



U.S. Paralympics Cycling 2019 Athlete and Sport Program Plan

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REFERENCES & TERMINOLOGY

1. Throughout this document “2019” shall refer to the following dates/seasons:
 - a. Summer Sports – 2019 season / January 1, 2019 through December 31, 2019
2. Throughout this document “2020” shall refer to the following dates/seasons:
 - a. Summer Sports – 2020 season / January 1, 2020 through December 31, 2020
3. Throughout this document “Term 1” and “Term 2” shall refer to the following dates:
 - a. Term 1 – January 1 – June 30, 2019
 - b. Term 2 – July 1 – December 31, 2019
4. “DAS” – Direct Athlete Support
5. “EAHI” – Elite Athlete Health Insurance
6. “IF” – 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
7. “NGB” – National Governing Body (for Para ATH, CYC, SKA, SBD, SKN, SWI = U.S. Paralympics)
8. “USADA” – U.S. Anti-Doping Agency

PROGRAM GOALS

The primary focus in 2019 is to identify, develop, and support elite cyclists by creating a world-class training environment, conducting high-level domestic events, and earning top-six results at UCI international competitions including C1, World Cup, and World Championships events.

Specific activities in pursuit of these program goals will include:

RESIDENT PROGRAM		
Jan 1 – December 31	CSOTC On-Complex	Colorado Springs, CO
Jan 1 – December 31	CSOTC Off-Complex	Colorado Springs, CO
Jan 1 – December 31	Resident/NT weekly training & racing	Colorado Springs, CO

CAMPS (including travel days)		
Jan 8 – 14	National Team Camp (Group 1) – mandatory	Chula Vista, CA
January 12 -16	National Team Camp (Group 2) – mandatory	Chula Vista, CA
January 16 – 21	National Team Camp (Group 3) – mandatory	Carson, CA
February 4 – 9	Track Worlds Preparation Camp #1 – optional	Carson, CA
Feb 24 – Mar 2	Track Worlds Preparation Camp #2 – mandatory	Carson, CA
Oct 7 -12	Talent I.D. / Talent Development Camp	Chula Vista, CA

COMPETITIONS		
Feb 2 – 3*	U.S. Paralympics Track Cycling Open	Carson, CA
March 8 – 18#	UCI Para-cycling Track World Championships	Apeldoorn, Netherlands
May 5 – 13#	UCI Para-cycling Road World Cup #1	Corridonia, Italy
May 13 – 20#	UCI Para-cycling Road World Cup #2	Ostend, Belgium
June 27 – 29^+	USA Cycling Para-cycling Road Nationals	Knoxville, TN
July 7 – 8+	USA Cycling Para-cycling Track Nationals	Carson, CA
Aug 3 – 12#	UCI Para-cycling Road World Cup #3	Baie Comeau, Quebec
Aug 20-Sep 2#	Parapan American Games	Lima, Peru
Sept 7 – 16#	UCI Para-cycling Road World Championships	Emmen, Netherlands
Dec 7%	U.S. Paralympics Track Cycling Cup	Carson, CA
Dec 8%	Los Angeles Para-cycling Track Open	Carson, CA
<p>* = 2019 Track World Championships Selection Event # = Team USA Event, includes travel dates ^ = 2019 Road World Championships Selection Event + = 2019 Parapan American Games Selection Event % = 2020 Track World Championships Selection Event</p>		

2019 NATIONAL TEAM

U.S. Paralympics Cycling will nominate National Team(s) for 2019, comprised of the following:

TRACK: National A, National B, National C Team

ROAD: National A, National B, National C Team

TRACK Term #1 (January 1 – June 30, 2019)

The track team for the first term of 2019 will be nominated based on performances at the following events:

- 2018 U.S. Paralympics Track Cycling Open – Position on ranking list (per gender)
- 2018 UCI Para-cycling Track World Championships Actual result in class/event
- 2018 U.S. Paralympics Cycling Track Nat'l Championships – Position on ranking list (per gender)

ROAD Term #1 (January 1 – June 30, 2019)

The road team for the first term of 2019 will be nominated based on performances at the following events:

