



U.S. Paralympics Cycling 2020 Athlete and Sport Program Plan

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DEFINITIONS

1. **“2020”**: The following dates and seasons:
 - a. Summer Sports – the 2020 season, which lasts January 1, 2020 through December 31, 2020
2. **“2021”**: The following dates and seasons:
 - a. Summer Sports – 2021 season / January 1, 2021 through December 31, 2021
3. **“Term 1”**: The following dates:
 - a. January 1, 2020 through June 30, 2020
4. **“Term 2”**: The following dates:
 - a. July 1, 2020 through December 31, 2020
5. **“Athlete Stipend”**: Previously referred to as Direct Athlete Support or DAS
6. **“EAHI”**: Elite Athlete Health Insurance
7. **“IF”**: International Federation
 - a. CYC – Union Cycliste Internationale
8. **“NGB”**: National Governing Body. For Para ATH, CYC, SKA, SBD, SKN and SWI, U.S. Paralympics serves as the NGB.
9. **“USADA”**: The U.S. Anti-Doping Agency

PROGRAM GOALS

The primary focus in 2020 is to identify and develop the best cyclists in the world by supporting the Para-cycling culture in the United States, creating a world-class training environment with the world’s best staff, in order to become the No. 1 Para-cycling team at the 2020 Paralympic Games in Tokyo, Japan.

Specific activities in pursuit of these program goals will include:

Event	Event Name	Location	Event Type	Status	Target
1/9 – 1/14/20	Mandatory Track Worlds Prep Camp	CVEATC	Camp: Track (road training)	Worlds Team Camp	Team USA Roster
1/15 – 1/21/20	Mandatory Track Worlds Prep Camp (track)	Carson, CA	Camp: Road (track training)	Worlds Team Camp	Team USA Roster
1/30 – 2/2/20	UCI Para-cycling Track World Championships	Milton, Ont., CAN	Competition: Int'l. Track	UCI World Championship	Team USA Roster
2/24 – 3/2/20	All National Team Road Camp	Solvang, CA	Camp: Road	National Team Camp	National Team
4/17-18/20	Fort Wayne Para-cycling Open	Fort Wayne, IN	Competition: Int'l Road	UCI C1 Event	Open
4/23/20	Redlands Bicycle Classic Time Trial	Redlands, CA	Competition: Int'l Road	UCI C2 Event	Open
5/10 – 5/16/20	Elite Track Camp	Carson, CA	Camp: Track	Talent Development	Invited Athletes
6/4 – 6/7/20	UCI Para-cycling Road World Championships	Ostend, Belgium	Competition: Int'l. Road	UCI World Championship	Team USA Roster
6/14 – 6/20/20	Elite Track Camp	Carson, CA	Camp: Track	Talent Development	Invited Athletes
6/27/20	2020 U.S. Paralympic Trials, Cycling Time Trial	Minneapolis, MN	Competition: Domestic Road	Paralympic Trials	Open
6/28/20	2020 U.S. Paralympic Team Announcement	Minneapolis, MN	Team Naming Ceremony	Public Announcement	Paralympic Team
7/1 – 7/2/20	USAC Para-cycling Track Nat'l Championships	Trexlerstown, PA	Competition: Domestic Road	National Championship	Open
7/24 – 7/31/20	Tokyo Prep. Camp – TRACK	CVEATC	Camp: Track (road training)	Paralympic Team Camp	Paralympic Team
8/1 – 8/7/20	Tokyo Prep. Camp – TRACK	Carson	Camp: Track (track training)	Paralympic Team Camp	Paralympic Team
8/1 – 8/15/20	Tokyo Prep. Camp – ROAD	Greenville, SC	Camp: Road	Paralympic Team Camp	Paralympic Team
8/15 – 9/7/20	2020 Paralympic Games – TRACK Athletes	Tokyo, Japan	Competition: Int'l. Track	Paralympic Games	Paralympic Team
8/21 – 9/7/20	2020 Paralympic Games – ROAD Athletes	Tokyo, Japan	Competition: Int'l. Road	Paralympic Games	Paralympic Team
10/11 – 10/16/20	Talent ID Camp – 2-wheelers (track & road)	CSOPTC	Camp: Track & Road	Talent ID Camp	Invited Athletes
10/25 -- 10/30/20	Talent ID Camp – 3-wheelers (road)	CVEATC	Camp: Road	Talent ID Camp	Invited Athletes
11/2 – 11/7/20	Track Camp (Invitational)	Carson, CA	Camp: Track	Talent Development	Invited Athletes

Note: The 2020 USA Cycling Para-cycling Road National Championships are not yet confirmed and do not appear on this calendar. The calendar will be updated once the event is confirmed.

