

**U.S. Paralympics Nordic Skiing
ATHLETE SELECTION PROCEDURES
2022 Paralympic Winter Games, Beijing
April 29, 2021**

1. SELECTION SYSTEM

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

1.1.1. Nationality/Passport requirements:

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

Athlete must hold a valid U.S. passport that will not expire for six months after the conclusion of the Games.

1.1.2. Minimum International Olympic Committee (IOC), International Paralympic Committee (IPC) standards for participation:

Any competitor in the Paralympic Games must be a national of the country of the National Paralympic Committee (NPC) which is entering such competitor. For additional information regarding an athlete who is a national of two or more countries, has changed his or her nationality or acquired a new nationality, refer to the IPC Handbook (Section 2, Chapter 3.1).

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

World Para Nordic Skiing is the IF for Paralympic Nordic Skiing. The “WPNS” will refer to World Para Nordic Skiing, and the World Para Nordic Skiing Sport Technical Committee governing Paralympic Nordic Skiing. The “WPBT” will refer to the WPNS Biathlon Ranking Points List, whereas the “WPCC” will refer to the WPNS Cross Country Skiing Ranking Points List.

To be eligible for selection by an NPC, an athlete must:

- Hold a valid WPNS license for the 2020/2021 and 2021/2022 seasons (exceptions may be made via the Bipartite Commission Invitation Allocation method);
- Have achieved race points in at least one (1) race of the 2021/2022 season by 14 February 2022 (exceptions may be made via the Bipartite Commission Invitation Allocation method);

- Be born in the year 2006 or earlier;
- Be internationally classified with either a 'Confirmed' sport class status or a 'Review' sport class status with a review date after the 2021/2022 season; and

For Para Biathlon:

- Be ranked and have at least one (1) race of 180 points or less on the WPBT Ranking Points List as of 14 February 2022. Exceptions may be granted through the Bipartite Commission Invitation Allocation method.

For Para Cross-country skiing:

- Be ranked and have at least one (1) race of 180 points or less on either the WPBT or WPCC Ranking Points Lists as of 14 February 2022. Exceptions may be granted through the Bipartite Commission Invitation Allocation method.

1.1.4. Other requirements (if any):

- Standing and visually impaired athletes must be US Ski & Snowboard (USSS) members in good standing as of 30 January 2022 to be considered for nomination.
- Sitting, standing, and visually impaired athletes wishing to be chosen for Biathlon events must be members of the US Biathlon Association (USBA) in good standing as of 30 January 2022 to be considered for nomination.
- Athlete must successfully complete all Games Registration requirements by stated deadline.
- Any athlete age 18 or older will be required to undergo a background screen in accordance with the current USOPC Background Check Policy.
- Any athlete age 18 or older as of the Closing Ceremony will be required to complete the U.S. Center for SafeSport's online training.

1.2. Tryout Events:

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

- All WPNS World Cup and World Championships events held between 1 November 2021 and 29 January 2022.
- All WPNS sanctioned events between 1 November 2021 and 30 January 2022.
- For standing and visually impaired athletes: All USSS sanctioned (and scored) races between 1 November 2021 and 30 January 2022.

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

- Qualification for entry into WPNS World Cup and World Championship competitions is specific to each event, and will be published on the U.S. Paralympics Nordic Skiing site by 1 September 2021:
www.teamusa.org/usparanordicskiing/selection-criteria
- Entry into WPNS Sanctioned events requires a current WPNS competition license and meeting any published entry deadlines and requirements.
- Entry into USSS sanctioned events requires a current USSS competition license and meeting any published entry deadlines.

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

1.3.1. Team size will be determined based on the World Para Nordic Skiing slot allocation.

1.3.2. Men's and Women's slots will be allocated separately by WPNS, therefore for purposes of these Procedures, the men's and women's components of the team shall be considered separately.

1.3.3. General provisions as outlined in the Beijing 2022 Paralympic Games Qualification Guide:

- An NPC may be allocated a maximum of twenty (20) male qualification slots and fourteen (14) female qualification slots. Exceptions may be made via the Bipartite Commission Invitation Allocation method.
- An NPC can enter a maximum of eight (8) eligible athletes per medal event and gender, and no more than four (4) per sport class in each medal event.
- An NPC can enter a maximum of one (1) team per relay event comprised of athletes who have each qualified in at least one (1) individual event.
- Exceptions may be made via the Bipartite Commission Invitation Allocation method.