- 2018 UCI Para-cycling Road World Cup #1, 2, and 3 – Actual results in class / event
- 2018 UCI Para-cycling Road World Championships – Actual result in class / event
- 2018 USA Cycling Para-cycling Road Nat'l Championships – Position on ranking list (per gender)

- Athletes in eligible classifications can qualify for the track **or** the road National Team, **but can only be named to one (1) team for a given term.**
- National Team benefits for the track and the road teams will be the same.
- Athletes for each team will be named utilizing a ranking list (separate track and road ranking lists) based on the points table below.
- Each athlete's top three (3) point totals will be totaled to create a ranking (men and women combined). The final 2018 ranking list can be found in Attachment H of this plan, as well as on the U.S. Paralympics website: <http://www.usparalympics.org/cycling>
- A maximum of two (2) races from each point category below were counted. No points awarded for last place:

Category 1 – World Championships	Category 2 – Road World Cups	Category 3 – National Events
TRACK: <ul style="list-style-type: none"> ○ 500m TT ○ 1 Kilometer TT ○ 3k Individual Pursuit ○ 4k Individual Pursuit ○ Team Sprint ○ Scratch Race ROAD: <ul style="list-style-type: none"> ○ Individual Time Trial ○ Road Race ○ Handcycle Relay 	ROAD: <ul style="list-style-type: none"> ○ Time Trial ○ Road Race ○ Handcycle Relay 	TRACK NATIONALS: <ul style="list-style-type: none"> ○ 500m TT ○ 1 Kilometer TT ○ 3k Individual Pursuit ○ 4k Individual Pursuit TRACK OPEN: <ul style="list-style-type: none"> ○ 500m TT ○ 1 Kilometer TT ○ 3k Individual Pursuit ○ 4k Individual Pursuit ROAD NATIONALS: <ul style="list-style-type: none"> ○ Individual Time Trial
1 st place – 30 points 2 nd place – 27 points 3 rd place – 25 points 4 th place – 19 points 5 th place – 17 points 6 th place – 15 points 7 th place – 13 points	1 st place – 20 points 2 nd place – 17 points 3 rd place – 15 points 4 th place – 11 points 5 th place – 9 points 6 th place – 7 points 7 th place – 5 points	1 st place – 10 points 2 nd place – 8 points 3 rd place – 7 points 4 th place – 5 points 5 th place – 4 points 6 th place – 3 points 7 th place – 2 points

Athletes who appear on the ranking list and earn enough points per the tiers outlined below, will be named to the Track or Road National Team for the first term of 2019:

2019 National Team Points Threshold (TRACK)	2019 National Team Points Threshold (ROAD)
A TEAM = 50 – 70 points	A TEAM = 60 – 80 points
B TEAM = 30 – 49 points	B TEAM = 40 – 59 points
C TEAM = 20 – 29 points	C TEAM = 25 – 39 points

TERM #2 (July 1 – December 31, 2019)

The National Team for Term #2 will be nominated based on athlete performances from the following events:

TRACK:

- **2019 U.S. Paralympics Track Cycling Open**
 - 3k or 4k Individual Pursuit
 - 500m Time Trial (women)
 - 1km Time Trial (men & tandem women)
 - Scratch Race
- **2019 UCI Para-cycling Track World Championships**
 - Individual Pursuit
 - 500m Time Trial (women)
 - 1km Time Trial (men & tandem women)
 - Team Sprint (if applicable)
 - Tandem Match Sprint (if applicable)
 - Scratch Race

NATIONAL A TEAM

- Athletes who win two (2) medals at the 2019 UCI Para-cycling Track World Championships will be nominated to the National A Team for Term #2.
- Athletes who win a gold medal / world title at the 2019 UCI Para-cycling Track World Championships will be nominated to the National A Team for Term #2.

NATIONAL B TEAM

- Athletes who win one (1) medal (silver or bronze) at the 2019 UCI Para-cycling Track World Championships will be nominated to the National B Team for Term #2.

NATIONAL C TEAM

- Athletes who meet the National standard in a race listed above, at the 2019 U.S. Paralympics Track Cycling Open will be nominated to the National C Team for Term #2.

