



USA TAEKWONDO ATHLETE SELECTION PROCEDURES 2019 World Championships

1. SELECTION SYSTEM

The main objective is to select the athletes who have the best chance to win medals for the USA in the 2019 World Championship.

A. Provide the minimum eligibility requirements for an athlete to be considered for nomination to the Team:

1. Citizenship:

- Athlete meets eligibility and nationality requirements as presented by USA Taekwondo in compliance with the minimum International Federation standards for participation (item I.A.2.).
- Athlete must be U.S. citizen
- Athlete must hold a valid U.S. passport that will not expire for six months after the conclusion of the World Championship.

2. Minimum International Federation (IF) standards for participation:

World Taekwondo Federation (WTF); Rules of Competition, Article 4. Contestants, Section 1 http://www.wtf.org/wtf_eng/site/rules/competition.html

- Must be a citizen of the USA
- Must be nominated by USATKD
- Must hold Taekwondo Dan certificate issued by the Kukkiwon, or WTF. [WT rule 4.1.4]
- Must hold WT Global Athlete License
- Must be at least 17 years of age on December 31, 2019

3. Other requirements:

- Athlete must be a USA Taekwondo member in good standing.
- Athlete must compete in the World Class, Black Belt division.
- Athlete must submit a written expression of interest by Jan. 4, 2019 using the following link: <https://usat.wufoo.com/forms/s1le9zvu0c41t9k/>
- Athlete must successfully complete all registration requirements by stated deadline



4. Performance Waivers

- If an athlete competed in the 2018 Pan American Championships as a National team member or USA Wild Card, that athlete will be granted a performance waiver into the 2019 Sr. National Championships.
- An injured athlete who has resumed competing and has had a World Taekwondo Olympic ranking in the top 6 after January 1, 2018 will receive an injury waiver to be considered for selection for the 2019 World Championship Team.

2. SUMMARY OF HOW AN ATHLETE IS SELECTED TO THE TEAM

The 2019 National Team is made up of sixteen (16) athletes - one in each of the eight (8) male & eight (8) female weight divisions.

Weight Division Classification for the 2019 National Team

Men's Division		Women's Division	
Not exceeding 54 kg	Fin	Not exceeding 46 kg	Fin
Over 54 kg & not exceeding 58 kg	Fly	Over 46 kg & not exceeding 49 kg	Fly
Over 58 kg & not exceeding 63 kg	Bantam	Over 49 kg & not exceeding 53 kg	Bantam
Over 63 kg & not exceeding 68 kg	Feather	Over 53 kg & not exceeding 57 kg	Feather
Over 68 kg & not exceeding 74 kg	Light	Over 57 kg & not exceeding 62 kg	Light
Over 74 kg & not exceeding 80 kg	Welter	Over 62 kg & not exceeding 67 kg	Welter
Over 80 kg & not exceeding 87 kg	Middle	Over 67 kg & not exceeding 73 kg	Middle
Over 87 kg	Heavy	Over 73 kg	Heavy



Consideration for nomination to the 2019 World Championship Team

USATKD will endeavor to select via automatic or discretionary criteria those athletes who are 1: capable of a top three podium result, or 2: considered to be medal capable in the near future.

As noted in the U.S. National Rankings bylaw posted January 24, 2018, points will be the first consideration for selection to the 2019 World Championship Team (see link to bylaw below). If no athlete exhibits a 'dominant performance' in the U.S. National Rankings (see below for definition of a dominant performance) athletes will be selected taking into consideration Group I and Group II U.S. National Ranking points, the athlete's performance in the U.S. National Trials and current and future potential assessment, based on the Selection Committee's discretion.

https://www.teamusa.org/-/media/USA_Taekwondo/Sparring-Points-Bylaws---Final.pdf?la=en&hash=BB3BBAC5F63FA1069A1C25C0494F16A82AD65424

Category	A	B	C
	U.S. National Rankings sponsored by Tusah	G2 Events from date of publication through 2019 US Open	2018 Grand Prix Events
		G1 Events from date of publication through 2019 US Open	

U.S. National Rankings system is made up of Group I and Group II points.

