USA TABLE TENNIS
ATHLETE SELECTION PROCEDURES
PAN AMERICAN GAMES, 2019
October 4, 2018
Amended October 18, 2018
Amended January 24, 2019
Amended February 12, 2019

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 on or before February 27, 2019 and 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), and Pan American Sport Organization standards for participation:

Any competitor in the Olympic, Paralympic, Pan American or Parapan American Games must be a national of the country of the National Olympic Committee (NOC) or 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 Olympic Charter (Rule 41), the IPC Handbook (Section 2, Chapter 3.1), or the PASO Statutes (Article XXII, Sections 4 and 5).

1.1.3. Minimum International Federation (IF) and/or Continental Federation (CF) standards for participation:

Athlete must meet International Table Tennis Federation (ITTF) eligibility standards currently in force. Standards can be found in the ITTF Pan American Games Prospectus. Please note that in May 2018 the ITTF adopted new eligibility requirements for participation in the Olympic Games. A summary of the changes can be found at: https://d3mjm6z6cr45s.cloudflare.net/2018/02/2018ITTFHandbook_v2.pdf_0.pdf
1.1.4. Other requirements (if any):

- Athlete must be a member of USATT in good standing at the time of selection.
- Athletes must have successfully completed all Games Registration requirements by stated deadline.

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.

- 2018 Pan America Championships, (Santiago, Chile), November 20-25, 2018
- USA Table 2019 Tennis Pan Am Games Team Trial, (March 1-3, 2019, location TBA)

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).

- 2018 USA Table Tennis Team Selection Procedure selects athletes to compete in the 2018 Pan America Championships – ([https://www.teamusa.org/USA-Table-Tennis/Team-USA/Selection-Procedures](https://www.teamusa.org/USA-Table-Tennis/Team-USA/Selection-Procedures))
- The USATT 2019 Pan Am Games Team Trial is an open event. Any athlete meeting the eligibility criteria in Section 1.1. is eligible to compete.

1.3. Provide a comprehensive, step-by-step description of the method that explains how athletes will go through the selection process. The maximum team size is 3 male and 3 female athletes.

1.3.1. 2018 Pan America Championships and February 2019 ITTF World Ranking - Up to 2 (two) athletes, per gender, will be selected using the following criteria in order:

1.3.1.1. Any U.S. Athlete, per gender, who wins a gold medal in the singles events at the 2018 Pan America Championships will be named to the 2019 Pan Am Games Team.
1.3.1.2. At this point, one or two athlete slots per gender may remain open for criteria 1.3.1., 2018 Pan America Championships and February 2019 ITTF World Ranking. Remaining athlete slots will be filled by any U.S. Athlete, per gender, who is ranked in the Top 25 on the February 2019 ITTF World Ranking General List. If more athletes are ranked in the Top 25 than remaining slots, the athlete(s) with the higher World Ranking will be named to the Pan Am Games Team.

1.3.2. USATT 2019 Pan Am Games Team Trial - (Up to 1 (one) athlete per gender) will be selected using the following criteria:

1.3.2.1. The winner, per gender, of the USATT 2019 Pan Am Games Team Trial will be named to the Pan Am Games Team.

1.3.3. Discretionary Selection – All remaining slots, per gender, will be filled using the following criteria:

1.3.3.1. Discretionary Selection will be used to fill remaining slots. Please see Section 2 of this document for further details.

2. DISCRETIONARY SELECTION (if applicable)

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

Discretionary selection will be made if a full team of three (3) players are not qualified through automatic qualification listed in Section 1.3.

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

The following criteria will be considered by the Pan Am Games Selection Committee in no particular order:

1. May 2019 ITTF World Ranking
2. Results at the USATT Pan Am Games Team Trial
3. Results at the Pan Am Games Qualification Event
4. Competitive international competition results over the prior 12 months
5. Results at National Ranking Tournaments over the prior 12 months
6. Declaration of participation in future Pan Am Games preparation camps and competitions and training per Section 9 of this document.

