



U. S. NATIONAL RACQUETBALL TEAM

POLICY, PROCEDURE, & PROTOCOL HANDBOOK

Revised June 8, 2021



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Dear U.S. National Team Qualifier,

Congratulations on qualifying to become a member of the elite United States National Racquetball Team. USA Racquetball (USAR) will be extremely proud to have you represent the United States racquetball community in both national and international competitions. Once you sign the U.S. National Racquetball Team Contract, you and USA Racquetball commit to working with one another to field the best possible teams for international competitions. The next year promises to be exciting and demanding for you in your role as a racquetball ambassador. You will play an integral part in molding the future development of our sport.

This handbook should be carefully reviewed and understood before you sign the contract. If you have any questions, please contact either your coaching staff or the USAR athlete representative.

Again, congratulations on qualifying to be a member of one of the world's premier racquetball teams.

Sincerely,

Dan Whitley
President
USA Racquetball

Larry Haemmerle
Chair, U.S. Team Committee
USA Racquetball

U.S. NATIONAL RACQUETBALL TEAM

I CODE OF CONDUCT

A. Basic Principle of Conduct

Conduct yourself at all times in such a manner to bring credit and honor to yourself, your teammates, USA Racquetball, and the United States of America.

B. Specific Principles of Conduct

1. Players must attend all scheduled practices. Any exception to this rule must be approved in advance by the head coach. For competitions, see page 12 (B.3) of this handbook.
2. Players are required to pursue all physical conditioning and on-court activities as designated by the coaching staff, unless medically excused.
3. All injuries, rehabilitation, or physical therapy issues must be reported immediately to the head coach/coaching staff.
4. Players must follow the rules established by USA Racquetball, various venues, and organizations (clubs, Olympic & Paralympic Training Center, medical facilities, gyms, etc.) when using/dealing with their facilities.

C. Staff and Team Positions

1. The Executive Director is the official liaison between the team members, coaches, staff and the USAR Board of Directors. Any questions regarding travel, USAR procedures, etc. should be directed to the Executive Director. The Executive Director will direct questions/issues to the staff liaison as necessary.
2. A team leader will be appointed for each team event as required or determined by the USAR Board of Directors. The team leader will coordinate housing, travel arrangements, communication to the team and act as the primary liaison between USAR and the Coach. On specified trips, the Coach may also assume the team leader responsibilities.
3. The team shall each select two captains (one of each gender) before competition begins at each event. The captains are the official liaisons between the team and the coaching staff. While the head coach/team leader and staff are responsible for ensuring team members follow the rules and regulations governing the team, the captains should assume a leadership role in encouraging all team members to follow these rules and regulations.

D. Practice, Clinics, Uniforms, and Event/Function Attendance

1. Every team member must be ready to practice and participate in practice according to the coaching staff's schedule.
2. Any taping or stretching must be completed prior to practice.
3. Any overt display of displeasure or frustration during practice will not be tolerated. If such a display occurs, the player will be asked to sit down or be dismissed from practice. Emotional control is an important part of practice.
4. Players must report injuries or sickness to the coach immediately after the occurrence and prior to the beginning of practice.
5. At least one training session per calendar year may be designated by the coaching staff where players will be required to attend. The training session will consist of no more than six (6) consecutive days. Team members shall have at least thirty (30) days advance notice prior to being required to attend each session. USAR will provide the players and staff with airfare and lodging plus a standard per diem unless meals are provided at the event.
6. Players, at times, may be required to participate in clinics, exhibitions or demonstrations. Players will have at least fourteen (14) days advance notice prior to each session.
7. Each team member may be required to participate in and support the procedures of all training programs developed by the coaching staff.
8. Uniforms: Each team member is required to wear apparel designated as acceptable for each individual event. In the interest of cost, comfort and respect to current U.S. Team sponsor(s) agreements; the Head Coach/Team Leader will decide and communicate to the team prior to the beginning of each event which additional apparel is acceptable to be worn. In any case, official team apparel must be worn during semifinal and final matches. Official team warm-ups must be worn during award ceremonies, team and individual photographs, and interviews.
9. Players must wear only authorized team clothing in any photographs or news releases published in relation to U.S. Team functions or events.
10. No part of any uniform or equipment may be altered, except for normal alterations for length, waist, etc.
11. Players are responsible for maintaining their practice uniforms and equipment in good repair and for notifying the coaching staff if a problem arises.

