

USA Team Handball National Team
ATHLETE SELECTION PROCEDURES
2019 Pan Am Games
August 29, 2017

I. SELECTION SYSTEM

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

1.1.1. Nationality and Passport requirements:

Athletes must be a national of the United States at the time of nomination and hold a valid U.S. passport that will not expire for six months after the conclusion of the Games.

1.1.2. Minimum International Federation (IF) and/or Pan American Team Handball Federation (PAG o 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 Handball Federation (IHF) and/or Pan American Team Handball Federation (PATHF) standards for participation:

Upon notification by the Governing Bodies, USA Team Handball will immediately post the standards on the USA Team Handball Web Page, at www.usateamhandball.org.

1.1.4. Other requirements (if any):

Athletes must be members of the USA Team Handball "USATH", in good standing.

1.2. Tryout Events:

USATH Selection criteria is a dynamic process whereby all available and eligible athletes are continuously assessed in all below listed activities, including upcoming activities as posted on the USATH web page. Beginning January 1, 2017, through June 1, 2019, all athletes will be continuously encouraged to tryout for the USATH Men's and Women's National Teams and residency program.

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

Observation and Evaluative Events:

From the start of the 2017 through June 1, 2019

- 2017, 2018, and 2019 USA Team Handball Men’s or Women’s Tryouts Camps;
- 2017, 2018, and 2019 Collegiate National Championships;
- 2017, 2018, and 2019 USA Team Handball Open (Club) Championships;
- Participation as a USATH MNT or WNT team member during any international competitions, including friendly competitions, during 2017, 2018, 2019;
- Any domestic or international events, from January 2017 through June 1, 2019, in which one (1) or more of the Teams (including Youth National Teams and Junior National Teams) participates.
- Men’s or Women’s National Team Resident Program activities

1.2.2. Provide event names, dates, locations and description of how athletes qualify for any “preliminary or qualifying” events or procedures that are prerequisites to attend any of the trials, events or camps listed above.

The events at which athletes will be evaluated are subject to change. Dates for any events, trials or camps will be announced and posted on USA Team Handball’s website, www.handball.teamusa.org., at least 30 days prior to the commencement of the event, trials or camps. The athletes will be advised of any change in events at which they will be evaluated at least fourteen (14) days prior to such event.

Ongoing Screening and Selection to the National Team Pool:

From time to time, one (1) or more members of the Men’s or Women’s National Team Selection Committee, “MNTSC” or “WNTSC,” will observe athletes at various events including but not limited to all levels of handball competitions and events, interscholastic and collegiate handball competitions and events, club or league handball events, and events coordinated/sanctioned by USA Team Handball. Observation by members of the selection committee at such events is solely for the purpose of general scouting. Athletes identified through the ongoing screening process, who perform at the level competitive in the current international field, will be considered for placement in the USATH Men’s or Women’s National Team residency program. The selection member present at an “Ongoing Screening Event” will submit a written report of their observations to the remaining members of the selection committee, or participate in a discussion of the athlete’s performance with other members of the selection committee. Athletes who merit invitation to the National Team Pool may be invited to participate as a member of the Residency Program by the MNT or WNT Head Coach.

It has happened that dual citizen and exceptional athletes (exceptional by virtue of their current competition level, participation in a 1st, 2nd, or 3rd division European League, or by virtue of a physical/skill evaluation and referral), including some athletes who may be currently unknown to USATH, will surface and will be contacted regarding their desire to be considered for the USA Team Handball National Team Pool and Residency Program. In these circumstances, the athletes

will be directed to participate in one of the events where they can be evaluated. If this is not possible, a special tryout might be arranged at a time and place mutually agreed upon.

During 2017 through June 1, 2019, USA Team Handball will conduct multiple open tryouts. Notice of the tryout dates and locations are posted on the USA Team Handball website at least thirty (30) days prior to the date of the first tryout. During the tryout, athletes participate in various handball tests, activities, and competitions according to the USA Team Handball National Team Tryout's Athlete Guide, see www.handball.teamusa.org. One (1) or more members of the MNTSC or WNTSC will observe the athletes for the purpose of evaluating the athletes with respect to the set forth Selection Criteria. Players meeting the minimum standards set forth in the USA Team Handball National Team Tryout's Athlete Guide, will be considered for assignment to the USATH Team Handball National Team Pool. The MNTSC or WNTSC members present at an Open Tryout Event may submit a written report of their evaluations to the remaining members of the MNTSC or WNTSC, or participate in a debriefing with other members.