***Competitions listed do not include travel dates**

Target Athletes

- *Team USA Roster: Athletes named to the roster per the selection procedures for the event*
- *National Team: Athletes named to the National Team per the Athlete & Sport Program Plan*
- *Open: Any athlete who meets the license and classification eligibility requirements may participate*
- *Invited Athletes: Athletes who meet the minimum eligibility requirements for the event (usually license and classification) and are invited (typically, from a pool of applicants) may attend*

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

<p>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:</p> <ul style="list-style-type: none"> • 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)
<p>ROAD Term #1 (January 1 – June 30, 2020) The road team for the first term of 2019 will be nominated based on performances at the following events:</p> <ul style="list-style-type: none"> • 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 and Category 2 will be counted; A maximum of one (1) result 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 & U.S. Paralympics Track Open	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>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

TERM #2 (July 1 – December 31, 2020)

National A & B Team:

Only athletes who have been selected to the 2020 Tokyo Paralympic Games Team will be named to the National A or National B Team for the second term of 2020.

- For athletes who have made the 2020 Tokyo Paralympic Games Team, two ranking lists will be created:
 - Track: Men & Women combined
 - Road: Men & Women combined
- Results from the following events will be used to create the ranking lists:
 - 2020 UCI Para-cycling Track World Championships (500m/1km TT or 3k/4k Pursuit only)
 - 2020 U.S. Paralympic Team Trials (road time trial)
- Each ranking list (road or track) will include each athlete's single best result, expressed as a percentage vs. the Tokyo 2020 road or track standard (see Tokyo 2020 Selection Procedures at: usparalympics.org/cycling) ranked lowest to highest.
 - The top three (3) athletes on the combined track ranking list will be named to the National A Track Team
 - The top seven (7) athletes on the combined road ranking list will be named to the National A Road Team
 - The remaining athletes on the combined ranking list will be named to the National B Team (road or track)

National C Team: The top two (2) track athletes and the top four (4) road athletes on each ranking list, who did not make the 2020 Tokyo Paralympic Games team will be named to the National C Team (road or track).

- Athletes nominated to the 2020 National A and B Teams will be added to the USADA Registered Testing Pool/Clean Athlete Program and will be responsible for remaining compliant with all policies and procedures, required by USADA. More information regarding USADA can be found in Attachment E.
- Prior to being nominated to the National Team, athletes ***must have undergone international classification evaluation and hold an international Paralympic-eligible sport class*** as per the UCI master list, and hold a current season international license for Para-cycling from USA Cycling.

2021 NATIONAL TEAM

U.S. Paralympics Cycling will nominate National Team(s) for 2021, comprised of the following:

TRACK: National A, National B, National C Team

ROAD: National A, National B, National C Team

TRACK 2021 NT Term: January 1 – December 31, 2021

- Please see the list of events in Category 1, 2, or 3 below for details about which events from the 2020 season will be used to nominate the 2021 National Track Team

ROAD 2021 NT Term: January 1 – December 31, 2021

- Please see the list of events in Category 1, 2, or 3 below for details about which events from the 2020 season will be used to nominate the 2021 National Track Team

- 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 2020 ranking list will be published throughout 2020 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 and Category 2 will be counted; A maximum of one (1) result 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 & Paralympic Games	Category 2 -USA C1 (UCI) Events, Paralympic Trials, & Track Nationals	Category 3 – National Championships
<p>Eligible Competitions:</p> <ul style="list-style-type: none"> ○ 2020 UCI Para-cycling Track World Championships ○ 2020 UCI Para-cycling Road World Championships ○ 2020 Paralympic Games (Track & Road Competitions) <p>Point Opportunities:</p> <p>TRACK:</p> <ul style="list-style-type: none"> ○ 500m TT (place in class)* ○ 1 km TT(place in class)* ○ 3k Ind. Pursuit (place in class)* ○ 4k Ind. Pursuit (place in class)* ○ Team Sprint (place) ○ Mixed Tandem Tm Sprnt (place) ○ Tandem Match Sprint (place) ○ Scratch Race (place in class) ○ Omnium (place in class) <p>ROAD:</p> <ul style="list-style-type: none"> ○ Individual Time Trial (place in class)* ○ Road Race (place in class)* ○ Handcycle Relay (place) <p><i>*At the Paralympic Games, points will be awarded per each athlete’s result in a medal event, even when classes are combined.</i></p>	<p>Eligible Competitions:</p> <ul style="list-style-type: none"> • 2020 Fort Wayne Para-cycling Open • 2020 U.S. Paralympic Team Trials • Select events at the 2020 USA Cycling Track National Championships <p>Point Opportunities:</p> <p>TRACK:</p> <p>500m TT (position on ranking list) 1 km TT (position on ranking list) 3k Ind. Pursuit (pos on ranking list) 4k Ind. Pursuit (pos on ranking list)</p> <p>ROAD:</p> <p>Individual Time Trial (position on ranking list)</p>	<p>Eligible Competitions:</p> <ul style="list-style-type: none"> • 2020 USA Cycling Road National Championships • Select events at the 2020 USA Cycling Track National Championships <p>Point Opportunities:</p> <p>ROAD:</p> <p>Individual Time Trial (position on ranking list) Handcycle Relay (place)</p> <p>TRACK:</p> <p>Team Sprint (place) Mixed Tandem Team Sprint (place) Tandem Match Sprint (place) Scratch Race (place in C1-3 or C4-5) Omnium (place per class)</p>

