U.S. Paralympics Snowboarding
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
   b. Winter Sports – 2019-2020 season / May 1, 2019 through April 30, 2020
2. Throughout this document “2020” shall refer to the following dates/seasons:
   a. Summer Sports – 2020 season / January 1, 2020 through December 31, 2020
   b. Winter Sports – 2020-2021 season / May 1, 2020 through April 30, 2021
3. “DAS” – Direct Athlete Support
4. “EAHI” – Elite Athlete Health Insurance
5. “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
6. “NGB” – National Governing Body (for Para ATH, CYC, SKA, SBD, SKN, SWI = U.S. Paralympics)

PROGRAM GOALS
The primary focus for the U.S. Paralympics Snowboarding Program in 2019-20 is to:
1.) Provide competition and training activities to optimally prepare and field Team USA athletes for medal winning performances at the 2020 Para Snowboard World Cups and prepare for the 2022 Paralympic Winter Games in Beijing, China.
2.) Continue to build an internationally competitive program, focusing on podium performances at Regional, National and International Competitions.
3.) Develop and nurture relationships with snowboard programs and coaches.

Specific activities in pursuit of these program goals will include:
- Focusing on fundamentals and use of technology in all preparation period camps.
- Building development at the regional levels through partnerships with existing programs.
- A podium focus at WPSB World Cup competitions
- A development focus at the Continental Cups and domestic competitions
2019-20 NATIONAL TEAM
U.S. Paralympics will nominate a Snowboard National Team for 2019-20, based on athlete performances at the 2019 Para Snowboard World Championships, 2019 World Para Snowboard World Cups, NorAm and WPSB events. National Team status applies from June 1, 2019 through April 30, 2020.

U.S. Paralympics 2019-2020 National Team status applies for the season (as defined above) covered by this document. Athletes who fail to maintain their team status and team commitment may be removed from the team by the Director and Head Coach. National Team status and benefits are only conferred upon athletes who accept, sign and remain current with the U.S. Paralympics National Team Athlete Agreement.

Athletes nominated to the 2019 National Team are required to be compliant with USADA’s 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.

Athletes nominated to the National Team(s) must have undergone an international classification evaluation and hold an international Paralympic-eligible sport class per the WPSB master list and hold a current season license for Para Snowboard from WPSB and USASA.

2019-2020 National Team standards (Attachment A) are based on performances in all World Para Snowboard sanctioned competitions.

2020-21 NATIONAL TEAM
U.S. Paralympics will nominate a Snowboard National Team for 2020-2021, based on athlete performances during all 2019-2020 WPSB competitions (World Cup, Europa Cup, NorAm, and WPSB events).

NATIONAL TEAM BENEFITS
National Team athletes MAY be eligible for the following benefits – all athlete support recommendations submitted by the NGB are subject to USOPC Paralympic Sport Performance Approval:

1. USOPC Direct Athlete Support (Attachment B)
2. Para Snowboard Additional Athlete Support Programs (Attachment C)
3. USOPC Elite Athlete Health Insurance program (Attachment D)
4. Air transportation (or ground equivalent), lodging, ground transportation, and coaching support at designated U.S. Paralympics Snowboard training and competition activities.
6. U.S. Paralympics National Snowboard Team uniform.
EMERGING ATHLETES
Athletes who meet the Emerging standard during 2019-2020 may be invited to participate in selected U.S. Paralympics Snowboard Program activities as outlined below. Invitation is at the discretion of the Director, Alpine Skiing and Snowboarding.

2019-20 Emerging standards are based on results from WPSB sanctioned competitions. Schedules and results can be located at http://www.paralympic.org/snowboard/calendar.

Athletes nominated to the Emerging Team must be internationally classified by WPSB OR nationally classified by U.S. Paralympics Snowboard and hold a Paralympic-eligible sport class as per the IF and/or U.S. Paralympics master list and hold a current season license from WPSB and USASA.

2019 PROGRAM ACTIVITIES
The 2019-2020 National Team(s) activities will be outlined in each National Team Athlete’s Individual Performance Plan (IPP). Athletes will be required to attend all 2019-2020 activities included in their IPP which will be developed in conjunction with the Director and Head Coach.