Group I points: Includes all domestic USATKD sanctioned events

Group II points: G1 and G2 Events are open events with no qualification process

2018 Grand Prix Events: WT events where the Top 31 athletes in Olympic rankings are invited



Events that will be considered for Team Nomination:

- USATKD Sanctioned domestic events in which U.S. National Ranking points are earned.
- All World Taekwondo sanctioned G1 & G2 events from date of publication of this procedure through 2019 US Open.
- World Taekwondo Grand Prix Events: (Taipei, Manchester, and Final Fujairah)

Considerations:

The following principles will guide the Selection Committee in its assessment of which athletes are medal capable.

1) Automatic qualification through Domestic Point System (Definition of a Dominant Athlete)

- A. If #1 ranked athlete has a lead of 1200 points or more ahead of #2 in the U.S. National Rankings at the time of completion of US Open (including US Open points), that athlete will automatically be nominated to the 2019 World Championship Team in that division. (A 1200 point gap rewards athletes who are consistently successful at G4 and G8 events.)

If an athlete is automatically named to the team a National Trials competition will still be held in that division with the remaining Top 16 athletes to talent identify athletes for Team Alternate status, and additional funding and training opportunities.

- B. Bonus Points System: Defeating an athlete in any G Level event by points or knockout who is ranked in the Top 10 World Taekwondo World Rankings in their declared weight division during the time period of publication of this document through completion of the 2019 US Open will result in bonus points being added to their U.S. National Ranking: (using athlete's ranking at time of defeat) as detailed below:

World Taekwondo Rank # of athlete at time of defeat:

#1 = 500 pts #2 = 450 pts #3 = 400 pts #4 = 350 pts #5 = 300 pts

#6 = 250 pts #7 = 200 pts #8 = 150 pts #9 = 100 pts #10 = 50 pts



2) Discretionary Qualification

If no athlete in a division qualifies through Automatic Qualification, the Selection Committee will choose the athlete who is most capable of winning a medal, taking into consideration the following factors (in no priority order):

- **U.S. National Ranking** will be considered in conjunction with the other factors listed below.
- **Medals and overall finishes** at international competitions
- **Quality and quantity of matches** at international competitions – Who the athlete beat/lost to, and how many times in considered competitions.
- **Performance in the U.S. National Trials event** – Top 16 ranked athletes in each weight division of the U.S. National Rankings who have accepted an invitation to compete will compete in a National Trials competition. Result AND performance in this event will be a consideration

Each athlete will be evaluated on their complete results record at both sanctioned domestic events (including the National Trials) and international competition based on the criteria above.

If no athlete is deemed medal capable, the Selection Committee will nominate the athlete it determines has the greatest future medal capability.

Future Medal Capability is determined when an athlete satisfies some or all of the following considerations:

- demonstrates a trend of improving performance in all competitions that, when extended a reasonable distance in to the future, intersects the current international performance standard for the event under consideration; and/or
- despite being new to the sport or competing for a relatively short time, has shown measurable potential which will directly translate into future results; and/or
- has earned a significant amount of WT points in the Junior Division which will automatically apply to the World Taekwondo world ranking points when they become a Senior athlete eligible for the 2019 World Championships



The 2019 USA Taekwondo National Trials competition will include the Top 16 athletes in the U.S. National Rankings in each weight category (excluding any athletes who have automatically been named to the 2019 World Championship Team through a Dominant Athlete performance). All athletes must fill out the athlete expression of interest online application and accept invitations to compete in order to be considered for the 2019 World Championship Team and/or be invited to compete in the 2019 USA Taekwondo National Trials competition. This competition will be single elimination and 100% seeded based on the U.S. National Rankings as of completion of US Open and will take place in April 2019 (Exact details TBD).

When the records of the athletes under consideration do not yield a winner who is sufficiently dominant either in the U.S. National Rankings, or in the opinion of the Selection Committee, the Selection Committee may require two athletes in contention for the World Championships team to take part in a fight-off, under current World Taekwondo Rules, the nature of which will be determined by the Selection Committee. The athlete who wins the fight off will be nominated to the 2019 World Championship team. In this case, the winner of the single elimination bracket at the 2019 USA Taekwondo National Trials will fight the loser of the fight off and the winner will be named to the alternate spot.

Athletes will be required to submit an expression of interest for a specific weight class to the High Performance Department for consideration for a 2019 US World Championship Team position by **January 4, 2019**. Athletes who have expressed their intent to qualify for the 2019 US World Championship team will be evaluated by the criteria above.