1.3.4. IPC Direct Invitation

As in previous Paralympic Winter Games, the IPC has worked with International Federations to develop qualification methods which allow the best athletes in each sport to compete in the Games, but which also respect the Paralympic Games Guiding Principles. The principles of excellence, diversity, universality, integrity and sustainability are fundamental and leading aspects in the objective 8 of the IPC and each IF to deliver great competition at the Beijing 2022 Paralympic Winter Games.

While the primary method in which the guiding principles are respected is through the standard qualification methods, the IPC and International Federations have also sought to provide targeted qualification slot allocations in particular sports through the Bipartite Commission Invitation Allocation Method. These invitations are included in the overall athlete quotas of the relevant sports. Invitations are granted on a discretionary basis by the IPC and the respective International Federation, and are typically allocated based on the following principles:

- to ensure participation of top athletes who may have not had the opportunity to formally qualify through other methods due to extraordinary circumstances;
- to ensure the representation of athletes with high support needs;
- to ensure medal events will have sufficient representation for viability; and
- to enable greater representation by gender.

Prior to awarding Bipartite slots the IPC may invite each National Paralympic Committee to submit an application requesting that an athlete or athletes be considered for a Bipartite slot. U.S. Paralympics may, but is not required to, submit an application for a Bipartite slot depending on whether or not, as determined by the Discretionary Selection Committee, there are athlete candidates who meet the above principles and who are capable of a top three (podium) result, can positively impact team performance, or are considered to be on track to produce a top three (podium) result in the near future. The selection of a particular athlete for submission to the IPC for a Bipartite slot will be based on the above and on the discretionary selection criteria set forth in Section 2.1. The Discretionary Selection Committee shall be responsible for making any such selection. U.S. Paralympics will disclose on its website at www.usparalympics.org the submission of a particular athlete to the IPC for a Bipartite slot.

Any athlete invited by name (bipartite slot) by the IPC will be selected to the Team provided he or she meets all eligibility provisions and other requirements set forth in these Procedures. Any athlete selected through this method would not apply to the team quota allocated by WPNS via the WPNS Slot allocation.

1.3.5. Discretionary Selection

Prior to the objective selection process (outlined below) up to two (2) athletes per gender may, but are not required to, be nominated to the team using the Discretionary Selection criteria described in Section 2.

1.3.6. Objective Selection Criteria

All athletes who achieve one (1) race of 180 points or lower in a WPNS race during the selection period will be ranked on the **WPNS Selection Ranking List** by gender and according to single best result (lowest point race) regardless of discipline or sport class.

Any standing & visually impaired athletes with a WPNS competition license, who also have a USSS competition license, and who compete in USSS sanctioned race(s) during the selection period, will be tracked on a **USSS Para Nordic Selection Ranking List** by gender and according to single best calculated result (lowest point race) in any race. Results will be calculated using the WPNS class % on the most current WPNS percentage list that can be found at: www.paralympic.org/nordic-skiing/documents.

All athletes who compete in World Cup or World Championship competition during the selection period and achieve at least one (1) race of 180 WPNS points or better/lower will be ranked on a **Podium Ranking List (PRL)** by gender and according to single best WPNS points result compared with 3rd place in that event. All sport classes will be combined on this list. Athletes who achieve first or second place results will have negative points on the PRL based on the difference between their points and third (3rd) place in their best race, as defined as the largest gap they had to third (3rd place). A third (3rd) place result will earn 0 points. Any place beyond 3rd will have positive points, and those athletes will be ranked on the list after those with negative points or zero (0) points.

All ranking lists will be published on www.teamusa.org/usparanordicskiing

- a) Team nomination will begin by selecting up to one (1) female and up to one (1) male who have a single best result of 200 (or lower/better) calculated USSS points on the **USSS Para Nordic Selection Ranking List**. If more than one (1) athlete per gender have achieved that standard, the athlete with the best result per gender on the USSS Para Nordic Selection Ranking List will be selected. *Maximum of 1 male and 1 female to be selected through this step.*
- b) If slots remain, team nomination will continue for the respective genders in all sport classes by utilizing the **WPNS Selection Ranking List**, with athletes being chosen in rank order until three (3) total slots have been filled for each gender through methods 1.3.5, 1.3.6 a), and 1.3.6 b). *Maximum of 3 males and 3 females to be selected to the team through this step.*
- c) If three (3) or more slots remain, team nomination will continue for the respective genders in all sport classes by utilizing the **Podium Ranking List**, with athletes being chosen in rank order until all but two (2) slots

remain. *If fewer than 3 slots remain after step 1.3.6 b), this step will be skipped and selection will continue on step 1.3.6 d).*