Each athlete is responsible for individual arrangements (including expenses) to attend these activities (i.e. travel, lodging, accommodation, entries) unless otherwise indicated in the athlete’s individual performance plan or in Attachment C.

2019 OPERATION GOLD
There is no World Championship event for World Para Snowboard in 2019. Therefore, no Operation Gold will be awarded.

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

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<th>2nd Year of Quad</th>
<th>3rd Year of Quad</th>
<th>Paralympic Games Year (Paralympic Games Only)</th>
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2019-20 NATIONAL TEAM SELECTION CRITERIA

Minimum Requirements to be nominated to the National Teams
- Be internationally classified by World Para Snowboarding
- Have a National (USASA) and International (IPC) License
- Be in the USADA Out of Competition (OOC) testing pool.
- Be in good standing with the USOPC, IPC, USADA, Safesport, WADA and USASA.

National Team Criteria:
- 2019 World Para Snowboarding World Championship Medalist in SBX or BSL.

OR

- Achieve both of the following WPSB World Ranking AND WPSB point level in one discipline (BSL or SBX) using best 2 finishes in SBX and 1 finish in BSL using criteria below.

AND

- Achieve WPSB World Ranking in the other discipline (BSL or SBX) using best 2 finishes in SBX or 1 finish in BSL
  - 1-9 competitors in the category: Top 50% of field AND at least 700pts
  - 10-20 competitors in the category: Top 50% of field AND at least 600pts
  - 21-40 competitors in the category: Top 50% of field AND at least 450pts
  - 41+ competitors in the category: Top 50% of field AND at least 400pts

Emerging Team Criteria:
Emerging Athletes must meet the following criteria to be considered for an invitation to team activities:
- Meet the National Team criteria in one discipline (BSL or SBX).
- Show commitment to training and competing in the sport of Para Snowboard.
- Comply with all team rules and regulations.
Attachment B

2019 U.S. Paralympics Alpine Skiing Direct Athlete Support

1. DAS is processed monthly on the first Friday of each month following the release of the WPSB World Ranking list.
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 USOPC, 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 USOPC encourages athletes to speak with a tax professional to receive guidance regarding tax implications.
11. Athlete support is contingent upon maintaining consistent performance standards and competition results as well as complying with team obligations (e.g., proper communication, following travel policies, event commitments, etc.).
2019 Criteria for Alpine Skiing Direct Athlete Support (include dollar amounts):

The 2019-20 Direct Athlete Support criteria are presented as follows:

**Monthly Performance Incentive:**
Performance Incentives will be dispersed monthly, on a year-round basis, to athletes that qualify for National Team status and meet performance standards set forth by the U.S. Paralympics Snowboard coaching staff. To become eligible for USOC Direct Athlete Support, athletes must sign and abide by the USOC code of conduct and athlete agreement. If an athlete is named to the team mid-season, they will become eligible for their first Performance Incentive the month following their first involvement in a National Team organized event, and after signing their agreement and paperwork.

Performance Incentives will be based on National Team status, attendance at National Team activities, and performance evaluations by the U.S. Paralympics Snowboard coaching staff, including input from the USOC Sport Psychology, Strength & Conditioning, and Nutrition.

If a National Team athlete was on the podium in both or either discipline at the 2019 Paralympic World Championships, they may receive up to $475 per discipline per month.

If a National Team athlete is ranked on the World Para Snowboard World Ranking list in the Top-3 in a discipline, they may receive up to $475 per month, per discipline in which they rank Top-3.

If a National Team athlete is ranked on the World Para Snowboard World Ranking list in the Top-5 but not in the Top-3 (4th or 5th) in a discipline, they may receive up to $225 per month, per discipline in which they rank Top-5.

If a National Team athlete is not ranked on the World Para Snowboard World Ranking list in the Top-5 in either discipline, they will not be eligible for a Performance Incentive.

If a National Team athlete does not attend National Team activities without prior approval of the U.S. Paralympics Snowboard coaching staff, they will not be eligible for Performance Incentives for the month(s) in which those activities were held.