Points Scale: Category 1	Points Scale: Category 2	Points Scale: Category 3
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	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	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
<i>No points are awarded for last place, regardless of the number of entrants in the class or event.</i>		

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 2021:

2021 National Team Points Threshold (TRACK OR ROAD)	
A TEAM	65 points and above
B TEAM	46 – 64 points
C TEAM	30 – 45 points

2020 National Team Standards

TRACK

2020 National Team track standards are based on 103% 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.

- 2019 UCI Para-cycling Track World Championships
- 2018 UCI Para-cycling Track World Championships
- 2017 UCI Para-cycling Track World Championships
- 2016 UCI Para-cycling Track World Championships

ROAD

The 2020 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 1st-placed time trial results (averaged) for each sport class from UCI Road World Cups and UCI Road World Championships held between 1/1/2016 and 12/31/2019, 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:

- 2019 UCI World Championships, Emmen, Netherlands
- 2019 UCI World Cup #3, Baie Comeau, Quebec
- 2019 UCI World Cup #2, Ostend, Belgium
- 2018 UCI Road Worlds, Maniago, Italy
- 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

NATIONAL TEAM BENEFITS

National Team athletes MAY be eligible for the following benefits – all athlete support recommendations submitted by U.S. Paralympics Cycling are subject to USOPC Paralympic Sport Performance approval:

1. USOPC Athlete Stipend (Attachment B)
2. U.S. Paralympics Cycling Additional Athlete Support Programs (Attachment C)
2. USOPC 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 U.S. Paralympics Cycling training and competition activities.
4. USOPC 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 2020, UCI or USA Cycling-sanctioned event, **may** be invited to participate in selected U.S. Paralympics Cycling Program activities as outlined below. Invitation is at the discretion of U.S. Paralympics Cycling.

2020 PROGRAM ACTIVITIES

The 2020 National Team(s) activities are outlined on page 2. Athletes will be required to attend all 2020 activities included in their personal performance plan which will be developed in conjunction with the staff at U.S. Paralympics Cycling.

Each athlete is responsible for individual arrangements (including expenses) to attend these activities (i.e. travel, lodging, accommodation, entries) **unless otherwise indicated** in the activity listing or the athlete's personal performance plan (as applicable).

The 2020 All National Team Camp in February (see page 2) is mandatory for ALL National Team athletes. In addition, track athletes are required to attend the USA Cycling Track National Championships, and road athletes are required to attend the U.S. Paralympic Team Trials.

Failure to attend required activities as outlined above, or in the athlete's personal performance plan could impact an athlete's national team status and/or eligibility for benefits.

2020 OPERATION GOLD

The USOPC will award Operation Gold funds in Para-cycling based off of results at the 2020 Paralympic Games in Tokyo.

In a Paralympic Games year, teams and individuals must place in the top-three at the Paralympic Games to qualify for Operation Gold Awards; multiple Operation Gold Awards can be received if an athlete has multiple top-three finishes at the Paralympic Games.

In non-Paralympic years, Operation Gold Awards are limited to one award per athlete in a program year; athletes who qualify for more than one award automatically receive the higher award. Individuals must finish in one of the top eight places, while teams must finish in one of the top six places at the qualifying event in order to qualify for Operation Gold Awards in non-Paralympic years, provided individuals/teams finish among the top 50% of the individuals/teams who started the event.