Athletes may also qualify by participating in activities of the 2017 USA Team Handball Men's or Women's National Team Pool; 2017, 2018, and 2019 Collegiate National Championships; 2017, 2018, 2019 USA Team Handball Open (Club) Championships; 2017, 2018, 2019 USA Team Handball Men's or Women's National Team tryouts, and international competitions, as well as friendly competitions; any domestic or international events, though June 1, 2019, in which one (1) or more of the Teams (including Youth National Teams and Junior National Teams) participated.

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

Pending pan American Games qualification, the United States will participate in the upcoming 2019 Pan American Games. The members of the USATH Men's or Women's National Team will be selected using the selection criteria contained in these procedures. Please note, selection to the Team does not ensure a position on the 2020 USA Team Handball Olympic Team should the United States qualify. The maximum allowable number of players will be selected.

The following athletes are eligible for selection to the 2019 Pan American Games Team:

- Athletes must be eligible for nomination to the USA Team Handball Men's or Women's National Team per Section 1.1;
- Athletes who have been selected as a member of a USA Team Handball Men's or Women's National Team(s), during the period commencing in January 1, 2017 through the day of selection;
- Athletes invited to a USA Team Handball Regional or Training Camp during 2017-2019 period;
- Athletes identified through the ongoing screening process described, and

selected for inclusion in the MNT or WNT residency program.

- Members of the National Team Pool.

Participation in any USA Men's or Women's National Team activities does not guarantee selection to the USA Men's or Women's National Team, the 2019 Men's or Women's Pan American Games Team, or 2020 USA Team Handball Men's or Women's Olympic Team.

Observations and Evaluations of Athletes.

At the Evaluative activities described above, one (1) or more members of the MNTSC or WNTSC will observe and evaluate athletes. Observation and evaluation duties may be divided among the members of the MNTSC or WNTSC and each member's observations will be reported to the other members of the committee. Athletes will be observed and evaluated in accordance with procedures outlined herein using the Selection Criteria. It is intended that the observation and evaluation of athletes will be an ongoing process.

As indicated in these Selection Procedures, it is possible that each athlete being considered in selection for a Team may not have been observed at the same Evaluative Events or as many Evaluative Events as other athletes also being considered for that particular Team.

Selection Criteria:

In selecting athletes to be members of the Teams, the MNTSC or WNTSC will consider information, specifically observation and statistical evaluation, of both objective and subjective nature, that pertains to the criteria listed on Attachment A in the categories of Offensive Performance, Defensive Performance, Goalkeeping Performance, Psychological Skills and Other Considerations (the "Selection Criteria"). The selection procedure of a team handball player has to concern itself with the individual's overall performance and his/her contribution to the performance of the team as a whole in interaction with the other players.

2. DISCRETIONARY SELECTION (if applicable)

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

The sport of team handball is not a measured or timed event. In the selection of athletes who will compete together as a team, it is difficult to make selection decisions based solely upon objective criteria. The fact that various positions on the team (wing, backcourt, pivot, goalkeeper, defensive specialist) require different physical and mental attributes has to be considered. It is the belief of the MNTSC and WNTSC that considering the mix of Selection Criteria which includes subjective components in evaluation of performance ability and other listed considerations, will result in selection of the best athletes, who will work together as an effective team, to continue the success of this program.

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

See criteria listed above in 1.3.

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

The USA Team Handball Selection Committees, which includes a minimum of 20% of athlete representation, is responsible for making all athlete selections for the Pan American Teams, subject to final approval by the USATH CEO.