Expression of Interest Online Application: <https://usat.wufoo.com/forms/s1le9zvu0c41t9k/>



3. DISCRETIONARY SELECTION

A. Provide rationale for utilizing discretionary selection:

The primary purpose of discretionary athlete nomination is to ensure that USATKD has the ability to nominate the best physically, psychologically and technically prepared athlete in order to produce medal winning performances.

B. 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:

The World Championship Athlete Selection Committee, which will be composed of:

- USAT Director of High Performance
- (2) Coaching Directors
- (1) AAC Representative
- USATKD CEO

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 nomination 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.



4. REMOVAL OF ATHLETES

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

- Voluntary withdrawal. Athlete must submit a written letter to the High Performance Department.
- Injury or illness as certified by a physician (or medical staff) approved by the NGB. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by the NGB, his/her injury will be assumed to be disabling and he/she may be removed.
- Violation of the NGB's Code of Conduct (Attachment B).
- Violation of the NGB's Athlete Agreement (Attachment C).
- Failure to participate in Mandatory Training and/or Competition.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the NGB's Bylaws (<https://www.teamusa.org/usa-taekwondo/v2-resources/bylaws>) and the USOC's Bylaws, Section 9.

- 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.

5. REPLACEMENT OF ATHLETES

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

- Should a vacancy occur in any division the Selection Committee has the right to select the next best candidate using the considerations listed above



6. REQUIRED DOCUMENTS

Note: Required Documents include the USOC Code of Conduct and may include an NGB/HPMO Code of Conduct or a National Team Agreement, etc.

Note: Participation must not be conditional on an athlete signing any commercial terms agreement.

1. All athletes representing USATKD must sign and adhere to the USATKD's Athlete Agreement and Code of Conduct in its original state and submit a timely expression of interest form as described above.

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

These Selection Procedures (complete and unaltered) will be posted on the USATKD website:

- USA Taekwondo website: <https://www.teamusa.org/usa-taekwondo/v2-national-teams/team-selection-procedures>

8. MANDATORY TRAINING AND/OR COMPETITION

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

World Championship Prep Camp April 2019 or May 2019 (location TBD)

9. 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.



10. INTERNATIONAL DISCLAIMER

These procedures are based on IOC, IPC, PASO, as applicable, and World Taekwondo rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC, IPC, PASO, as applicable, and World Taekwondo rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USA Taekwondo. 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.

11. ATHLETE OMBUDSMAN




Athletes who have questions regarding their opportunity to compete that are not answered by USA Taekwondo may contact the USOC Athlete Ombudsman, Kacie Wallace, by:

- Telephone at (719) 866-5000
- Email at Kacie.wallace@usoc.org
- <http://www.teamusa.org/For-Athletes/Athlete-Ombudsman.aspx>



12. 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 USA Taekwondo.

Position	Print Name	Signature	Date
CEO	Steve McNally		9/18/18
Director of High Performance	May Spence		9/14/18
Athletes' Advisory Council Representative	Monique Williams		9/18/18



USA TAEKWONDO 2019 ATHLETE AGREEMENT

THIS ATHLETE AGREEMENT, effective as of January 1, 2019 (the “Effective Date”), is by and between USA Taekwondo, a Colorado nonprofit corporation having its principal office at 1 Olympic Plaza; Colorado Springs, Colorado 80909, and the athlete signing below (“Athlete”), whose address is also set forth below. Athlete and USA Taekwondo may be collectively referred to herein as the “Parties” and each individually as a “Party.”

Recitals

1. USA Taekwondo is the national governing body for the sport of taekwondo in the United States in accordance with The Ted Stevens Olympic and Amateur Sports Act, 36 U.S.C. § 220501 et seq. (the “Act”). As the national governing body, USA Taekwondo is responsible for developing elite athletes with the goal of winning medals in the Olympic Games and other international competitions. As part of that mission, USA Taekwondo has developed an Athlete Agreement program to support athletes who have demonstrated the capability to be elite international athletes with potential to win medals in international competition.
2. I, the Athlete, desire to be a member of USA Taekwondo and participate in the Athlete Agreement and the terms and conditions set for herein.