- d) The final two (2) slots per gender will be selected by the U.S. Paralympics Nordic Skiing Discretionary Selection Committee. The Discretionary Selection committee will consider factors described in section 2.2.4. *2 males and 2 females to be selected through this step.*
- e) If there is limited racing during the selection period, due to circumstances beyond control of U.S. Paralympics Nordic Skiing, and available results and rankings compromise team selection via objective methods, all remaining slots may be selected via Discretionary Selection criteria described in Section 2.

Tie Breaker: If two or more athletes have the same standard on the points list being used to potentially select them to the team, which results in a tie, then the best **Podium Ranking List** result will be used as a tie-breaker. If a tie still exists, each athlete's next best result on the **Podium Ranking List** will be used as a tie breaker. If a tie still exists, each athlete's best result on the **WPNS Selection Ranking List** will be used to break the tie. If a tie still exists, each athlete's next best result on the **WPNS Selection Ranking List** will be used to break the tie. This tie-break procedure will continue on the **WPNS Selection Ranking List** until the tie is broken.

Start Rights

Selection to this team does not guarantee entry starts in any particular race, regardless of which selection method was used to select the athlete to the Team. Every athlete selected to the team will be given the opportunity to start in a minimum of 1 event per sport discipline they qualify for (biathlon and cross-country). The U.S. Paralympics Nordic Skiing Director and U.S. Paralympics Nordic Skiing coaches, in consultation with each athlete, may assign additional entry event slots for that athlete, taking into consideration the following:

- a) The athlete's results in WPNS competition in the event;
- b) The athlete's number and schedule of events at the Games;
- c) The likelihood of the athlete winning a medal in the event;
- d) The desire of the athlete to enter the event;
- e) Other historical performances in the event.

Relay Events: the assignment of athletes to start rights in all relay events shall be determined by the U.S. Paralympics Nordic Skiing Director and U.S. Paralympics Nordic Skiing coaches, considering all of the following factors (in no particular order):

- a) The athlete must have already been nominated to the team and be entered in at least one individual event.
- b) Building a team that is most likely to medal in the event.
- c) The athlete's physical readiness and participation/performance in relay training sessions.
- d) The athlete's results leading up to the relay, including during the selection period and at the individual events at the most current Paralympic Games/World Championships.
- e) The number and schedule of other events in which the athlete will be entered.
- f) Building a team with the best performance capacity while providing important Games Relay experience to likely future podium potential Games athletes.

2. DISCRETIONARY SELECTION (if applicable)

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

The purpose of discretionary selection is to allow U.S. Paralympics Nordic Skiing the ability to nominate the best physically, psychologically, and technically prepared athletes to the 2022 Paralympic Winter Games Team who are capable of a top three (podium) result, who can positively impact team performance, or those who are considered to be on track to produce a top three result in the near future. The U.S. Paralympics Nordic Skiing Discretionary Selection Committee (See Section 2.3) will evaluate and recommend athletes to be nominated to the team via discretionary criteria, in order to field the strongest, medal capable team for the 2022 Paralympic Winter Games.

An imperative to this selection process is the need to consider athlete(s) with the ability to contribute to a podium outcome in the Mixed and Open Relay events. Given this, the selection committee must determine the best overall team compositions for the Mixed and Open Relay events.

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

The U.S. Paralympics Nordic Skiing Paralympic Games Selection Committee will consider a range of performance factors that will include the following, in no particular order:

- 2.2.1. Athlete has achieved a medal in the 2019 WPNS World Championships or in the 2018 Paralympic Winter Games.
- 2.2.2. Athlete experienced an injury or illness that impeded maximal performance during the selection period.