For purposes of Operation Gold, a team is defined as three or more athletes (pairs are awarded at the same rate as individual athletes).

NOTE: For Paralympic sports with a discipline or event that is not included on the program of the Paralympic Games, that discipline or event will not be eligible for Operation Gold. However, if a Paralympic sport has a revolving program for the Paralympic Games (i.e., an event is taken from the program one quad, but is added back to the program the next quad), that event or discipline will be eligible for Operation Gold at the approved qualifying event.

Paralympic Sport Payment Schedule

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

Attachment A

2020 U.S. Paralympics Cycling Standards

2020 Road Standards: Time Per Kilometer (Individual Time Trial)

Men	National Standard	Talent Pool Standard (105%)	Emerging Standard (115%)
H1	02:24.62	02:31.85	02:46.31
H2	01:46.10	01:51.40	02:02.01
H3	01:34.72	01:39.46	01:48.93
H4	01:29.64	01:34.12	01:43.08
H5	01:31.57	01:36.15	01:45.31
C1	01:29.50	01:33.97	01:42.92
C2	01:26.17	01:30.47	01:39.09
C3	01:22.80	01:26.94	01:35.22
C4	01:20.47	01:24.49	01:32.54
C5	01:18.45	01:22.37	01:30.22
T1	02:03.30	02:09.46	02:21.79
T2	01:43.59	01:48.77	01:59.13
B	01:14.01	01:17.71	01:25.11

Women	National Standard	Talent Pool Standard (105%)	Emerging Standard (115%)
H1	04:48.36	05:02.78	05:31.62
H2	02:42.46	02:50.59	03:06.83
H3	01:49.68	01:55.16	02:06.13
H4	01:49.78	01:55.27	02:06.25
H5	01:45.00	01:50.25	02:00.75
C1	01:59.95	02:05.94	02:17.94
C2	01:41.10	01:46.16	01:56.27
C3	01:36.17	01:40.98	01:50.59
C4	01:34.90	01:39.65	01:49.14
C5	01:29.26	01:33.73	01:42.65
T1	02:25.00	02:32.25	02:46.75
T2	01:59.07	02:05.02	02:16.93
B	01:24.20	01:28.41	01:36.83

2020 Track Standards: Time Per Event

Men	National Standard	Talent Pool Standard (105%)	Emerging Standard (115%)
C1 3km Pursuit	04:03.95	04:16.15	04:40.54
C2 3km Pursuit	03:55.03	04:06.78	04:30.28
C3 3km Pursuit	03:41.70	03:52.79	04:14.96
C4 4km Pursuit	04:45.87	05:00.16	05:28.75
C5 4km Pursuit	04:41.74	04:55.83	05:24.00
B 4km Pursuit	04:24.50	04:37.73	05:04.17
C1 1km Time Trial	01:17.65	01:21.53	01:29.30
C2 1km Time Trial	01:17.23	01:21.09	01:28.81
C3 1km Time Trial	01:12.33	01:15.95	01:23.18
C4 1km Time Trial	01:08.51	01:11.94	01:18.79
C5 1km Time Trial	01:08.46	01:11.88	01:18.73
B 1km Time Trial	01:02.97	01:06.12	01:12.42

Women	National Standard	Talent Pool Standard (105%)	Emerging Standard (115%)
C1 3km Pursuit	04:52.18	05:06.79	05:36.01
C2 3km Pursuit	04:24.28	04:37.49	05:03.92
C3 3km Pursuit	04:20.93	04:33.98	05:00.07
C4 3km Pursuit	04:08.34	04:20.76	04:45.59
C5 3km Pursuit	04:00.12	04:12.13	04:36.14
B 3km Pursuit	03:40.65	03:51.68	04:13.75
C1 500m Time Trial	00:47.62	00:50.00	00:54.76
C2 500m Time Trial	00:42.89	00:45.03	00:49.32
C3 500m Time Trial	00:43.91	00:46.11	00:50.50
C4 500m Time Trial	00:40.90	00:42.95	00:47.03
C5 500m Time Trial	00:39.55	00:41.53	00:45.48
B 1km Time Trial	01:10.26	01:13.77	01:20.80