NOW, THEREFORE, in consideration of the mutual promises and obligations, the Parties agree as follows:



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Agreement

I. Obligations of the Athlete

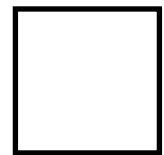
Athlete agrees to perform the following duties and obligations:

1. **NGB Membership and Eligibility.** Athlete is and shall remain a member in good standing with USA Taekwondo throughout the term of this Agreement. Athlete shall remain eligible to compete in international competition for the USA.

2. **Ambassador of the Sport.** Athlete shall be a representative of USA Taekwondo and conduct herself/himself in a manner which upholds the name, reputation and goodwill of USA Taekwondo as the National Governing Body for the sport of Taekwondo in the United States. Sportsmanlike conduct includes but is not limited to demonstrating respect for opponents, competition officials, employees, the public; demonstrating respect for facilities, privileges and operation procedures; the use of courtesy and good manners; acting responsibly and maturely; refraining from the use of profane or abusive language; and abstinence from illegal and banned drugs. Athlete conduct must not reflect poorly upon or bring discredit to USA Taekwondo, its athletes, its coaches or its events and programs.
 - Athlete conduct extends beyond actions on the field of play, including but not limited to actions/posting/images disseminated in public domain.
 - Any public communication by Athlete via the Internet or via social media must be appropriate as a member of USA Taekwondo.
 - The Athlete's responsibility to conduct himself/herself appropriately under this Agreement is broader than the Athlete's obligation to satisfy the USA Taekwondo Code of Conduct, and Athlete recognizes and acknowledges that conduct that is inappropriate under this Agreement may not necessarily constitute a violation of the Code of Conduct.

3. **Code of Conduct.** Athlete shall sign and abide by USA Taekwondo Code of Conduct attached as Addendum A. The Code of Conduct is incorporated into this Athlete Agreement.

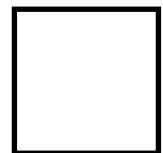
4. **Administrative Deadlines.** Athlete shall comply with any and all applicable deadlines established by USA Taekwondo. Failure to submit athlete's physical to USOC by the deadline of April 19, 2019 will result in Athlete not receiving any funding, apparel, medical, or other support from USATKD for the 2019 World Championships.



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5. **Training.** Unless otherwise agreed by USA Taekwondo in writing, Athlete shall train for peak performances at key national and international events held during the Term. This includes participating in all organized activities and required agendas, including camps, to which the Athlete is assigned. Athlete must submit to the High Performance Department their 2019 training plan and competition schedule. USAT may require funded athletes to report to the Olympic Training Center in Colorado Springs for fitness testing. Failure of this testing may result in immediate suspension of any/all financial support.
6. **Competition.** Athlete shall perform to the best of her/his ability when participating in national and international competitions which Athlete is assigned by USA Taekwondo and shall participate for the full duration of the event. Unless excused in writing by USA Taekwondo, Athlete shall attend all national team events. At all competitions at which Athlete represents USA Taekwondo, Athlete shall meet the weight class in which Athlete is scheduled to compete. In the event Athlete fails to make weight at a competition, whether held in the United States or a foreign country, athlete shall be subject to the following penalties:
- Dismissal from trip and liability for reimbursement of all travel expenses for said competition paid on Athlete behalf by USA Taekwondo including transportation, per diem, housing, and entry fee.
 - Athlete stipend reduction and/or forfeiture.
7. **Commitment to Train for and Participate in 2019 Events.** Athlete commits to USA Taekwondo that it is his/her intention to train for peak performance at the 2019 Pan American Games, 2019 World Championships and 2019 Grand Prix series of events (if invited) and agrees to work with the USAT selected coaching staff. There will be a mandatory training camp prior to the 2019 Pan Am Games and 2019 World Championships. Failure to attend this camp will result in athlete not receiving any funding, apparel, medical, or other USAT medical support for the 2018 Pan American Games and 2019 World Championships, including any USAT performance incentives. USAT may waive this requirement as a condition to Athlete's receipt of the benefits identified, but such waiver shall not be effective unless executed in writing by the USAT Director of High Performance.