- 2.2.3. Athlete experienced equipment failure, weather, interference, or other external factors, either natural or caused by others, at one or more of the selection events that impeded what otherwise likely would have been a qualifying result.
- 2.2.4. Athlete is eligible for and needed to complete a relay team due to specific sport class requirements and format elements for the Mixed and Open Relays. If a discretionary selection is made with this purpose, the following will be considered:
- Athletes selected to the Team for their ability to perform in the individual events may be utilized as part of the Mixed or Open Relay Teams. This will impact the selection if the additional Team members based on specific athlete strengths and athlete combinations so as to create the most effective Relay Teams.
 - Relay percentage of athletes yet to be selected to the team, as defined by the most current WPNS Rules & Regulations at the time of team selection.
 - Relay percentage of all athletes selected to the team through objective criteria, as defined by the most current WPNS Rules & Regulations at the time of team selection, and the remaining percentage possibilities of athlete needed to compose a medal winning relay team.
 - Results in WPNS 2.5k events during selection period.
 - Results in WPNS cross country sprint and 5k events during selection period.
 - Results in USSS sanctioned competitions from 1kilometer to 5 kilometer in distance.
 - Lap or intermediary times in USSS and WPNS sanctioned races longer than 5 kilometer in distance.
 - Building a team with the best performance capacity while providing important Games Relay experience to likely future podium potential Games athletes.

Guide Athlete Selection

The Discretionary Selection Committee will nominate guide athletes to the team through discretionary selection. Guide athletes are used for the B1-3 sport classes (visually impaired). The guide athletes are not included in the maximum team size as determined by the qualification slots allocated by WPNS nor are the guide athletes accounted in the “up to two (2) male slots and two (2) female slots“ discretionary selection limitation of as outlined in 1.3.2 above. A guide athlete will typically work with one athlete during practice, competition and day-to-day activities; therefore accreditation allocation is typically provided for one athlete guide per qualified athlete. However, accreditation allocation is not guaranteed and the number of guide athletes will be based on final USOPC credential allocation.

The below factors will be considered in the selection of a guide athlete (in no priority order):

- The speed of the guide athlete in relation to the athlete being guided.
- The guide athlete must be faster than the athlete.
- Voice command and positioning experience.
- Preference of the qualified athlete.
- Demonstrated expertise of the guide athlete—must have expertise and experience in the assigned athlete’s specific event(s).
- Knowledge and understanding of the WPNS Rules & Regulations pertaining to guide athletes.

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

U.S. Paralympics Nordic Skiing Discretionary Selection Committee

Director, U.S. Paralympics Nordic Skiing
AAC Athlete Representative, U.S. Paralympics Nordic Skiing
Associate Director, Paralympic Performance Services

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

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

3. REMOVAL OF ATHLETES

3.1. Prior to entry by name to the Local Organizing Committee by the USOPC, the NGB/HPMO has jurisdiction over potential nominees.

An athlete who is to be nominated to the Team by U.S. Paralympics Nordic Skiing may be removed for any of the following reasons, as determined by U.S. Paralympics Nordic Skiing:

- 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the U.S. Paralympics Nordic Skiing CEO/Executive Director.
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by U.S. Paralympics Nordic Skiing. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by U.S. Paralympics Nordic Skiing, his/her injury will be assumed to be disabling and he/she may be removed.
- 3.1.3. Failure to participate in Mandatory Training and/or Competition as defined in Section 9 of these procedures.
- 3.1.4. Violation of the U.S. Paralympics Nordic Skiing's Code of Conduct (www.teamusa.org/usparanordicskiing/athlete-and-sport-program).
- 3.1.5. Re-classification of the athlete by the WPNS, such that the athlete's qualifying performance would not have qualified him/her for the team.
- 3.1.6. Removal by the IPC/WPNS of the event in which the athlete qualified for the team, from the program of the Beijing 2022 Paralympic Games.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per U.S. Paralympics Nordic Skiing's Complaint Procedures and the USOPC's Bylaws, Section 9.

- 3.2. Once athlete entries have been submitted to the Local Organizing Committee by the USOPC, the USOPC has jurisdiction over the Team, at which time, in addition to any applicable NGB/HPMO Code of Conduct, the USOPC's Code of Conduct and Grievance Procedures apply. The USOPC's Code of Conduct and Grievance Procedures can be found at:
www.teamusa.org/Athlete-Ombudsman/Games-and-Competition
www.teamusa.org/Footer/Legal/Governance-Documents
- 3.3. An athlete may be removed as a nominee to the Team or from the Team for an adjudicated violation of IPC, WADA, IF, USADA and/or USOPC anti-doping protocol, policies and procedures, as well as the U.S. Center for SafeSport Code, the USOPC Athlete Safety Policy, as applicable.