Men's National Team Selection Committee:

Name	Position
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1. Javier Garcia-Cuesta, USATH MNT Head Coach
2. Christian Latulippe, USATH WNT Head Coach
3. Mark Ortega, Special Assistant to the Head Coach, USATH MNT
4. David Gascon, High Performance Director
5. David Thompson, Athlete Representative

Women's National Team Selection Committee:

Name	Position
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1. Christian Latulippe, USATH WNT Head Coach
2. Javier Garcia-Cuesta, USATH MNT Head Coach
3. Mark Ortega, Special Assistant to the Head Coach, USATH MNT
4. David Gascon, High Performance Director
5. David Thompson, Athlete Representative

2.3.1. Potential Conflicts of interests:

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 may be removed as a nominee for any of the following reasons, as determined by USA Team Handball:

3.1.1 Voluntary withdrawal. Athlete must submit a written letter to the USA Team Handball CEO.

3.1.2. Injury or illness as certified by an approved USA Team Handball physician (or medical staff). If an athlete refuses verification of his/her illness or injury by an approved USA Team Handball physician (or medical staff), 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 USA Team Handball's Code of Conduct (Attachment B).

3.1.5. An athlete selected as a member of the 2019 Pan American Games Team, may be recommended for removal from the Team by the MNTSC or WNTSC for any action determined by the selection committee to be detrimental to a Team, USA Team Handball or any USA Team Handball athlete, coach or staff. If an athlete is recommended for removal from the Team, he will receive written notification of such removal recommendation from the selection committee in advance of the USATH CEO approval of his or her removal.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per USA Team Handball's Bylaws, Article 15 or 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 USATH, PATHF, IOC, PASO, 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:

When the MNTSC or WNTSC makes their final selection for the Team(s), they will name a number of athletes as replacement athletes, from which replacement players will be selected.

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

When the MNTSC or WNTSC makes their final selection for the Team(s), they will name a number of athletes as replacement athletes, from which replacement players will be selected. Replacement athletes will be selected in a manner consistent with the process and criteria in Sections 1.3 and 2, based on the overall needs of the team.

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

When the MNTSC or WNTSC makes their final selection for the Team(s), they will name a number of athletes as replacement athletes, from which replacement players will be selected. Replacement athletes will be selected in a manner consistent with the process and criteria in Sections 1.3 and 2, based on the overall needs of the team.

5. SUPPORTING DOCUMENTS

USA Team Handball 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 Ceremonies 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:

USATH athletes, as a condition of participation, must sign USATH's Code of Conduct (Attachment B).

7. PUBLICITY/DISTRIBUTION OF PROCEDURES:

The USATH approved Selection Procedures (complete and unaltered) will be posted/published by USA Team Handball in the following locations:

7.1. NGB/PSO Web site: www.handball.teamusa.org.

7.2. NGB/PSO Official Publication (if any): Not Applicable

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:

June 2, 2019.

9. MANDATORY TRAINING AND/OR COMPETITION

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

A mandatory training program will be created for the Team in preparation for the 2019 Pan American Games. Once the program is developed, affected athletes will be informed as soon as possible, but no later than 30 days prior, regarding mandatory training, competition and event. Each member of a Team is expected to participate in the program of training developed.

All requests for waivers from participation in mandatory events must be presented to the MNTSC or WNTSC in writing prior to the event. As soon as practical after receipt of the request, the MNTSC or WNTSC will review the request and approve or deny it. All waivers must be granted by the MNTSC or WNTSC in writing.

10. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IOC, 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, PASO, WADA, IF, USADA and USOC Rules, as applicable.

11. DEVELOPMENT OF SELECTION PROCEDURES

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

1. David Gascon, High Performance Director;
2. Javier Garcia-Cuesta, USATH MNT Head Coach;
3. Christian Latulippe, USATH WNT Head Coach;
4. David Thompson, Athlete Representative;
5. Sarah Gascon, Athlete Representative Alternate
6. Michael Cavanaugh, USATH CEO.

12. NGB/PASO BYLAWS AND GRIEVANCE PROCEDURES

The USA Team Handball Bylaws and Grievance Procedures can be found at:

www.handball.teamusa.org

13. INTERNATIONAL DISCLAIMER

These procedures are based on PATHF, IOC, PASO, as applicable, and/or International Handball Federation rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC, PASO, as applicable, and/or International Handball Federation rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USA Team Handball. 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.