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8. **Travel.** Athlete shall have a valid, current passport, and keep the most recent copy uploaded to WT GMS Simply Compete and share with the High Performance Department. Athlete shall also maintain current passport style photos for use by USA Taekwondo in applying for visas. Athlete agrees to meet all travel schedules set by USA Taekwondo and understands that changes may only be made with approval from USA Taekwondo. Athlete is financially responsible for any additional expenses resulting from changes made by Athlete to travel arrangements. Athlete will also be financially responsible for airline, hotel, and other expense activity which Athlete has agreed to attend, but subsequently does not attend, unless formally excused by USA Taekwondo.
9. **Team Policies.** The following guidelines are to be strictly adhered to by Athlete during all competitions, training camps, USAT Olympic Training Center programs, seminars, or other USA Taekwondo designated activities and functions. In the event Athlete violates any team rules set out below, USAT may, in its sole discretion, dismiss Athlete from the team, revoke the Athlete's credentials, and/or terminate or receive any financial support Athlete would otherwise be entitled to receive.
- Athlete is subject to a 10:00 P.M. curfew, unless changed by National Team Staff
 - Absolutely no alcohol is permitted
 - Absolutely no performance-enhancing drugs or stimulants or recreational drugs are permitted
 - Hazing and/or sexual harassment of any nature are not permitted in any form or fashion
 - **Athlete must provide to the USAT High Performance Department by email her/his weight every Friday, starting April 19, 2019 until the 2019 World Championships and starting June 28, 2019 until the 2019 Pan Am Games.**
 - Athlete must **not** be more than (5) five percent over the required weight limit of your division five (5) days before competition
 - Athlete is required to make weight at official weigh-in
 - Neither family, friends, personal coaches nor other visitors are permitted to linger on the team floor or be in team members' room or the competition areas
 - Only national team coaches, staff, and athletes are permitted at team meetings, team meals, and training sessions
 - If team members wish to spend any team designated free time with family or friends, they need to seek approval from the Head of Team or National Team Coach, as meals, transportation and other activities may have already been planned and paid for



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- Athletes shall sleep in the room assigned to them by National Team Staff
- **Athletes are not permitted in teammates' hotel or dorm rooms of the opposite gender**
- Only national team coaches, staff, or other national team members shall be permitted to warm up athletes during competitions

10. Injuries. Athlete shall promptly notify USA Taekwondo in writing of any injury that interferes, or could reasonably be expected to interfere, in any manner with Athlete's obligations hereunder, including, without limitation, notifying USAT of the receipt by Athlete of any medical attention given with respect thereto (including, without limitation, physician and emergency room visits). Such notification shall be within forty-eight hours of incurring such injury or receiving such medical attention, as applicable and such notification shall include the name and address of any provider from whom Athlete received medical attention and/or health care services. Upon such notice, and/or at USAT's request, Athlete shall execute and deliver to USA Taekwondo such forms as are required to evidence Athlete's condition and medical attention and/or health care services received by Athlete.

11. Medical. Should an athlete be injured, the athlete may be required to report to the United Stated Olympic Training Center to undergo a thorough examination by a USOC or USA Taekwondo medical doctor to determine if the athlete has medical reasons to forego any planned National Team event in which Athlete has been selected to compete. Athlete shall comply with the full rehabilitation process as prescribed by USAT, USOC, or other agreed upon rehabilitation services.

12. Anti-Doping. Athlete pledges to not use any chemicals, drugs, or other banned substances and shall comply with all anti-doping policies, procedures, and protocols of the International Olympic Committee (IOC), World Taekwondo Federation (WTF), World Anti-Doping Agency (WADA) and United States Olympic Committee (USOC).

13. Hazardous Activities. Athlete acknowledges and agrees that Athlete's participation in other sports or hazardous activities may impair or destroy Athlete's ability and skill as a Taekwondo athlete. Accordingly, Athlete agrees that Athlete will not engage in sports or activities which could endanger Athlete's health or safety (including, but no limited to, boxing, wrestling, motorcycling, moped riding, auto racing, sky diving, bungee jumping, water or snow skiing, snowboarding, water skiing and hang gliding); except with the prior written consent of USAT. Nothing contained herein, however, shall be intended to require Athlete to obtain the written consent of USAT in order to enable Athlete to participate in, as an amateur, the sport of golf, tennis, handball, swimming, hiking, softball, or other "recreational" activities.