ROAD:

- **2019 UCI Para-cycling Road World Cup #1 or #2**
(Corridonia, Italy or Ostend, Belgium)
 - Individual Time Trial
 - Road Race
 - Handcycle Relay (if applicable)
- **2019 USA Cycling Para-cycling Road Nationals**
 - Individual Time Trial

NATIONAL A TEAM

- Athletes who win two (2) world cup medals in races listed above, between 1/1 and 6/30/2019 – and provided at least one of the medals is in an individual event – will be nominated to the National A Team for Term #2.

NATIONAL B TEAM

- Athletes who win one (1) world cup medal in an individual race listed above, between 1/1 and 6/30/2019, will be nominated to the National B Team for Term #2.

NATIONAL C TEAM

- Athletes who meet the National standard in the individual time trial at the 2019 USA Cycling Para-cycling Road Nationals, will be nominated to the National C Team for Term #2.
- Athletes who win two handcycle relay World Cup medals between 1/1 and 6/30/2019 will be nominated to the National C Team for Term #2.

2020 NATIONAL TEAM

U.S. Paralympics Cycling will nominate National Team(s) for 2020, comprised of the following:

TRACK: National A, National B, National C Team

ROAD: National A, National B, National C Team

TRACK Term #1 (January 1 – June 30, 2020)

The track team for the first term of 2020 will be nominated based on performances at the following events:

- 2019 U.S. Paralympics Track Cycling Open – Position on ranking list (per gender)
- 2019 UCI Para-cycling Track World Championships – Actual result in class/event
- 2019 U.S. Paralympics Cycling Track Nat'l Championships – Position on ranking list (per gender)
- U.S. Paralympics Track Cycling Cup (USTCC) AND Los Angeles Para-cycling Track Open (LAPTO) – Position on combined ranking list (per gender)

ROAD Term #1 (January 1 – June 30, 2020)

The road team for the first term of 2020 will be nominated based on performances at the following events:

- 2019 UCI Para-cycling Road World Cup #1, 2, and 3 – Actual results in class / event
- 2019 UCI Para-cycling Road World Championships – Actual result in class / event
- 2019 USA Cycling Para-cycling Road Nat'l Championships – Position on ranking list (per gender)

- Athletes in eligible classifications can qualify for the track **or** the road National Team **but can only be named to one (1) team for a given term.**
- National Team benefits for the track and the road teams will be the same.
- Athletes for each team will be named utilizing a ranking list (separate track and road ranking lists) based on the points table below.
- Each athlete's top three (3) point totals will be totaled to create a ranking (men and women combined). The 2019 ranking list will be published throughout 2019 on the U.S. Paralympics Cycling website: <http://www.usparalympics.org/cycling> and updated after each qualifying event.
- A maximum of two (2) results from Category 1 or Category 2 will be counted; A maximum of one (1) results from Category 3 will be counted.
- For team events - where two (2) Team USA teams are entered - only athletes on the highest-placed team at the event will earn points.
- No points awarded for last place.

Category 1 – World Championships	Category 2 – Road World Cups & Domestic Track Events	Category 3 – National Championships
<p>TRACK:</p> <ul style="list-style-type: none"> ○ 500m TT ○ 1 Kilometer TT ○ 3k Individual Pursuit ○ 4k Individual Pursuit ○ Team Sprint ○ Tandem Match Sprint ○ Scratch Race <p>ROAD:</p> <ul style="list-style-type: none"> ○ Individual Time Trial ○ Road Race ○ Handcycle Relay 	<p>TRACK OPEN:</p> <ul style="list-style-type: none"> ○ 500m TT ○ 1 Kilometer TT ○ 3k Individual Pursuit ○ 4k Individual Pursuit <p>USTCC AND LAPTO:</p> <ul style="list-style-type: none"> ○ 500m TT ○ 1 Kilometer TT ○ 3k Individual Pursuit ○ 4k Individual Pursuit <p>ROAD WORLD CUPS:</p> <ul style="list-style-type: none"> ○ Time Trial ○ Road Race ○ Handcycle Relay 	<p>TRACK NATIONALS:</p> <ul style="list-style-type: none"> ○ 500m TT ○ 1 Kilometer TT ○ 3k Individual Pursuit ○ 4k Individual Pursuit <p>ROAD NATIONALS:</p> <ul style="list-style-type: none"> ○ Individual Time Trial
<p>1st place – 30 points 2nd place – 27 points 3rd place – 25 points 4th place – 19 points 5th place – 17 points 6th place – 15 points 7th place – 13 points</p>	<p>1st place – 20 points 2nd place – 17 points 3rd place – 15 points 4th place – 11 points 5th place – 9 points 6th place – 7 points 7th place – 5 points</p>	<p>1st place – 10 points 2nd place – 8 points 3rd place – 7 points 4th place – 5 points 5th place – 4 points 6th place – 3 points 7th place – 2 points</p>