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:
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 USOC, the NGB/HPMO has jurisdiction over potential nominees.

An athlete who is to be nominated to the Team by the NGB/HPMO may be removed for any of the following reasons, as determined by the NGB/HPMO:

3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the NGB/HPMO CEO/Executive Director.

3.1.2. Injury or illness as certified by a physician (or medical staff) approved by the NGB/HPMO. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by the NGB/HPMO, 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 USATT’s Code of Conduct (Attachment A).

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the USATT’s Bylaws and the USOC’s Bylaws, Section 9.
3.2. Once athlete entries have been submitted to the Local Organizing Committee by the USOC, the USOC has jurisdiction over the Team, at which time, in addition to any applicable NGB/HPMO Code of Conduct, the USOC’s Code of Conduct and Grievance Procedures apply. The USOC’s Code of Conduct and Grievance Procedures can be found at:
http://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman/Resources/Code-of-Conduct
http://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 IOC, PASO, IPC, WADA, IF, USADA and/or USOC anti-doping protocol, policies and procedures, 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:

The next eligible athlete per the criteria in Section 1.3 will serve as the replacement athlete.

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

The next eligible athlete per the criteria in Section 1.3 will serve as the replacement athlete.

5. SUPPORTING DOCUMENTS

USATT 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 USOC Code of Conduct, the following documents are required to be signed by an athlete as a condition of nomination to the Pan American Games and are included as attachments:
USATT Code of Conduct – Attachment A

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

The USOC approved Selection Procedures (complete and unaltered) will be posted/published by USATT in the following locations:

7.1. NGB/HPMO Web site: www.teamusa.org

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

7.2. Other: N/A

8. DATE OF NOMINATION

The Nomination of Athletes form, including replacements, will be announced to all athletes and submitted to the USOC on or before: May 1, 2019.

9. MANDATORY TRAINING AND/OR COMPETITION

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

Selected athlete(s) agree to coordinate with the USATT’s High Performance Director to properly prepare to compete at the highest level at the 2019 Pan American Games. A specific training and preparation plan shall be prepared and distributed (in coordination with the selected athlete(s) no more than thirty (30) days after qualification. USA Table Tennis will provide at least 30 days advanced notice to all selected athletes regarding any mandatory camps or competition.

10. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IOC, IPC, PASO, WADA, IF, USADA and USOC anti-doping protocols, policies and procedures, as applicable. This includes participation in Out-of-Competition Testing as required by the IOC, IPC, PASO, WADA, IF, USADA and USOC Rules, as applicable.
11. DEVELOPMENT OF SELECTION PROCEDURES

The following committee/group was responsible for creating these Selection Procedures:

Joerg Bitzigeio, High Performance Director
Carl Danner, Chair
Stellan Bengtsson, Committee member
Wen Hsu, Committee member
Sean O’Neill, Committee member
Erica Wu, Committee member
Athlete Representative: Tahl Leibowitz
Athlete Representative: Tara Profitt

12. NGB BYLAWS AND GRIEVANCE PROCEDURES

The USATT Bylaws and Grievance Procedures can be found at: www.usatt.org

13. INTERNATIONAL DISCLAIMER

These procedures are based on IOC and ITTF rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC or ITTF rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USATT. 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 USOC.

14. ATHLETE OMBUDSMAN

Athletes who have questions regarding their opportunity to compete that are not answered by USATT may contact the USOC Athlete Ombudsman by:

- Telephone at (719) 866-5000
- Email at ombudsman@usathlete.org
- http://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman
15. **NGB/HPMO SIGNATURES**

I certify that I have read and understand the standards/criteria set by our IF and/or CF (PAG/PPAG only) 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 USATT.