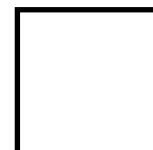
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- 14. NCAA Eligibility.** If Athlete wishes to remain eligible under National Collegiate Athletic Association (NCAA) rules, it is the Athlete's responsibility to know the rules and take the necessary steps to remain eligible, including compensation, endorsement, and agent responsibilities.
- 15. Use of Image.** Athlete agrees to be filmed, videotaped and photographed, and to have his/her name, image, picture, likeness, voice, and biographical information otherwise recorded, in any media, by the USA Taekwondo's official photographer(s), film crew(s), and video crew(s), and by any other entity authorized by the USA Taekwondo, under the conditions specified by the USA Taekwondo (the "Footage"). Athlete grants to USA Taekwondo the irrevocable, perpetual, fully paid-up, worldwide right and license to use, and to authorize third parties to use, in all media the footage for: (1) news and information purposes, (2) promotion of the national team, and competition(s) in which Athlete compete, (3) promotion of the national team, and (4) promotion the sport of Taekwondo sue or authorize the commercial use of the footage in any manner that would imply Athlete's endorsement of any company, product, or service, without Athlete's express written permission.

16. Promoting of the Team

- a. *Participation in Media Sessions.* Athletes agree to participate in media sessions including photo shoots, as reasonably requested by USA Taekwondo, to promote a competition in which Athlete is participating.
- b. *Appearances for USA Taekwondo.* Athlete agrees to make two (2) personal non-commercial appearances for USA Taekwondo without remuneration except for reasonable travel costs. Such appearances will not interfere with Athlete's training, preparation, or competitions.
- c. *Autographed items.* Athlete shall autograph up to 25 non-sponsor branded items, provided by USA Taekwondo at its expense, which USA Taekwondo may use to promote the sport and its mission, such as for thank you gifts, auctions, etc.
- d. *Promotional Efforts.* Athlete shall, on his/her personal web site and on social media sites (including without limitation Facebook and Twitter), promote USA Taekwondo collaboratively and in good faith. With respect to Facebook, Twitter, and other social media applications that may develop, Athlete agrees to list USA Taekwondo as a friend and to include the USA Taekwondo logo in appropriate places.



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17. **Athlete Personal Sponsors.** Athlete may not use or authorize the use of the USA Taekwondo's intellectual property, including use of photographs, films, or videos of Athlete in USA Taekwondo apparel or equipment, or the marks and logos of the USA Taekwondo, or terms containing national team without the express written permission of USA Taekwondo.
18. **Team Apparel.** Athlete will wear designated USA Taekwondo apparel at all official Team functions and events, and will not conceal or cover-up any USA Taekwondo sponsor, supplier, or licensee brand or other identification appearing on USA Taekwondo apparel. Team apparel issued by USA Taekwondo may not be sold or traded until after new apparel is issued or the Athlete's term with USA Taekwondo has expired and will not be renewed. No other logos are permitted on Team Uniform: Athlete is not permitted to add to the official National Team uniform any trade name, trademark, name, logo, or any other identification of any person, company, or business unless expressly provided for in this Agreement or a written waiver.

II. Obligations of USA Taekwondo

USA Taekwondo agrees to perform the following duties and obligations:

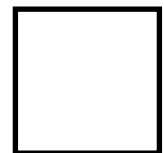
1. **Respect for Athlete's Training.** In carrying out its duties and activities under this Agreement, USA Taekwondo shall be respectful of, and shall use reasonable efforts to avoid interfering with Athlete's training and competition schedules.
2. **Use of Image.** In no event will USA Taekwondo use or authorize the use of Athlete's name, picture, likeness, voice, and biographical information for the purpose of trade, including any use in a manner that would imply Athlete's endorsement of any company, product, or service, without athlete's express written permission.
3. **NGB Support Staff.** USA Taekwondo, through its office staff, shall be available to Athlete to coordinate all NGB/Athlete activities, including programs of the USOC and its training centers.
4. **Compensation.** Provided that Athlete complies with all of the terms and conditions set forth in this Agreement and established by the USOC, USA Taekwondo shall submit to the USOC the required documentation for the Athlete to receive the compensation for which Athlete qualifies.
5. **Agents.** USA Taekwondo shall not prevent Athlete from hiring or retaining an agent.
6. **USA Taekwondo Sponsors.** Athlete is strongly encouraged, but not required, to support or sign with USA Taekwondo sponsors.