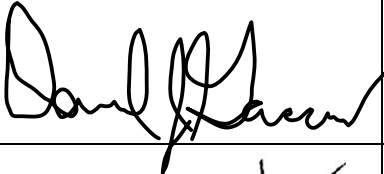
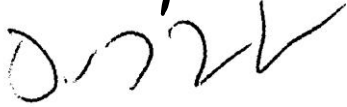
14. ATHLETE OMBUDSMAN

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

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

15. NGB SIGNATURES

I certify that I have read and understand the standards/criteria set by our IF (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 NGB.

Position	Print Name	Signature	Date
NGB CEO	Michael D. Cavanaugh		June 1, 2017
National Team High Performance Director	David J. Gascon		June 1, 2017
USOC Athletes' Advisory Council Representative*	David Thompson		June 1, 2017

*Signature by the AAC Representative constitutes that he/she has read and understands the Selection Procedures and certifies that the Selection Procedures submitted represent the method approved by the NGB/PSO. If the AAC Representative reads and does not agree with the Athlete Selection Procedures being submitted by the NGB/PSO, he/she may submit those reasons in writing to his/her Sport Partnerships Team or U.S. Paralympics representative.

* 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

Criteria for Consideration

The criteria are not listed in any priority.

Years playing other sport, (identify) at an elite level

Preferred Hand Left Hand Right Hand Team

Preferred Position Left-Wing Circle/Pivot Left-Back Center-Back Right-Back Right-Wing Goalie

Size

Individual Offensive Skills:

Ball Handling (pass/catch/dribble)

Footwork /Positioning X Faking / Setting Picks X Throwing (Ground / Jump/ Situation) X 1-on-1 situations

Passing (Goalkeeper) – Short /Long X

Individual Defensive Skills

Comments Footwork / Positioning 1-on-1

Blocking (court players)

Checking / Intercepting

Blocking (GK) – High Shots (Goalkeeper)

Blocking (GK) – Mid Shots

Blocking (GK) – Low Shots

Blocking (GK) – Wing Shots

Tactical Offensive Skills:

Decision: 1-on-1 to throw and/or pass

Changing Positions / Crossing

Attacking the Gaps / Creating Overload

Court Vision and Anticipatory Skills

Game Knowledge and Usage

Interaction with neighbor/team

Tactical Defensive Skills:

Give over/take over

Court Vision and Anticipatory Skills

Game Knowledge Interaction with neighbor/team

Psychological Skills and Factors:

Motivation

Self-confidence

Handling pressure/defeats/victories

Discipline / Attitude

Other Factors:

Strength & Conditioning

Teamwork & Leadership

Versatility: Offense / Defense

Communication & Interpersonal Skills

Organizational & Instructional Skills

Attachment B

USA Team Handball Code of Conduct

ATHLETE PLEDGE I pledge to uphold the spirit of the USA Team Handball Code of Conduct (the “Code”), which offers a guide to my conduct as a member of the USA Team Handball National Team (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 the Team, I hereby promise and agree that I will abide by all rules related to the Team selection procedures as approved by USA Team Handball; 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 Handball Federation (IHF) 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; am eligible to compete under the rules of IHF; 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, including by way of example, rules regarding curfew and required attendance at team meetings; am aware that USA Team Handball sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, I will wear designated USA Team Handball apparel at all official Team functions and events; will not conceal or cover-up any USA Team Handball sponsor, supplier or licensee brand or other identification appearing on my USA Team Handball apparel; agree to be filmed and photographed by the official photographer(s) and network(s) of USA Team Handball under conditions authorized by USA Team Handball and give event organizers and USA Team Handball 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 Team Handball 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 USA Team Handball apparel or equipment or the use of the USA Team Handball logo for the purpose of trade, without the prior written consent of the USA Team Handball (which consent shall not be unreasonably withheld); will act in a way that is consistent with team unity and cohesiveness, and commit to not using my position with the USATH National Team for which I was selected to advance a personal agenda, whether financial, political, or personal, and will bring respect and honor to the United States , USA Team Handball, my teammates and myself , and will remember that at all times I am an ambassador for my sport, my country, and the Olympic Movement.

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 Team Handball.

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.

_____ Participant _____ USA Team Handball Representative

_____ Signature Date

_____ Guardian (if participant under 18)