12. Attendance at all individual and team meetings called by the coaching staff is mandatory.
13. If a player refuses to attend a mandatory event, function, or team training camp, he/she may be suspended for a one-year period beginning the first day of the missed function or camp. This suspension includes U.S. Team competition events, U.S. Team goodwill tours, and all U.S. Team qualifying events.
14. The U.S. Team Committee shall be notified as soon as a U.S. Team member feels there may be an absence from a required event. Excused absences may include, for example, illness, death of a family member, or pregnancy. Unexcused absences may include, for example, employment issues, other plans, events, or obligations. Determination of excused/unexcused absences will ultimately be decided on a case-by-case basis by the US Team Committee and ratified by the USA Racquetball Board of Directors.
15. If a player resigns from the team, information regarding the resignation will be submitted to the U.S. Team Committee, which will evaluate circumstances regarding the resignation and present the decision to the Board of Directors for ratification. After evaluation, the resignation may be subject to the same penalties as failure to participate in a mandatory function. This policy ensures that players do not resign from their U.S. Team position in an effort to avoid a mandatory function or event and then re-qualify for the U.S. Team at the next qualifying event.
16. All official photographs taken by the official USAR photographer are completely owned by USA Racquetball.

E. Competitive Rules/Policies

1. Stand at attention for national anthems of all countries. Be respectful -- talking, fidgeting, phone use, etc. is not acceptable.
2. Follow the specific protocols determined prior to competition.
3. Team members are responsible for bringing their complete team uniforms and equipment, including at least three (3) pre-strung, ready-to-play racquets, to every function involving play.
4. Current team uniforms and clothing may not be given, traded, or exchanged before the end of competition. Under no circumstances may any clothing, equipment or other items be sold to individuals, clubs, or organizations. If players who will be competing in more than one event in a year have given away shirts, he/she will be responsible for purchasing sufficient inventory for each subsequent event. The official uniform sponsor will not be responsible for replacing inventory.
5. No individuals may participate in the promotion of racquets, camps, clinics, etc., while at an event unless cleared in advance by USAR.
6. During a match (either as a player or spectator), everyone must follow the rules of the game, and any conduct or behavior deviating from those rules will be subject to disciplinary review.
7. In a match situation, only words of encouragement are allowed. Any disagreement among players and/or coaches must be worked out during timeouts or at the end of the game.
8. Players are responsible for refereeing according to the format of the event. In certain situations, the player or the coaching staff may find a substitute referee, but it remains the player's responsibility to either referee or else immediately inform the tournament director of the substitution.
9. Good sportsmanship is required during all competitions.

F. Ceremonies, Award Presentations, and News Conferences

1. Team members will attend all opening and closing ceremonies and award presentations.
2. The official team uniform/warm-up of the event must be worn. The Head Coach/Team Leader will communicate this to the delegation prior to the beginning of the event. See V. Player Responsibilities for further information.

3. Protocol and conduct requirements of the local organizing committee must be followed.
4. Appropriate clothing must be worn for award banquets, receptions, team dinners, and all other occasions. Appropriate clothing is defined as business casual or more formal. Apparel will be clean, neat and in good repair as befitting a representative of one's country. Local customs may dictate the wearing of more formal attire. Communication of final decisions about appropriate dress will be the responsibility of the Head Coach/Team Leader prior to the beginning of the event.
5. Players and/or coaches, as requested, may be required to attend news conferences.

G. Alcohol, Drug Policy, and Drug Testing

1. USA Racquetball follows the guidelines as set forth in the USOPC Drug Control Program as administered by the United States Anti-Doping Agency (USADA). Every Team member will receive appropriate literature from USADA as it relates to doping and current USADA/International Olympic Committee banned substances.
2. Players who are under 21 years of age may not consume alcohol. Alcohol consumption by US Team members is restricted from 24 hours prior to the event's (not the player's or team's) first scheduled match until the conclusion of the awards ceremony. While alcohol consumption is usually permitted at adult award banquets after competition, players who choose to drink are expected to drink responsibly and always behave in a respectable manner.
3. USAR, the USOPC, and the USADA may drug test any athlete at random, during a competitive event, or at a training camp. The World Anti-Doping Agency (WADA) or any other doping agency affiliated with the IOC may also test athletes. Tests may come with advance notification or be of the No-Advanced-Notice (NAN) variety in accordance with USADA protocols and with adherence to athlete rights.
4. Further information, including a complete list of USADA protocols, forms and a list of banned substances may be obtained at the USADA website.