<table>
<thead>
<tr>
<th>Position</th>
<th>Print Name</th>
<th>Signature</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>NGB/HPMO President or CEO/Executive Director</td>
<td>Ann W. Cribbs Chair, USATT Board of Directors</td>
<td></td>
<td>2.12.19</td>
</tr>
<tr>
<td>Nat. Team Coach, Head Coach, or Nat. Program Director</td>
<td>Carl Danner Chair, USATT High Performance Committee</td>
<td></td>
<td>2.12.19</td>
</tr>
<tr>
<td>USOC Athletes’ Advisory Council Representative*</td>
<td>Tara Profitt Chair, USATT Athletes Advisory Council</td>
<td></td>
<td>2.12.19</td>
</tr>
</tbody>
</table>

* If the USOC 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 USOC AAC Representative, the NGB/HPMO must designate an athlete from that sport to review and sign the Selection Procedures.
Attachment A
Code of Conduct
ATHLETE PLEDGE

I pledge to uphold the Table Tennis Team USA Code of Conduct (the “Code”) as a guide to my conduct as a member of TTT USA 2019.

I acknowledge that I have a right to notice and a hearing prior to being declared ineligible, if my opportunity to compete is denied, or if I am charged with a violation of this Code. I further acknowledge that if I am found to be in violation of this Code, I may be subject to sanctions up to and including suspension or dismissal from TTT USA 2019 and USA Table Tennis.

I am aware of the USATT complaint procedure established by the USATT Bylaws.

I have familiarized myself with the Code and understand that acceptance of its provisions is a condition of my selection to TTT USA 2019.

IN ORDER TO BECOME A MEMBER OF THE TEAM, AN INDIVIDUAL MUST SIGN THIS CODE OF CONDUCT IN UNALTERED FORM IN ALL APPLICABLE PLACES.

As a Member of the Team, I hereby promise and agree that I:

- Will abide by all rules related to the Team selection procedures as approved by TTT USA 2019 and USA Table Tennis;
- Have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- Will maintain a level of fitness and competitive readiness that will permit my performance to be at the maximum of my abilities;
- Will not commit a doping violation as defined by the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the United States Olympic Committee (USOC) or the International Table Tennis Federation (ITTF) rules;
- Am not currently serving a doping violation and/or do not have a pending or unresolved doping charge; and I understand that a suspension, or pending or unresolved anti-doping rule violation may be cause for my not being selected to TTT USA;
• Will not engage in any conduct that is criminal under any laws applicable to me, including, but not limited to laws governing the possession and use of drugs and alcohol and providing of drugs to any person and of alcohol to minors;

• Have never been convicted of violating a criminal law and have no pending indictment or a pending charge, except as I have listed on Attachment A (except for misdemeanors, which, if known, would not be a factor in my selection as a Team Member or convictions as a minor which have been legally sealed), and I understand that such conviction, indictment or criminal charge may be cause for my not being selected to the Team;

• Understand that if I require legal representation because I am accused of a doping violation or am accused of criminal misconduct, or if for any other reason I require the services of an attorney, I will be personally responsible for payment of all such legal fees and expenses;

• Am eligible to compete under the rules of International Table Tennis Federation;

• Will have a valid USA passport for the duration of the time and six months after I am a member of TTT USA.

• Will refrain from conduct detracting from my ability or that of my teammates to attain peak performance;

• Will respect the property of others whether personal or public;

• Will respect members of my Team, other teams, spectators and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse;

• Will follow my Team’s rules and programs, including by way of example: rules regarding curfew, training, required attendance at team meetings, training and competition programs;

• Will play whenever I am selected and will not default or refuse to play when asked by the coach. I understand that if I refuse to play other than for reasons of illness, injury or other extenuating circumstances, I may be liable for sanctions up to and including dismissal from the Team and/or suspension of my USATT membership.