Athletes who appear on the ranking list and earn enough points per the tiers outlined below, will be named to the Track or Road National Team for the first term of 2020:

2020 National Team Points Threshold (TRACK OR ROAD)	
A TEAM	60 points and above

B TEAM	40 – 59 points
C TEAM	25 – 39 points

Criteria for nomination to the National Team for Term #2 of 2020 (7/1-12/31/2020) will be published in the 2020 Athlete & Sport Program Plan

2019 National Team Standards

TRACK

2019 National Team track standards are based on 104% of 2nd-placed results (averaged) for each sport class from the 1-kilometer / 500-meter time trial and the 3-kilometer / 4-kilometer pursuit at the events listed below. 100% or less of the standard suggests that an athlete has the potential to rank in the top-6 within their sport class internationally.

- 2018 UCI Para-cycling Track World Championships
- 2017 UCI Para-cycling Track World Championships
- 2016 UCI Para-cycling Track World Championships
- 2015 UCI Para-cycling Track World Championships

ROAD

The 2019 road standards are a tool to measure athlete performances in time trials, to determine each rider's international competitiveness. 100% or less of the standard suggests that an athlete has the potential to rank in the top-6 within their sport class internationally.

Standards are built by using 2nd-placed time trial results (averaged) for each sport class from UCI Road World Cups and UCI Road World Championships held between 1/1/2015 and 12/31/2018, to create a per-kilometer standard. Events included in the dataset must meet the following criteria:

- The course was an out/back or a circuit
- The same course (or the majority of the same course) was used for all sport classes
- The course elevation profile was appropriate for all sport classes
- Participation was greater than 200 total athletes

Road time trials that meet the above criteria are:

- 2018 UCI Road Worlds, Maniago, Italy
- 2018 UCI World Cup, Baie Comeau, Quebec
- 2018 UCI World Cup, Emmen, Netherlands
- 2018 UCI World Cup, Ostend Belgium
- 2017 UCI World Championships, Pietermaritzburg, S. Africa
- 2017 UCI World Cup, Emmen, Netherlands
- 2017 UCI World Cup, Ostend, Belgium
- 2017 UCI World Cup, Maniago, Italy
- 2016 UCI World Cup, Basque Country, Spain
- 2016 UCI World Cup, Ostend, Belgium
- 2015 UCI World Cup, Pietermaritzburg, S. Africa
- 2015 UCI World Cup, Yverdon les Bains, Switzerland

USADA

Athletes nominated to the 2019 National Team(s) will be added to the USADA Registered Testing Pool/Clean Athlete Program and will be responsible for remaining compliant with all forms, updates and tutorials as required by USADA. More information regarding USADA can be found in Attachment E.

CLASSIFICATION & LICENSE

Athletes nominated to the National Team(s) ***must have undergone international classification evaluation and hold an international Paralympic-eligible sport class*** as per the UCI master list. If there has been no opportunity for the athlete to be internationally classified, the athlete must be evaluated by U.S. Paralympics medical and/or classification personnel, and determined likely to classify in the sport class in which he/she would be qualified for the program. Athletes nominated to the National Team must hold a current season international license from USA Cycling.

NATIONAL TEAM BENEFITS

*National Team athletes **MAY** be eligible for the following benefits: –*

1. USOC Direct Athlete Support (Attachment B)
2. Supplemental Athlete Support (Attachment C)
2. USOC Elite Athlete Health Insurance program (Attachment D)
3. Air transportation (or ground equivalent), lodging, ground transportation, meal per diem, and coaching support at designated U.S. Paralympics Cycling training and competition activities.
4. USOC Athlete Career & Education Program (<https://www.teamusa.org/athlete-resources/athlete-career-and-education-program>).
5. U.S. Paralympics National Team uniform. National Team athletes will be provided with cycling competition and casual apparel for Team USA competitions. Guidelines for apparel are outlined in the team rules and athlete handbook for each competition or team activity.