H. Travel Rules

1. Whenever necessary, players will assist the coach and staff with travel matters during, to and from designated locations. The coach will give assignments.
2. For security reasons, players should not wear conspicuous clothing or jewelry when traveling outside the United States. Also, excessive amounts of money should not be carried.
3. Whenever possible, the team will travel in small groups.
4. Punctuality is mandatory.
5. No one will leave a designated meeting place until the coaching staff confirms that everybody is present (e.g. when boarding planes, trains, buses, etc.).
6. Anyone who wants to depart from the group, in an airport, hotel, bus terminal, etc., must notify a staff member where they will be and how long they will be gone.
7. Every player is responsible for loading their own luggage and gear at airports, train stations, buses, hotels, etc. unless other arrangements are made.
8. All members of the team are required to have a current U.S. passport and have it with them for all competitions outside the United States. The expiration date must be at least six months after the last date of a scheduled competition.
9. The Coach and/or Team Leader will assign roommates. Only US Team members are allowed to remain after curfew in a team room unless specific permission is granted.
10. At designated events, athletes may receive a per diem to assist with food and other expenses.
11. Lodging and transportation to designated U.S. Team competitions may be dependent upon available funds.
12. Events designated for compensation will be determined by the U.S. Team Committee and recommended to the Board of Directors for decision.
13. Players may be assigned curfew times. Curfew times will be strictly enforced.

I. Post Team Event Evaluation

Each athlete is required to complete a Post-Event Evaluation Survey and submit it to the National Team Committee Chairperson and Executive Director within fourteen (14) days after the last day of the event.

J. Elite Athlete Health Insurance (EAHI) Program

Pursuant to the EAHI allocation from the U.S. Olympic & Paralympic Committee, the top 3 male and top 3 female Athletes, according to the following criteria, will be offered the EAHI. If an Athlete declines the EAHI, the spot remains vacant and will not be passed to the next eligible Athlete. If an Athlete double qualifies for EAHI coverage, the Singles Champion's slot will drop to the Singles Runner-Up.

National Singles Champion
National Doubles Champion (Highest Doubles Ranking)
National Doubles Champion (2nd Highest Doubles Ranking)
National Singles Runner-Up
National Singles Third Place
National Doubles Runner-Up (Highest Doubles Ranking)
National Doubles Runner-Up (2nd Highest Doubles Ranking)

Should there be any available EAHI slots left after the above criteria have been exhausted, the available slots will remain unused. Coverage under this policy may begin as early as August 1st and depends upon when enrollment forms are properly submitted to the USOPC. Coverage continues until May 31st so long as the athlete is a member in good standing of the U.S. National Racquetball Team. EAHI is a taxable benefit and recipients will receive a 1099 from the U.S. Olympic & Paralympic Committee.

K. Additional Benefits for U.S. Team Members

Other benefits of U.S. Team membership include:

- Reimbursement of first division entry fees at USA Racquetball events
- Renewal of USA Racquetball annual membership
- Reimbursement of costs relative to normal processing of passports and visas

L. Athletes' Bill of Rights and Due Process

Every member of the U.S. Team should become familiar with the "Player's Bill of Rights" as spelled out in the USA Racquetball Bylaws. The Player's Bill of Rights guarantees equal opportunity to all athletes to participate in athletic competition. Every athlete is guaranteed due process with fair notice and an opportunity for a hearing before being declared ineligible for competition.

II US NATIONAL RACQUETBALL TEAM EVENT SELECTION

A. Player Pool

1. The U.S. National Racquetball Team singles pool for each gender is comprised of a maximum of four (4) athletes as identified in Section II. These athletes will receive invitations to join delegations as singles players in the following priority order, for each gender:
 - 1) National Singles Champion
 - 2) National Singles Runner-Up
 - 3) National Singles Third Place
 - 4) National Singles Fourth Place
2. The U.S. National Racquetball Team doubles pool for each gender is comprised of four (4) athletes – the National Doubles Champion Team and National Doubles Runner-Up Team. All athletes must be U.S. citizens. Actual membership on the U.S. National Racquetball Team is not confirmed until the athlete and a USAR representative have both signed the U.S. National Racquetball Team Contract. 3. Unless otherwise provided for herein, the terms of all athletes on the U.S. National Racquetball Team run from July 1st following their qualification for the Team through May 31st of the following year.