If a National Team athlete attends National Team activities but does not participate to the full satisfaction of the U.S. Paralympics Snowboard coaching staff, a percentage of Performance Incentive up to 100% may be withheld for the month(s) in which those activities were held.
Attachment C

2019 U.S. Paralympics Snowboard Additional Athlete Support Programs

TRAVEL AND TRAINING SUPPORT
Athletes that are named to the “National Team” will have expenses covered including airfare, event transportation, lodging, competition entry, coaching fees, and lift passes as outlined in their IPP.

Athletes that are named to the “Emerging Team” will have four payments of $2500 ($10000) to assist in the cost of airfare, event transportation, lodging, race entry, coaching fees, and lift passes as outlined in their IPP.

There will be no refunds for activities that are not attended throughout the year as outlined in their IPP. All travel arrangements will be made by the U.S. Paralympics Staff.

If an athlete is not current with their payments for travel and training support, they will be suspended from all team support and activities until their payments are current.
Attachment D

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

All 2019 National 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 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.
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 illnesses 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 complete 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/
Snowboard 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
  - Failure to attend national team event(s) as outlined in the Personal Performance Plan will result in forfeiture of the respective month’s DAS.
  - Failure to submit all 2019 National Team Paperwork by the posted deadline will result in a loss of half of each month’s DAS stipend until the paperwork has been completed.
  - Failure to submit monthly progress report/training logs by the deadline will result in a fine.
  - Late or incomplete progress reports/training logs: $100 fine (or $100 deduction from DAS stipend).
  - Failure to compete at required competitions as listed in the Athletes’ IPP will result in a loss of the respective month’s DAS stipend.
  - U.S. Paralympics Snowboarding issued national team uniforms and competition gear must be worn at required competitions and training camps.

U.S. Paralympics Snowboard Athlete Obligations

- Maintain compliance with U.S. Paralympics Athlete Agreement
- Maintain compliance with the USOPC Code of Conduct.
- Compete in the 2020 U.S. Paralympics Snowboard National Championships unless excused ahead of time in writing by the Director and Head Coach.
- Maintain regular communication with the Director, Head Coach and the coaching staff.
- Comply with USADA, IPC and WADA Anti-Doping policies.

U.S. Paralympics Snowboard Team Rules

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

- Team members and staff will attend all team functions for which they are selected including meetings, practices, exhibitions, press conferences, competitions, etc., unless otherwise excused or instructed by a National Team Coach, Team Manager or Director.
- Team members and staff will cooperate in a respectful manner with all Team leadership (Team Manager, National Team Coach, USOPC staff and Director).
- Team members and staff will refrain from behavior that would detract from a positive image of the U.S. Paralympics Snowboard 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.
- Athletes are not permitted to travel with guests unless approved by the Director and/or Head Coach. If approved, at least one month in advance, athletes will have to make all
arrangements for lodging and travel / transportation for their guest. If team lodging is unavailable, the athletes and their guests will be required to find other accommodations. Athletes will be removed from all team housing arrangements / rooming lists and their lodging will also be at their own expense. Approved guests will not have access to any credentials or on slope access. Athletes will be required to meet all team obligations as required of all US Paralympics National Team athletes at the event.

- U.S. Paralympics Snowboard issued national team uniforms and competition gear must be worn at required competitions and training camps and other designated activities.
- Public intoxication or consuming alcohol to excess will not be tolerated by athletes or staff.
- Athletes and staff are not permitted to consume alcohol together.
- Athletes under the age of 21, may not consume alcohol regardless of the laws in the country the team is competing or training in.
- Athletes under the age of 18, may be required to be chaperoned to all team events, provide their own lodging and transportation.
- Team members are to sleep in their assigned rooms.
- Curfews established by team leadership must be observed by all members of the team.
- The possession or use of weapons, such as guns, knives, swords, etc., by any athlete or staff member is prohibited.
- Staff drinking with athletes is not allowed. This includes being in the same establishment or in the same room together.
- To ensure the propriety of the athletes and to protect the staff, there will be no male athletes in female athletes’ rooms, and no female athletes in male athletes’ rooms. There will be a team room provided for relaxation and recreation whenever possible.
- Team members and staff will keep accommodations clean and in good condition.
- 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, disparagement, or defamation of teammates, fellow competitors, team staff, event organizers, or IF representatives – verbally, through social media, email, or text – is prohibited.