7. **Corporate Sponsor Networking Events.** USA Taekwondo shall use its commercially reasonable efforts to develop corporate sponsor networking events, and Athlete and their agent may participate in such corporate networking events for the purpose of meeting potential personal sponsors.
8. **Athlete's Personal Endorsements.** USA Taekwondo shall not require Athlete to reveal the details of any personal sponsorship agreement other than the name of the company. Athlete shall not be required to give USA Taekwondo right of first refusal for any of USA Taekwondo's sponsors regarding a personal contract with individual Athlete.
9. **Team Apparel.** If and when Athlete is invited or assigned by USA Taekwondo to participate in national or international competitions or activities USA Taekwondo will provide Athlete with Team apparel if possible.
10. **Personal Performance Gear.** USA Taekwondo will not prevent athlete from using personal performance gear, as defined by the USOC, of his/her choice in competitions and training. Further, USA Taekwondo shall not require Athlete to cover up a manufacturer logo on Personal Performance Gear, as long as it complies with the relevant IOC or World Taekwondo Federation rules regarding size and placement.

III. Additional Terms of Agreement

1. **Term.** This Agreement must be signed in its original state and shall commence as of the Effective Date and shall continue through and include December 31, 2019, unless earlier terminated as set forth in Section III., 4.
2. **Suspension or Dismissal.** Failure to comply with any of the contract provisions may lead to disciplinary action against Athlete as solely determined by Team Management, i.e., coaches, medical and administrator. This is not a system of progressive discipline. Nothing herein shall require USA Taekwondo to impose any one of the penalties prior to the institution of a more severe penalty. USA Taekwondo, in its sole discretion, shall select the penalty appropriate to the particular violation of the contract. Any action taken shall be applied fairly and equitably to all parties involved. Athletes do have the right to a hearing if they so desire. The disciplinary action taken can include:



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- a. Verbal warning and written warning.
 - b. Repayment of all costs associated with event and/or a financial penalty.
 - c. Suspension from team or competition.
 - d. Dismissal from the team trip or training camp. All costs in returning a dismissed athlete home will be the sole responsibility of the athlete.
 - e. Athlete stipend reduction and/or forfeiture.
 - f. Elimination from future USA Taekwondo events.
3. **Suspension of Activities.** USA Taekwondo acknowledges that, from time to time, Athlete may desire to take an extended break from training. If Athlete desires to suspend training for a period of longer than one (1) week, Athlete acknowledges and agrees that USA Taekwondo may suspend the delivery of benefits to Athlete under this Agreement unless Athlete has first obtained the prior written approval of USA Taekwondo to continue the benefits while Athlete is not training.
4. **Dispute Resolution.** The Parties agree that any dispute under this Agreement shall first be addressed by good-faith negotiation of the Parties. If a dispute involving a breach, act, omission or interpretation of this Agreement is not resolved by good faith negotiation, the dispute shall be resolved by a hearing under the grievance procedures in the Bylaws of USA Taekwondo.
5. **AAA.** Any dispute between the parties shall be resolved by arbitration administered by the American Arbitration Association under their Commercial Rules.
6. **Legalities.**
- a. *Nature of the Parties Relationship.* It is expressly understood and agreed that, in the performance of this Agreement, USA Taekwondo and Athlete shall be independent contractors, free from control of each other except as specified in this Agreement.
 - b. *Intellectual Property and Ownership.* Nothing contained herein will be construed as an assignment or grant to Athlete of any right, title or interest in or to USA Taekwondo's trademarks, or in or to any copyright or other right in and to USA Taekwondo's materials. Likewise, nothing contained herein will be construed as an assignment or grant to USA Taekwondo of any right, title, or interest in or to Athlete's image and personality rights.