Attachment B

2020 U.S. Paralympics Cycling Athlete Stipends

1. Athlete stipends are processed monthly on the first Friday of each month.
2. Athletes are eligible for athlete stipends at the beginning of the month following nomination to the National Team(s).
3. Athlete stipends are provided to athletes that are in compliance with their 2020 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 athlete stipends 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 a stipend.
5. Athletes sanctioned by USADA, WADA and/or the respective sport IF for a doping violation are not eligible for an athlete stipend, regardless of any National Team(s) status, during the period of such sanction.
6. Athletes sanctioned by the IPC and/or the respective sport IF for classification Intentional Misrepresentation are not eligible for an athlete stipend, regardless of any National Team(s) status, during the period of such sanction.
7. Athletes sanctioned by the U.S. Center for SafeSport, the USOPC, or another National Governing Body (NGB) for a safe sport code violation are not eligible for athlete stipends, regardless of any National Team(s) status, during the period of such sanction.
8. Athlete stipends 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 athlete stipend 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 USOPC 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 required activities as outlined above, or in the athlete's personal performance plan could impact an athlete's national team status and/or eligibility for benefits.
 - b. Athletes must move up one level on the National Team (i.e. from C to B, or from B to A) within two (2) terms in order to maintain National Team status. An athlete who has been at the same level for two terms and does not qualify for a higher-level will not be named to the National Team.

2020 Criteria for U.S. Paralympics Cycling Athlete Stipends:

Team Status Level	2020 Monthly Payment
National A Team	\$1,100
National B Team	\$750
National C Team	\$450

Attachment C

2020 U.S. Paralympics Cycling Additional Athlete Support Programs

Coaching Support

U.S. Paralympics Cycling will provide individual coaching support for National Team athletes in 2020, by coaches under contract with the USOPC 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 USOPC / U.S. Paralympics Cycling, may utilize their Supplemental Athlete Support (SAS) 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, C1, 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.

Term 1 National Team Athletes must use their SAS by June 30, 2020 or they will forfeit the remainder. Term 2 National Team Athletes must use their SAS by December 8, 2020 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	\$5,000*
National B Team	\$4,000*
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 placing within sport class [one payout per 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 2020 season.

Attachment D

2020 U.S. Paralympics Cycling Elite Athlete Health Insurance (EAHI)

All 2020 National A and B Team athletes are eligible for EAHI. Upon meeting the criteria below eligible athletes will receive an email from the USOPC outlining the EAHI program benefits for further consideration.

1. Athletes must be currently training and competing to receive EAHI.
2. Athletes must sign and be in compliance with 2020 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 sanctioned by the U.S. Center for SafeSport, the USOPC, or another National Governing Body (NGB) for a safe sport code violation are not eligible for EAHI, regardless of any National Team(s) status, during the period of such sanction.
8. When National Team status is no longer conferred upon the athlete, EAHI benefits will cease. Termination is effective the first of the month following 30 days written notification.

Attachment E

U.S. Anti-Doping Agency (USADA)

Whereabouts:

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

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

Therapeutic Use Exemptions (TUEs):

In some situations, an athlete may have an 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

2020 U.S. Paralympics Cycling National Team Procedures & Obligations

Failure to comply with the Athlete Obligations as outlined below, or in the athlete's personal performance plan could impact an athlete's national team status and/or eligibility for benefits.

Cycling Athlete Obligations

- Maintain compliance with U.S. Paralympics Athlete Agreement
- Maintain compliance with 2020 Athlete Performance Plan
- Maintain compliance with the National Team Code of Conduct
- Maintain compliance with the National Team Equipment Agreement
- Maintain compliance with USADA, UCI/CADF, IPC, and WADA anti-doping rules
- Maintain compliance with the 2020 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 and Regulations Attachment G

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 (including E-cigarettes or vape pens) or controlled substances by any athlete or staff member is prohibited. If an athlete possesses a Therapeutic Use Exemption (TUE) for medical marijuana, it may not be used within the confines of a shared room. Despite the existence of a TUE, athletes are required to abide by local, state, and federal laws of the country, city, or region in which any team activity takes place.
- 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 USOPC 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 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 even 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.

2020 U.S. Paralympics Cycling Resident Program

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

Eligibility:

- Be at least 17 years of age.
- 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 USOPC 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 CSOPTC 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

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 USOPC 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 USOPC 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 Paralympic Games, 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.

CSOPTC WAIVER AND PARTICIPATION FORMS

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

- ✓ USOPC 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 in the *U.S. Paralympics Cycling Resident Program Rules & Responsibilities*. Failure to meet resident program requirements will result in removal from the resident program.

For more information about expectations of resident program participations, including *Rules & Responsibilities*, please visit the resident section of the U.S. Paralympics Cycling website:

<https://www.teamusa.org/US-Paralympics/Sports/Cycling/Resident-Program>

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.