• Am aware that USA Table Tennis sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, I will wear designated TTT USA and/or USA Table Tennis apparel at all official Team functions and events in which participation in the event, or related events, is funded (in full or partially) by USATT;

• Will not conceal or cover-up any USA Table Tennis sponsor, supplier or licensee brand or other identification appearing on my USA Table Tennis apparel;

• Agree to be filmed and photographed by the official photographer(s) and network(s) of USA Table Tennis and give event organizers and USA Table Tennis the right to use my name, picture, likeness, and biographical information before, during and after the period of my participation in these activities to promote the activity in which I participate or to promote the success of the Team on which I compete; in no event may USA Table Tennis or the event organizers use or authorize the use of my name, picture, likeness, voice and biographical information for the purpose of trade,
including any use in a manner that would imply an endorsement of any company, product, or service, without my written permission;

- Will not use or authorize the use of photographs, films or videos of myself in my TTT USA and/or USA Table Tennis apparel or equipment or the use of the TTT USA and/or USA Table Tennis logo for the purpose of trade, without the prior written consent of the USA Table Tennis (which consent shall not be unreasonably withheld);

- Will not act as a journalist, media liaison or in any other media capacity during the time that I am a Team Member of TTT USA;

- Will abide and comply with the TTT USA Social Media Policy, which is attached to this Code and is incorporated by reference as Exhibit B;

- Will act in a way that will bring respect and honor to myself, my teammates, USA Table Tennis and the United States;

- Will abide and comply with USATT’s SafeSport Policy and the U.S. Center for SafeSport Code as they exist today or as they may be amended in the future; and

- Will conduct myself as an ambassador for TTT USA and USATT, my sport, my country and the Olympic Movement.

### SOCIAL MEDIA POLICY

#### About the TTT USA Social Media Policy

TTT USA encourages our Team Members to show the same dedication and passion to their on-line social media presence that they bring to their athletic effort. That’s why we’ve created this Social Media Policy. This policy:

- Explains why and how your personal use of social media benefits TTT USA, as well as the Team Members of TTT USA;
- Offers practical tips; and
- Creates awareness amongst our Team Members about how our actions and behavior on social media channels may affect the reputation of TTT USA and/or the athlete’s reputation outside of the court of competition

#### Statement of Purpose of TTT USA Social Media Policy

TTT USA encourages the personal use of social media by Team Members to support the Team’s mission and programs. Team Member posts on social media can help TTT USA expand its reach and increase its impact by: helping to raise awareness about the mission of the Team and the sport of Table Tennis, building a sense of community among USATT members and potential members, and helping to improve the knowledge or skills of other athletes, coaches, trainers, managers, administrators, and officials, and more.

Social media is an effective communication tool but sometimes it can be challenging for athletes to reconcile their public and private social media activities in terms of their role as a Team Member of TTT USA.
USA. Social media is designed for self-expression and encourages conversations. This policy provides a framework for TTT USA Team Members to engage in these activities effectively and ethically.

Please feel free to follow, like, or connect with USATT and/or TTT USA official brand presences on social media and share any or all content on your personal social media profiles and networks. However, consider sharing carefully and strategically. Remember that any post or share is likely to trigger reactions that will comment on TTT USA’s programs and our official presence. Most of the general content for USATT and/or TTT USA social media accounts, when shared, will automatically incorporate the title of the content. If you are unsure about what to say, you can simply share without commenting.

Statement of TTT USA Social Media Policy
Team Members are both granted permission and encouraged to use social media as a conduit for informing the public about the programs of the organization. This needs to occur in a professional and ethical manner.

Publication and commentary via social media channels carries similar obligations to other TTT USA and/or USATT publications or commentary. All uses of social media must follow the same ethical standards to which TTT USA Team Members agree in the basic Code of Conduct.

Please note that the TTT USA and/or the USATT title or brand may not be used in social media identities, logon ID’s and user names without prior approval from the Chief Executive Officer of USATT.

Following TTT USA Social Media Policy
It is best to err on the side of caution. If you are unsure as to whether something is appropriate to post on social media, contact a member of USATT’s senior staff before making the post live. If a TTT USA Team Member, for whatever reason, takes an action that is in conflict with this policy, he or she will be contacted by a member of USATT’s senior staff to resolve the situation and may be asked to withdraw, correct, or revise postings.