B. Forming a Competition Team

1. Generally, the players selected for the men's or women's competition team must come from their respective singles and doubles pools. The actual number of players who comprise the competition team will be determined by the USAR Board of Directors for each competition. Therefore, a competition team might consist of two singles players plus a doubles team (four total persons) or possibly as few as two players who may be asked to play both singles and doubles. Several variables can create a number of possible scenarios. Any particular circumstance that arises but is not addressed below will be resolved on a case-by-case basis, upon request, by USAR's Board of Directors.
2. It is mandatory that US Team members compete in all Operation Gold events (by invitation, based on player pool selection). If there are no Operation Gold events scheduled July 1st-May 31st of any given year, Team Members are obligated to compete in at least one event that year (by designation, based on player pool selection). If an invitation is not extended, members will not be penalized for non-participation. Failure to meet this obligation will result in a Level II infraction.
3. Should a player decline to play singles at a competition, the Head Coach will select another player(s) from the current singles pool to complete the competition team singles roster. The order for selecting other players from the singles pool is covered in Section II. A. If necessary, the players in the doubles pool may also be selected once the entire singles pool has been exhausted without having completed the singles roster. If the entire team pool is exhausted,

the Coach will collaborate with the Executive Director and National Team Committee Chairperson to form the strongest competitive delegation possible. Any US Citizen may be selected. The proposed delegation is subject to U.S. National Team Committee approval and ratification by the USAR Board of Directors.

4. The U.S. Team Head Coach should fill the competition doubles team position by selecting the National Champion Doubles Team. If both players on that team cannot go or decline, then the National Doubles Runner-up Team will go. However, if one player from the National Champion Doubles Team doesn't want to go, or elects to play only singles and thus abandons their doubles partner, then the Head Coach, in close consultation with the remaining doubles player, should conduct a broad search for the best possible partner for the abandoned partner without any restriction as to the new partner chosen. This same procedure is used to form the competition doubles team in the event that the National Champion Doubles Team declines and one of the National Doubles Runner-up Team partners abandons the other. If no players from either doubles team decide to go or else decline, then the Head Coach is empowered to conduct as broad a search as possible for the best possible doubles team. Any recommendation that involves sending other than the National Champion Doubles Team or National Doubles Runner-up Team to the competition fully "intact" is subject to U.S. National Team Committee approval and ratification by the USAR Board of Directors.
5. It is also possible that one or more players may qualify as both a singles and doubles player. With the agreement of the Head Coach, that player may wish, on an event-to-event basis, to play either singles or doubles or both. If necessary, the Head Coach may ask other players whether they want to play both singles and doubles. Playing in two events is usually not an ideal solution due to the rigors of competition. This decision may also affect the selection procedures described above.
6. If a player, after qualifying for the US Team, sustains an injury or develops a condition that prevents them from potentially competing at a level previously exhibited prior to the injury or condition occurring, the player may be disqualified from one or more competitions based on a consensus decision involving the player, the player's physician(s), the US Team Coach, and the US Team Committee, with the final decision resting with the USA Racquetball Board of Directors.
7. 2021 World Championships are the Individual Qualifier for the 2022 World Games:
The 2021 IRF World Championships serve as the qualifier for the 2022 World Games. The qualification is per individual, not country. Those individuals that qualify for the 2022 World Games will compete in Birmingham whether or not they make the 2022-23 National Team. There will be no athlete substitutions allowed.
To qualify for the 2021 IRF World Championships, you must make the 2021-22 USAR National Team. Please see Section B on Forming a Team regarding how the IRF World Team athletes will be selected.

III IMPORTANT DATES AND PHONE NUMBERS

Once individual(s) have officially qualified to be on the U.S. National Team, the General Athlete Information Form (Appendix A); the U.S. National Racquetball Team Contract (Appendix B); and the Receipt of Policy, Procedures, & Protocol Handbook (Appendix C) must be signed/sent to USA Racquetball within fourteen days of being provided the above referenced materials.