EMERGING ATHLETES

Athletes who meet the emerging standard during 2019, at a USA Cycling or UCI-sanctioned race, **may** be invited to participate in selected U.S. Paralympics Cycling program competitions/events. Invitation is at the discretion of the Director, U.S. Paralympics Cycling.

2019 PROGRAM ACTIVITIES

2019 National Team(s) activities are outlined on page 2. Athletes will be required to attend all 2019 activities included in their personal performance plan, which will be developed in conjunction with the Director and the Associate Director, High Performance.

The January all National Team camp is mandatory of all National Team athletes. In addition, all athletes must attend the respective National Championships (track or road), relative to the team in which they are named (i.e. an athlete named to the Track National team must attend the 2019 Track National Championships).

Failure to attend required activities as outlined on page two (2), or in the athlete's personal performance plan, will result in forfeiture of DAS for that month.

2019 OPERATION GOLD

The USOC will award Operation Gold funds in Para-cycling based off of the results at the 2019 UCI Para-cycling Track or Road World Championships, as outlined below.

Paralympic Sport Payment Schedule				
Place	1st Year of Quad	2nd Year of Quad	3rd Year of Quad	Paralympic Games Year (Paralympic Games Only)
1 st	\$6,250	\$6,250	\$7,500	\$37,500
2 nd	\$5,000	\$5,000	\$6,250	\$22,500
3 rd	\$4,375	\$4,375	\$5,000	\$15,000
4 th	\$3,750	\$3,750	\$4,375	
5 th	\$3,125	\$3,125	\$3,750	
6 th	\$3,125	\$3,125	\$3,750	
7 th	\$2,500	\$2,500	\$2,500	
8 th	\$2,500	\$2,500	\$2,500	

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.

Attachment A

2019 U.S. Paralympics Cycling Standards

2019 Road Standards: Time Per Kilometer (Individual Time Trial)

Men	National Standard	Talent Pool Standard (105%)	Emerging Standard (115%)
H1	02:30.81	02:38.35	02:53.43
H2	01:48.61	01:54.04	02:04.90
H3	01:35.07	01:39.83	01:49.33
H4	01:31.01	01:35.56	01:44.66
H5	01:33.32	01:37.98	01:47.31
C1	01:30.73	01:35.27	01:44.34
C2	01:27.43	01:31.80	01:40.55
C3	01:24.58	01:28.81	01:37.27
C4	01:21.04	01:25.09	01:33.19
C5	01:18.82	01:22.76	01:30.64
T1	02:06.97	02:13.32	02:26.02
T2	01:45.83	01:51.12	02:01.70
B	01:14.38	01:18.10	01:25.54

Women	National Standard	Talent Pool Standard (105%)	Emerging Standard (115%)
H1*	04:10.41	04:22.93	04:47.97
H2	02:58.86	03:07.81	03:25.69
H3	01:52.34	01:57.96	02:09.20
H4	01:53.38	01:59.05	02:10.38
H5	01:46.29	01:51.61	02:02.23
C1*	01:48.32	01:53.74	02:04.57
C2	01:44.15	01:49.36	01:59.77
C3	01:39.24	01:44.20	01:54.12
C4	01:38.20	01:43.11	01:52.93
C5	01:31.84	01:36.43	01:45.61
T1	02:33.80	02:41.49	02:56.87
T2	02:00.79	02:06.83	02:18.90
B	01:25.14	01:29.40	01:37.91