The Logistics of TTT USA Social Media Policy
In order to help distinguish when you’re speaking as an individual and when you’re speaking as a TTT USA Team Member, you may want to consider setting up two accounts for each of the social media tools on which you post. One account would be used for your role as a Team Member, while the other account would be used for your personal postings.

Here are additional logistical tips about using social media to promote the mission of TTT USA and/or USATT:

- TTT USA and USATT believe in transparency and honesty. Use your real name, be clear who you are, and identify your capacity as a TTT USA Team Member and do not post anonymously, using pseudonyms or false screen names.
- Use tags when posting TTT USA and/or USATT content (e.g. #TTT USA or @USATT) to help ensure your message reaches its targeted audience.
- Post frequently and respond to comments and replies from others quickly and accurately.
- Know and respect your audience, including USATT and its members.
- Be smart and protect your privacy by taking simple steps such as avoiding posting personal details such as phone numbers; reading website privacy policies, making use of privacy settings on social media sites, etc.
• Avoid social media arguments and debates and alert a member of USATT’s senior staff if you see a misrepresentation made about TTT USA and/or USATT in social media.
• If you are accused by anyone of posting something improperly, inform a member of USATT’s senior staff of the situation promptly in order to determine best next steps and to quickly resolve the situation.

Content
Regardless of what account you use for posting as a TTT USA Team Member, be sure to limit your Team-related posts to sharing information about the Team. Negative opinions about other Team Members are not appropriate.
• Before posting, ask yourself if the post will improve knowledge or skills of TTT USA and/or USATT members, if it contributes directly or indirectly to the improvement of TTT USA and/or USATT, or if it builds a sense of community or it helps to promote TTT USA’s and/or USATT’s mission.
• Write about what you know (if needed, verify any TTT USA or USATT related facts, dates, etc. with a member of USATT’s senior staff).
• Remember that what you publish will be around for a long time; consider the content carefully. Strive to make sure it is accurate and professional.
• It is good general practice to link to others’ work rather than reproduce it. Adhere to the laws governing copyright and fair use or fair dealing of copyrighted material owned by others, including TTT USA’s and/or USATT’s own trademarks, copyrights and brands.
• Always ask for permission from a member of USATT’s senior staff before identifying a member or sponsor and never discuss confidential details of any individual’s or organization’s engagement with TTT USA and/or USATT.
• Use your best judgment and be sure to make it clear that any views expressed are yours alone and do not represent the official views of TTT USA and/or USATT. Don’t speak on behalf of our organization. (Use a disclaimer if you have your own blog or social media profile.)
• Don’t associate our organization and its logo with any inappropriate content.
• Don’t share private and confidential internal information.
• Don’t comment on our organization’s financial performance.
• Bring out your own personality and say what’s on your mind (in a respectful and professional tone).

USATT Senior Staff Directory
Gordon Kaye Chief Executive Officer Gordon.Kaye@usatt.org
Mark Thompson Chief Operating Officer Mark.Thompson@usatt.org
Joerg Bitzigeio High Performance Director Joerg.Bitzigeio@usatt.org
Matt Hetherington Social and Digital Media Manager Matt.Hetherington@usatt.org

ATHLETE OMBUDSMAN
I may contact the USOC Athlete Ombudsman, toll free at 888.ATHLETE (888.284.5383) or athlete.ombudsman@usoc.org for further information regarding my rights under this Code that are not answered by USA Table Tennis.
PARTICIPANTS’ AFFIRMATION

I have read and accept this Code of Conduct in its unaltered form. I agree to the rules, guidelines, jurisdiction and procedures stated in this document as a condition of being selected to participate as a member of the TTT USA 2019.

________________________  __________________________
Signature                    Date

________________________
Athlete’s Name (print)

PARENT/GUARDIAN CERTIFICATION
(For Participants Under the Age of 18 as of Date of Signature)

________________________  __________________________
Signature                    Date

________________________
Relationship (Parent or Guardian)

Table Tennis Team USA / USA TABLE TENNIS REPRESENTATIVE

________________________  __________________________
Signature                    Date

________________________
Printed Name

________________________
Title