Key phone numbers

National Office (719) 635-5396

Mike Wedel (913) 219-4420

Renée Isherwood (719) 645-4945

USA Racquetball, 1661 Mesa Ave, Colorado Springs, CO 80906

IV OBTAINING, RENEWING, AND EXPEDITING A PASSPORT

A passport (and sometimes a visa) is required to enter any country outside the United States. Players should obtain or renew their passports as soon as they qualify for the U.S. National Racquetball Team. USAR will reimburse for the costs of normal processing of passports and visas. Refer to www.travel.state.gov for more information.

USAR will not reimburse for emergency and express services. The expiration date must be at least six months after the last date of a scheduled competition.

V PLAYER MAJOR RESPONSIBILITIES

1. Once individual(s) have officially qualified to be on the U.S. National Team, the General Athlete Information Form (Appendix A); the U.S. National Racquetball Team Contract (Appendix B); and the Receipt of Policy, Procedures, & Protocol Handbook (Appendix C) must be signed/sent to USA Racquetball within fourteen days of being provided the above referenced materials.
2. It is mandatory that US Team members compete in all Operation Gold events (by invitation, based on player pool selection). If there are no Operation Gold events scheduled June 1st-May 31st of any given year, team members are obligated to compete in at least one event that year (by designation, based on player pool selection). If an invitation is not extended, members will not be penalized for non-participation.
3. Notify the USAR staff liaison of all U.S. Team public relations appearances and press releases.
4. Fulfill all training requirements as designated by the coaching staff.
5. Communicate regularly with the Head Coach or his/her designated representative.
6. Wear designated U.S. Team attire when representing the U.S. Team in photographs, public appearances, news conferences, interviews, opening/closing/awards ceremonies, etc. The following is not acceptable for any of the above referenced activities: flip flops, sandals, hats, sunglasses, chewing gum.
7. Provide uniform sizes to the Head Coach and/or Team Leader. A copy of a valid passport must also be included with the required forms.
8. Ensure valid passport; apply for passport or renew existing passport as appropriate. Expiration date must be at least six months after the last date of the competition.
9. Submit to USADA and WADA testing when required as well as complete all necessary paperwork. This may require advanced submission of daily reports including all activities as well as random drug testing.
10. Complete the Athlete SafeSport training for National Team members.
11. Failure to complete any of the above responsibilities may result in a penalty.

BEHAVIOR WARRANTING A PENALTY

	<u>I</u>	<u>II</u>
15. Unauthorized people in team room after curfew	X	
16. Misrepresentation of USAR		X
17. Disrespect for coaches and/or staff		X
18. Showing preference for or coaching an opponent of the USA National Racquetball Team		X
19. Criminal action by courts		X
20. Sexual misconduct		X
21. Repeated lateness with required reports	X	
22. Intentionally losing a match by giving up or not trying.	X	

LEVEL I (Behavior deemed harmful to the administration of the U.S. National Racquetball Team, team discipline, or the reputation of USAR.)

- Each Level I infraction results in two demerits.
- Each Level I infraction may result in probation for up to six months or for one international team competition.
- Disqualification for selection as USAR's Male or Female Athlete of the Year.

LEVEL II (Behavior deemed harmful to the U.S. National Racquetball Team, the United States of America, USA Racquetball, or the sport of racquetball.)

- Each Level II infraction results in six demerits.
- A Level II infraction (or 3 cumulative Level I infractions) accumulate a total of six demerits, thus resulting in punishment up to and including:
 - Suspension from U.S. National Racquetball Team for up to 1 year.
 - Suspension of all grant funding (including EAHl insurance) during the suspension period.
- Disqualification for selection as the USAR's Male or Female Athlete of the Year.

**Based on the severity of consequences and outcomes of infractions described herein, the US Team Committee and the USAR Board of Directors reserve the right to reclassify infractions.

APPENDICES

A -- General Athlete Information

B – U.S. National Racquetball Team Contract

C – Receipt of Policy, Procedure, & Protocol Handbook

APPENDIX A
UNITED STATES RACQUETBALL TEAM
GENERAL ATHLETE INFORMATION

Submit to:
USA Racquetball
ATTN: **National Teams Director**
4356 Montebello Dr. #25847
Colorado Springs, CO 80936
719-635-5396
risherwood@usaracquetball.com
Please type or print legibly.

