team to a major international competition (such as the World Championships or Paralympic Games).
- Failure to meet the performance markers (competition and training) or other elements of the athlete's personal performance plan.
- Failure to fully commit to the resident program and all outlined training opportunities.
- Failure to prioritize training for cycling as a full-time commitment.
- Long-term illness, injury or inability to maintain self-care and independence.
- Failure to comply with the U.S. Paralympics National Team Athlete Agreement (including the USOC Code of Conduct for U.S. Paralympics National Teams and U.S. Paralympics Programs), the Team Rules, the CSOTC rules, or the requirements of the resident program.
- Persistent incompatibility with the U.S. Paralympic Cycling staff or coaches, OTC staff and/or other resident athletes that detracts from the training or performance of any member of the USOC and OTC community.
- Any conduct that is deemed by U.S. Paralympics to be detrimental to the resident program or is likely to bring the athlete, U.S. Paralympics Cycling, or the USOC into public disrepute.