* Calculated based off of men's standards due to insufficient data

2019 Track Standards: Time Per Event

	National Std	Talent Pool (105%)	Emerging (110%)
Men C1 3-kilometer Pursuit	04:08.87	04:21.32	04:46.20
Men C2 3-Kilometer Pursuit	03:59.06	04:11.01	04:34.92
Men C3 3-kilometer Pursuit	03:45.76	03:57.05	04:19.63
Men C4 4-kilometer Pursuit	04:48.14	05:02.55	05:31.36
Men C5 4-kilometer Pursuit	04:46.72	05:01.06	05:29.73
Men B 4-kilometer Pursuit	04:30.24	04:43.75	05:10.77
Women C1 3-kilometer Pursuit	05:00.10	05:15.10	05:45.11
Women C2 3-kilometer Pursuit	04:30.60	04:44.13	05:11.19
Women C3 3-kilometer Pursuit	04:27.11	04:40.46	05:07.18
Women C4 3-kilometer Pursuit	04:13.30	04:25.96	04:51.29
Women C5 3-kilometer Pursuit	04:04.38	04:16.60	04:41.04
Women B 3-kilometer Pursuit	03:43.66	03:54.84	04:17.21

	National Std	Talent Pool (105%)	Emerging (110%)
Men C1 1-Kilometer TT	01:18.92	01:22.86	01:30.75
Men C2 1-Kilometer TT	01:19.05	01:23.00	01:30.90
Men C3 1-Kilometer TT	01:13.45	01:17.13	01:24.47
Men C4 1-Kilometer TT	01:09.27	01:12.73	01:19.66
Men C5 1-Kilometer TT	01:08.94	01:12.39	01:19.28
Men B 1-Kilometer TT	01:04.34	01:07.56	01:13.99
Women C1 500-meter TT	00:48.81	00:51.25	00:56.13
Women C2 500-meter TT	00:44.43	00:46.65	00:51.09
Women C3 500-meter TT	00:45.02	00:47.27	00:51.77
Women C4 500-meter TT	00:41.52	00:43.59	00:47.74
Women C5 500-meter TT	00:39.88	00:41.88	00:45.87
Women B 1-Kilometer TT	01:11.70	01:15.29	01:22.46

Attachment B

2019 U.S. Paralympics Cycling Direct Athlete Support

1. DAS is processed monthly on the first Friday of each month.
2. Athletes are eligible for DAS at the beginning of the month following nomination to the National Team(s).
3. DAS is provided to athletes that are in compliance with 2019 Athlete Agreement obligations 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. U.S. Paralympics will provide DAS for a multi-sport athlete in ONLY one sport at any given time. In conjunction with the respective NGBs/HPMOs the multi-sport athlete shall designate the primary ("A") sport in which they wish to receive DAS.
5. Athletes sanctioned by USADA, WADA and/or the respective sport IF for a doping violation are not eligible for DAS, 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 DAS, regardless of any National Team(s) status, during the period of such sanction.
7. Athletes sanctioned by the U.S. Center for SafeSport, the USOC, or another National Governing Body (NGB) for a safe sport code violation are not eligible for DAS, regardless of any National Team(s) status, during the period of such sanction.
8. DAS will only be paid once the Athlete Support Designee Form has been completed and submitted (annual basis).
9. 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 direct athlete support payments in order to retain high school or collegiate eligibility.
10. Athlete support will be reported to the IRS and may be subject to federal and state income tax. The USOC encourages athletes to speak with a tax professional to receive guidance regarding tax implications.
11. Athlete support is contingent upon:
 - a. Athlete attendance at mandatory national team events/activities.
 - i. Failure to attend mandatory national team event(s)/activity(s) will result in forfeiture of the respective month's DAS.

2019 Criteria for Cycling Direct Athlete Support:

Team Status Level	2019 Monthly Payment
National A Team	\$1,100
National B Team	\$750
National C Team	\$450

Attachment C

2019 U.S. Paralympics Cycling Additional Athlete Support Programs

Coaching Support

U.S. Paralympics Cycling will provide individual coaching support for National Team athletes in 2019, by coaches under contract with the USOC and U.S. Paralympics Cycling. Athletes may request to work with any contracted coach, at the expense of U.S. Paralympics. Athletes who wish to work with coaches that are not under contract with USOC / U.S. Paralympics Cycling, may utilize their Supplemental Athlete Support (SAS) (Attachment J) to cover coaching costs.