Name of Athlete _____

Date of Birth (mm/dd/yyyy) _____

Address _____

Work Phone _____

Mobile Phone _____

E-mail Address _____

Club Affiliation _____

Name _____

Address _____

Phone _____

Sponsors (use additional sheet if necessary):

1) Name

Address

2) Name

Address

3) Name

Address

Please provide a close-up (head/shoulders) digital photo for promotional purposes.

Change of address – please notify the National Office, as usual, however, when you are on the U.S. National Racquetball Team, in addition, call the National Team liaison to give your current address. This is the person who usually mails various checks, provides the addresses to which uniforms and equipment are shipped, etc.

City from which you will normally depart when flying:
(The ticketing process typically begins 2-3 months out from a trip. If you will be leaving from other than your usual airport, you must inform the National Team Leader before tickets are bought)

Full Name on Passport _____

Passport Number _____ Date of Expiration _____

Email a copy of the inside cover page (the one with your photo, name, and expiration date) of your passport to the National Office. Risherwood@usaracquetball.com

Person to contact in case of an emergency

Name _____

Relationship _____

Address _____

Phone # _____

UNIFORM: (if a female athlete, supply both women's and unisex sizes.)

T-Shirt _____

Short/Skort Size _____

Warm-up jacket _____

Warm-up pants _____

APPENDIX B

UNITED STATES NATIONAL RACQUETBALL TEAM

U.S. TEAM CONTRACT

Agreement is entered into this _____ day of _____, 20____, between USA Racquetball (USAR), a Colorado corporation, having its principal office at 1661 Mesa Ave., Colorado Springs, CO 80906, and

_____ (team member).

It is agreed.

- 1.0 Responsibilities of the Team Member. The team member, having been identified by USAR as eligible to serve as a member of the United States National Racquetball Team, shall represent USAR and serve as a member of the United States Racquetball Team. The team member shall participate in all activities as may be designated by the coaching staff including, but not limited to, participating in racquetball tournaments to which the U.S. National Racquetball Team has been invited. In addition, the member shall at all times:
 - 1.1 Abide by USAR Bylaws.
 - 1.2 Abide by rules of eligibility in the sport of racquetball as may be adopted from time to time by the International Racquetball Federation and USAR.
 - 1.3 Read and adhere to the information provided in the U.S. National Racquetball Team Policy, Procedure, & Protocol Handbook.
 - 1.4 Promote USAR and racquetball and participate in promotional efforts as outlined in the Policy, Procedure, & Protocol Handbook.
 - 1.5 Perform such other duties as may be required by USAR or by the coaching staff or team liaison with guidance of the U.S. National Team Committee.
 - 1.6 Participate in and support the procedures of all training programs and competitions as outlined in the Policy, Procedure, & Protocol Handbook.
- 2.0 Responsibilities of USAR. USAR shall:
 - 2.1 Provide opportunities for the team member to demonstrate racquetball skills.
 - 2.2 Provide no payment or benefits that might in any way jeopardize the eligibility of the team member to play for the U.S. National Team.

3.0 Indemnification

3.1 USAR shall not be responsible for any losses, claims, damages, or injuries to the team member or the team member's equipment or property unless those losses, claims, damages, or injuries relate to the negligent acts or omissions or willful misconduct of USAR.

3.2 The team member shall be responsible and liable for, and agrees to indemnify and hold harmless, USAR and its officers, directors, employees, and agents for any and all losses, damages, claims, and injuries arising out of injury or damage to the team member, to other team members, to third persons and to equipment and property of the team member and others which is the result of negligent acts or omissions or willful misconduct of the team member.

3.3 USAR shall give team members notice of any claims against it.

4.0 Term - This agreement shall be in effect from July 18, 2021 through May 31, 2022.

5.0 Amendment - This agreement may be altered or amended at any time by the mutual agreement of USAR and the team member.

6.0 Non-Exclusivity - This is a non-exclusive agreement and, therefore, USAR may enter into similar agreements with other racquetball athletes.

7.0 Force Majeure - Both USAR and the team member shall be relieved of their obligations under this agreement in the event and to the extent that performance of those obligations is unavoidably delayed or prevented by acts of God, public enemy, war, civil disorder, fire, flood, explosion, riot, labor disputes or strike, any act or order of any governmental authority, or any other causes, whether similar or dissimilar, beyond their control.