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- c. Notices. Any notice required or permitted to be delivered under this Agreement shall be in writing and shall be deemed properly delivered on the earlier of the actual receipt, one day after being sent via electronic mail, or three days after the date deposited in the U.S. Mail, by first class mail, addressed to the recipient at the Athlete's address set forth. Athletes are required to keep USA Taekwondo updated on any change of address throughout the year.
- d. Force Majeure. If for any reason outside a Party's reasonable control, including without limitation strikes, boycotts, war, acts of God, labor troubles, riots, acts of terrorism, delays of commercial carriers, restraints of public authority, or for any other reason, similar or dissimilar, beyond either Party's control, a Party is unable to perform its duties and obligations hereunder such failure to perform will not be considered a default under this Agreement, and such Party will not be liable for the failure to deliver the corresponding benefits and privileges.
- e. Entire Agreement. This Agreement, together with any attachments hereto, contains the entire agreement and understanding of the parties and supersedes all prior agreements and understanding, whether verbal or written, with respect to the subject matter hereof and any such other agreements or understanding are hereby revoked.
- f. Waiver. A failure on the part of either Party to exercise any right, remedy, power, or privilege under this Agreement will operate as a waiver thereof. No waiver will be effective unless it is in writing and signed by the Party granting such waiver.
- g. Severability. If any provision of this Agreement is determined to be invalid by a court of competent jurisdiction, that determination will in no way affect the validity or enforceability of any other provision herein.
- h. Governing Law. The terms of this Agreement and any dispute between the Parties shall be governed by and interpreted in accordance with the laws of the State of Colorado.



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The signatures of the parties below indicate their willingness to be bound by the terms of this Agreement.

ATHLETE:

Signature of Athlete _____ Date _____

Printed Name of Athlete _____

Athlete DOB _____ Address _____

City _____ State _____ Zip _____

PARENT/GUARDIAN CERTIFICATION (Athletes under the Age of 18 as of Effective Date):

Signature of Parent or Guardian _____ Date _____

Printed Name of Parent or Guardian _____

Relationship to Athlete _____

USA Taekwondo:

By: _____ Date _____



ADDENDUM A

Code of Conduct/Athlete Pledge

I pledge to uphold the spirit of the USA Taekwondo Code of Conduct (the “Code”), which offers a guide to my conduct as a member of the USA Taekwondo (the “Team”). I acknowledge that I have a right to a hearing if my opportunity to compete is denied or if I am charged with a violation of this Code.

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

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

- Will abide by all published rules related to the Team selection procedures as approved by USA Taekwondo;
- 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 abide by the weigh issues policy of being no more than 5% overweight five (5) days before competition and will make weight at official weigh-in;
- Will submit to a physical examination by USA Taekwondo medical personnel if my ability to compete is compromised due to physical injury and I understand that such injury may be cause for my not being selected to the Team, being removed from the Team, or not being allowed to participate if I remain on the Team;
- Will not commit an anti-doping violation as defined by the International Olympic Committee (IOC), the World Taekwondo Federation, the World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA) or the United State Olympic Committee (USOC) rules;
- Am not currently serving a doping violation and/or do not have a pending or unresolved doping charge;
- 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;
- Understand that if I require legal representation because I am accused of criminal misconduct or an anti-doping violation, or if for any other reason I require the services of an attorney, I will be personally responsible for payment of such legal fees and expenses;
- Will not participate or assist in any gambling or betting activities associated with any event related to my sport or my participation;



- Am eligible to compete under the rules of the World Taekwondo;
- Am in possession of a valid USA passport that will not expire prior to six months following the conclusion of the international competition, should I be chosen for an international team that requires a passport;
- 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 written rules, including by way of example, rules regarding curfew, required attendance at team meetings, consumption of alcoholic beverages and prohibitions on the release of confidential team information;
- Will abide by the rules of the World Taekwondo concerning allowable trademark identification on clothing and equipment worn or used in competition or on visible body tattoos;
- Will act in a way that will bring respect and honor to myself, my teammates, USA Taekwondo and the United States; and
- Will remember that, at all times I am an ambassador for my sport, my country and the Olympic Movement.

Athletes that chose not to follow the code of conduct will receive a punishment that will include but not limited to; First Offense – Suspension from team travel and competitions and reimbursement by athlete to USAT for team and travel expenses. Second Offense – Removal from National Team, Third Offense – will include punishments from the first and second offense and possible suspension or banishment from all USA Taekwondo sanctioned competitions.



ATHLETE OMBUDSMAN

I may contact the USOC Athlete Ombudsman, at 719.866.5000 or kacie.wallace@usoc.org for further information regarding my rights under this Code that are not answered by USA Taekwondo.

PARTICIPANT'S AFFIRMATION

I have read and accept this Code of Conduct. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of being selected to participate as a member of the Team.

Signature _____ Date _____

Print Name _____

Guardian Signature (if under 18) _____ Date _____

Print Name and relationship (Guardian)