Travel Support

Travel for National Team (NT) athletes to NT-specific activities will be funded. Travel expenses to UCI World Cup or World Championship events **may** be covered, only for athletes named to the roster per the selection procedures for that event. Travel for NT athletes to attend selection events or the National Championships is not funded; however, attendance by NT athletes at any event may be required per each athlete's respective *Athlete Performance Plan*.

Supplement Athlete Support (SAS)

National Team Athletes are eligible to receive a stipend for each term to support expenses such as: equipment, travel, training, and coaching (Attachment J).

Term 1 National Team Athletes must use their SAS by June 30, 2019 or they will forfeit the remainder. Term 2 National Team Athletes must use their SAS by December 8, 2019 or they will forfeit the remainder.

The application for Supplemental Athlete Support is included on the website at <http://www.teamusa.org/US-Paralympics/Sports/Cycling/Athlete-and-Sport-Program>

Term 1	SAS Amounts
National A Team	\$2,500*
National B Team	\$1,500*
National C Team	\$500*

Term 2	SAS Amounts
National A Team	\$2,500*
National B Team	\$1,500*
National C Team	\$500*

*Athletes on the National Team for partial term(s), will receive a prorated SAS allocation.

PERFORMANCE INCENTIVE SUPPORT

Additional performance incentives will be provided to athletes who attain results at UCI Paracycling C1 events, as well as Road World Cups – including results for team competitions – when competing as a member of Team USA*.

Place / Participants	UCI C1 Events (Overall finish ranking within sport class or team event)	World Cups (Place within sport class, per individual race)
1 st – Field with > 2 participants	\$600	\$600
2 nd – Field with > 3 participants	\$400	\$400
3 rd – Field with > 4 participants	\$300	\$300

**No incentives will be paid to athletes who race at UCI events as independent or as part of a trade team. Athletes who wish to compete at C1 events for Team USA must be named to the Team USA roster for the event and must be entered by U.S. Paralympics.*

EQUIPMENT

National Team and resident athletes *may* have access to team equipment, including, but not limited to:

- Bicycles/Trikes/Handcycles/Tandems (or frames/forks)
- Components and Wheels
- Power Meters
- Specialty Helmets
- Race-specific Competition Apparel
- Trainers and Rollers
- Prototype Gear

All National Team equipment will be inventoried and distributed based on current need and future medal potential of the athlete(s). Equipment will be issued at the discretion of the Director, Paralympic Cycling, in consultation with staff.

All National Team athletes using equipment owned by U.S. Paralympics Cycling will be required to sign the *NT Equipment Agreement* and will be responsible for costs incurred due to damage or loss of the equipment.

Special Pricing

National Team athletes may have access to special pricing from partners and suppliers of U.S. Paralympics Cycling. Details and policies will be communicated by U.S. Paralympics Cycling staff throughout the 2019 season.

Attachment D

2019 U.S. Paralympics Cycling Elite Athlete Health Insurance (EAHI)

All 2019 National A and B Team athletes are eligible for EAHI. Upon meeting the criteria below eligible athletes will receive an email from the USOC outlining the EAHI program benefits for further consideration.

1. Athletes must be currently training and competing to receive EAHI.
2. Athletes must sign and be in compliance with 2019 Athlete Agreement obligations and personal performance plan 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 are eligible for EAHI during the period of National Team status.
8. When National Team status is no longer conferred upon the athlete, EAHI benefits will cease. Termination is effective the first of the month following 30 days written notification.

Attachment E

U.S. Anti-Doping Agency (USADA)

Whereabouts:

An important part of USADA's testing program is the ability to test athletes without any advance notice in an out-of-competition setting. Athletes are subject to testing 365 days a year and do not have "off-seasons" or cutoff periods in which testing does not occur. Whereabouts information, (dates, times, locations, etc.) is information submitted to USADA by an athlete that allows the athlete to be located for out-of-competition testing.

For more information on whereabouts, please go to <https://www.usada.org/testing/whereabouts/>.

Therapeutic Use Exemptions (TUEs):

In some situations, an athlete may have an illness or condition that requires the use of medication listed on the World Anti-Doping Agency's Prohibited List. USADA can grant a Therapeutic Use Exemption (TUE) in these situations in compliance with the World Anti-Doping Agency International Standard for TUEs. The TUE application process is thorough and designed to balance the need to provide athletes access to critical medication while protecting the rights of clean athletes to compete on a level playing field.