8.0 Assignment - The team member may not assign or otherwise transfer any rights or obligations of the member under this agreement.

9.0 Waiver - The right of USAR or the team member to require strict performance and observance of any obligations under this agreement shall not be affected in any way by any previous waiver, forbearance, or course of dealing.

10.0 Governing Law - This agreement and any disputes arising under it shall be governed by the laws of the State of Colorado.

11.0 Termination

11.1 USAR may terminate this agreement and remove the team member from the United States Racquetball Team by written notice to the team member upon occurrence of any of the following events:

11.1.1 The team member's failure to qualify as an eligible competitor under the International Racquetball Federation or USAR rules.

11.1.2 The team member's continuous illness or incapacity for a period in excess of 120 days.

11.1.3 The insolvency, dissolution, or termination of existence of USAR.

11.1.4 A determination by USAR that the member has failed to perform his or her duties under this agreement with reasonable diligence or, in USAR's view has acted in a manner contradictory to the best interests of USAR and the sport of racquetball.

11.2 The team member may terminate this agreement by giving 30 days' written notice to USAR.

11.3 If this agreement is terminated by the team member or USAR, all clothing, equipment, or other materials supplied to the athlete during the agreement period must be surrendered to USAR within two weeks of official notice.

12.0 Headings - The headings and number appearing in this agreement have been inserted as a matter of convenience, and this agreement is not to be construed with reference thereto. If there is any conflict between such numbers and headings and the text of this agreement, the text will control.

13.0 Entire Agreement - This agreement contains all of the terms agreed upon by the parties with respect to the subject matter of this agreement and supersedes all prior agreements, arrangements and communications between the parties concerning such subject matter, whether oral or written.

IN WITNESS WHEREOF, the parties to this agreement have entered into it on the day and date first written above.

USA Racquetball

By _____
U.S. National Team Member

By _____
Executive Director

By _____
Parent or Legal Guardian if U.S. National Team member is under 18 years of age.

APPENDIX C

UNITED STATES NATIONAL RACQUETBALL TEAM Receipt of Policy, Procedure, & Protocol Handbook

On this the _____ day of _____, 20____, I,
_____ (team member) have received the U.S. Team

Policy, Procedure, & Protocol Handbook with the following information explained.

PLAYER MAJOR RESPONSIBILITIES

1. Once individual(s) have officially qualified to be on the U.S. National Team, the General Athlete Information Form (Appendix A); the U.S. National Racquetball Team Contract (Appendix B); and the Receipt of Policy, Procedures, & Protocol Handbook (Appendix C) must be signed/sent to USA Racquetball within fourteen days of being provided the above referenced materials.
2. It is mandatory that US Team members compete in all Operation Gold events (by invitation, based on player pool selection). If there are no Operation Gold events scheduled in any given year, team members are obligated to compete in at least one event that year (by designation, based on player pool selection). If an invitation is not extended, members will not be penalized for non-participation.
3. Notify the USAR staff liaison of all U.S. Team public relations appearances and press releases.
4. Fulfill all training requirements as designated by the coaching staff.
5. Communicate regularly with the Head Coach or his/her designated representative.
6. Wear designated U.S. Team attire when representing the U.S. Team in photographs, public appearances, news conferences, interviews, opening/closing/awards ceremonies, etc. The following is not acceptable for any of the above referenced activities: flip flops, sandals, hats, sunglasses, or chewing gum.
7. Provide uniform sizes to Coach and/or Team Leader. A copy of a valid passport must also be included with the required forms.
8. Ensure valid passport; apply for passport or renew existing passport as appropriate. Expiration date must be at least six months after the last date of the competition.
9. Submit to USADA and WADA testing when required as well as complete all necessary paperwork. This may require advanced submission of daily reports including all activities as well as random drug testing.
10. Failure to complete any of the above responsibilities may result in a penalty.

I understand the above responsibilities and receipt of the U.S. National Racquetball Team Policy, Procedure, and Protocol Handbook. I agree to read and adhere to the information provided.

By _____
U.S. National Team Member

By _____
Executive Director

By _____ Print Name _____
Parent or Legal Guardian if U.S. National Team member is under 18 years of age.