4. REPLACEMENT OF ATHLETES

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

- 4.1.1. prior to submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

Discretion will be used (as set forth in section 2) to select an athlete of the same gender, if there is sufficient time for them to be processed by the USOPC and WPNS.

- 4.1.2. after submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

Discretion will be used (as set forth in section 2) to select an athlete of the same gender, if there is sufficient time for them to be processed by the USOPC and WPNS.

5. SUPPORTING DOCUMENTS

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

6. REQUIRED DOCUMENTS

In addition to the [USOPC Code of Conduct](#), the following documents are required to be signed by an athlete as a condition of nomination to the Paralympic Games (include as attachments or provide links):

U.S. Paralympics Nordic Skiing Team Agreement

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

The USOPC approved Selection Procedures (complete and unaltered) will be posted/published by U.S. Paralympics Nordic Skiing in the following location(s):

- 7.1. NGB/HPMO Web site: www.teamusa.org/usparanordicskiing/selection-criteria

These procedures will be posted as soon as possible, but not more than five business days following notice of approval by the USOPC.

8. DATE OF NOMINATION

Nomination of athletes, including replacements, will be announced to all athletes and submitted to the USOPC on or before: 31 January 2022.

9. MANDATORY TRAINING AND/OR COMPETITION

Specify the location, schedule and duration of mandatory training and/or competition:

All Team nominees (members) are subject to the provision of the USOC Code of Conduct that require each athlete to maintain the level of fitness and readiness that qualified him or her for the Team and that will allow for his or her best performance at the 2022 Paralympic Winter Games.

The location, schedule and duration of any mandatory training will be announced and posted on the website at least 30 days prior to the start of the mandatory training and/or competitions. www.teamusa.org/usparanordicskiing/events-results

While waivers for any mandatory training will not be unreasonably withheld, waivers will primarily be granted only for illness, injury or other incapacity, or for personal/family emergency. All candidates for the team should arrange for appropriate time off from school, work or other obligations well in advance of team activities. Requests for a waiver may be submitted in writing to the Director, U.S. Paralympics Nordic Skiing for review. A written response to all requests will be issued to the athlete within 72 hours of the request.

10. ANTI-DOPING REQUIREMENTS

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

11. DEVELOPMENT OF SELECTION PROCEDURES

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

Eileen Carey, Director, U.S. Paralympics Nordic Skiing
Gary Colliander, Biathlon Coach, U.S. Paralympics Nordic Skiing
Sean Halsted, AAC Representative, U.S. Paralympics Nordic Skiing

12. NGB/HPMO BYLAWS AND GRIEVANCE PROCEDURES

The USOPC Bylaws and Grievance Procedures can be found at:

<https://www.teamusa.org/Footer/Legal/Governance-Documents>
<https://www.teamusa.org/usparatrackandfield/selection-procedures>

13. INTERNATIONAL DISCLAIMER

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

If any force of nature, or force majeure, should cause the alteration or cancellation of any of the selection events listed in this document, these selection procedures will be revised, pursuant to their resubmission to the USOPC.

14. ATHLETE OMBUDSMAN

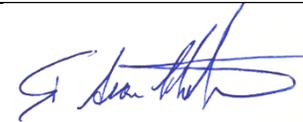
The Athlete Ombudsman provides cost-free, independent and confidential advice regarding athlete rights, grievance procedures and any other related guidance pertaining to selection procedures and can assist in mediating disputes between athletes and their NGB/HPMO.

To contact the Athlete Ombudsman Office:

- PHONE: (719) 866-5000
- EMAIL: ombudsman@usathlete.org
- WEBSITE: www.usathlete.org

15. NGB/HPMO SIGNATURES

I certify that I have read and understand the standards/criteria set by our IF and incorporated those standards/criteria into our Selection Procedures. I further certify that the information provided herein regarding Athlete Selection Procedures represents the method approved by U.S. Paralympics Nordic Skiing.

Position	Print Name	Signature	Date
NGB/HPMO President or CEO/Executive Director	Julie Dusliere		4/29/21
U.S. Paralympics Nordic Skiing Director	Eileen Carey		4/29/21
USOPC Athletes' Advisory Council Representative*	Sean Halsted		4/29/21

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

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

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