For more information on TUEs, please go to <https://www.usada.org/substances/tue/>.

Global Drug Reference Online (Global DRO):

The Global Drug Reference Online (Global DRO) provides athletes and support personnel with information about the prohibited status of specific medications based on the current World Anti-Doping Agency (WADA) Prohibited List.

Global DRO does not contain information on, or that applies to, any dietary supplements.

The Global DRO can be found at <https://www.globaldro.com/Home>.

Additional Resources from USADA:

USADA Website: <https://www.usada.org/>

Supplement 411: <https://www.usada.org/substances/supplement-411/>

WADA Prohibited List: <https://www.usada.org/substances/prohibited-list/>

Anti-Doping 101: <https://www.usada.org/athletes/antidoping101/>

Attachment F

2019 U.S. Paralympics Cycling National Team Procedures & Obligations

Cycling Team Procedures

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

Cycling Athlete Obligations

- Maintain compliance with U.S. Paralympics Athlete Agreement.
- Maintain compliance with 2019 Athlete Performance Plan.
- Maintain compliance with the National Team Code of Conduct.
- Maintain compliance with the NT Equipment Agreement.
- Maintain compliance with USADA, UCI/CADF, IPC, and WADA anti-doping rules.
- Maintain compliance with the 2019 U.S. Paralympics Cycling Team Rules.
- Update Training Peaks on a weekly basis.
- Maintain an appropriate level of fitness and weekly training in order to be prepared for international (UCI) para-cycling competition.
- Maintain communication with U.S. Paralympics Cycling staff as needed.

U.S. Paralympics Cycling Team Rules

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

- The possession or use of weapons, tobacco products or controlled substances by any athlete or staff member is prohibited.
- Daily Curfews (“lights out” times) established by the Team Staff and published in the daily schedule must be observed by all athletes.
- Team members and staff will attend all team functions including meetings, practices, exhibitions, press conferences, competitions, etc., unless otherwise excused or instructed by U.S. Paralympics staff.
- Team members and staff will wear USOC and/or U.S. Paralympics Cycling provided apparel as required and as designated by Team leadership (Director, Associate Director of High Performance, Associate Director of Operations).
- Team members and staff will cooperate with team leadership and U.S. Paralympics staff.
- Team members and staff will refrain from behavior that would detract from a positive image of the U.S. Paralympics Cycling National Team or that would be detrimental to its performance objectives.
- Team members and staff will display proper respect and sportsmanship toward coaches, officials, administrators, fellow competitors and the public.
- Team members are required to sleep in their assigned rooms and are not permitted to switch rooms – even temporarily – without prior approval from team staff.
- 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, harassment, disparagement, or defamation of teammates, fellow competitors, team staff, event organizers, or UCI/IPC representatives – verbally, through social media, email, or text – is prohibited.
- Public intoxication or consuming alcohol to excess is prohibited.
- Staff drinking with athletes is **not allowed**. This includes being in the same establishment or in the same room together.
- Friends and family are not permitted in athlete rooms or beyond the hotel lobby.
- Team USA staff **only** on the field of play (including team pits/cabins). No friends/family/personal coaches.
- For athletes who need help putting on competition apparel (i.e. speedsuits):
 - 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 suits:
 - Three persons can be defined as two athletes (including the athlete putting on the suit) and one staff member, or one athlete and two staff members. The make-up of staff and athletes when assisting with suits should be the same gender whenever possible.
 - Staff will be considerate of the athlete and will avoid all but inadvertent touching of the groin, buttocks, and breast area.

Attachment G

2019 U.S. Paralympics Cycling Resident Program

U.S. Paralympics Cycling implements a Resident Program at the Colorado Springs Olympic Training Center (CSOTC).

Eligibility:

- Be at least 15 years of age (OTC policy).
- Be a current US Citizen eligible to represent the USA in the Paralympic Games.
- Applicants who take college courses must maintain a 2.0 GPA.
- Be willing to submit to a complete health profile coordinated by USOC Sports Medicine including thorough medical history and comprehensive physical examination.

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 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.