

USA Team Handball
Athlete Selection Procedures
2019 ANOC WORLD BEACH GAMES
14 July 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 at the time of selection to the team.

Athlete must meet the Safe Sport and Background Check Policies of USA Team Handball and USOPC.

Athlete 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), standards for participation:

Any competitor in the ANOC World Beach Games must be a national of the country of the National Olympic Committee (NOC) which is entering such competitor.

1.1.3. Minimum International Federation (IF) standards for participation (if any):

Athletes must be eligible under the rules of the International Handball Federation, see www.ihf.info. An athlete must be a national of the country they represent and may not have any imposed code of conduct or doping suspension in place at the time of the nomination. Athletes must be at least 16 years of age to be eligible for selection to the team.

1.1.4. Other requirements (if any):

- Athletes must be a member in good standing of USA Team Handball, have no USADA, no Code of Conduct, or Safe Sport violations.
- Athletes must have successfully completed all Games Registration requirements by stated deadline, 15 July 2019.

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.

USA Beach Handball 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.

- 1.2.2. USA Team Handball will host an Open Tryout for the World Beach Games (at least 30 days in advance of the Games):

Tryouts: Men's Beach Handball ANOC World Championships Team

Date: July 7, July 21

Location: Hermosa Beach, CA

Address: 211 Yacht Club Way, Redondo Beach, CA 90277

Start Time: 9:00am

Tryouts: Women's Beach Handball ANOC World Championships Team

Date: July 7

Location: Long Beach, CA

Address: 4000 E. Olympic Plaza, Long Beach, CA

Start Time: 9:00am

Date: July 21

Location: Hermosa Beach, CA

Address: 211 Yacht Club Way, Redondo Beach, CA

Start Time: 9:00am

- 1.2.3. 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).

Athletes who are unable to attend published tryout events, may request evaluations individually through online tools and video, please contact the National Team Beach Handball Coach(s) contact at email address:

Men's Beach Handball National Team Coach, Michael Hinson:

hinson@usateamhandball.org

Women's Beach Handball National Team Coach, Juliano Oliveira:

juliano@usateamhandball.org

- 1.3. Provide a comprehensive, step-by-step description of the method that explains how athletes will go through the selection process. The maximum number of athletes selected for the team will 10 for the women's team and 10 for the men's team.

In selecting athletes to be members of the Teams, the Men's or Women's National Team Beach Handball Selection Committee, "MNTBHSC" or "WNTBHSC," will consider information, specifically observations and statistical evaluations, both objective and discretionary data will be utilized. The following information will be used to evaluate athletes: running in sand, quickness, jumping ability, throwing skills and physical fitness. Additionally, competencies in the categories of offensive performance, defensive performance, goalkeeping performance, psychological attributes, and teaming skills will be taken into consideration.

Other 'Selection Criteria' for the "MNTBHSC" or "WNTBHSC," will include evaluating athletes during competitions, the individual's overall performance and his/her contribution to the performance of the team as a whole, and in interaction with the other players at training camps and competitions.

Members of the Men's or Women's National Team Beach Handball Selection Committee, "MNTBHSC" or "WNTBHSC," will observe athletes at various events (these may include beach and indoor court handball) 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 scouting and screening process, who perform at the competitive level in the current international field, may be considered for placement in the USATH Men's or Women's National Team Beach Handball Athlete Pool. 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 Beach Handball Training Camp Program by the Beach Handball MNT or Beach Handball WNT Head Coach.

It has happened that American citizens playing handball in club systems in Europe and/or exceptional athletes (exceptional by virtue of a physical/skill evaluation and referral), may become known to USA Team Handball and the members of the Beach Handball Selection Committees, Men or Women. Some athletes may be become known by virtue of their current competition level and participation in a 1st, 2nd, or 3rd division European League, may be contacted regarding their desire to be considered for the USA Team Handball National Team Pool which include Beach Handball Athletes. 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.

2. DISCRETIONARY SELECTION (if applicable)

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

The sport of beach 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, etc.) require different physical and mental attributes has to be considered. It is the belief of the “MNTBHSC” or “WNTBHSC,” that considering the mix of selection criteria which includes objective and discretionary components, evaluation of performance ability and other listed attributes, will result in the selection of the best athletes, who will work together as an effective team, to continue the success of the 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’ titles currently serving on the committee:

Men’s Beach Handball National Team Selection Committee		
Name	Title	Role
Michael Hinson	Men’s Beach Handball National Team Head Coach	Chairman
Juliano de Oliviera	Women’s Beach Handball National Team Head Coach	Member
Jamil Abdalla	Women’s Beach Handball Assistant Coach	Member
David Thompson	Athlete’s Advisory Committee Representative	Member
Barry Siff	USA Team Handball, CEO	Member

Women’s Beach Handball National Team Selection Committee		
Name	Title	Role
Juliano de Oliviera	Women’s Beach Handball National Team Head Coach	Chairman
Michael Hinson	Men’s Beach Handball National Team Head Coach	Member
Lisa Dunn	Women’s Beach Handball Assistant Coach	Member
Sarah Gascon	Athlete’s Advisory Committee Representative	Member
Dee Miller	USA Team Handball, Board of Directors	Member

- 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.

Selection Committee members will be presented the USA Team Handball Conflict of Interest Policy and will be asked to sign the Policy document to verify he/she understands and agrees to follow the Policy.

3. REMOVAL OF ATHLETES

- 3.1. Prior to entry by name to the Local Organizing Committee by the USOC, USA Team Handball has jurisdiction over potential nominees.

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

- 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the USA Team Handball CEO/Executive Director.
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by the USOPC. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by the USA Team Handball, 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 A).
- 3.1.5. If NGB has any other specific reason, list those reasons here.

An athlete selected as a member of the 2019 Beach World Championship Team, may be recommended for removal from the Team by the

“MNTBHSC” or “WNTBHSC,” in consultation with the CEO, 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/she will receive written notification of such removal from the selection committee.

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 USA Team Handball 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:

When the “MNTBHSC” or “WNTBHSC makes their final selection for the Team, they will name a number of athletes as alternates/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.
 - 4.1.1. Prior to submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:
Replacement athletes will be selected to replace a previously nominated athlete(s) based on the overall needs of the team. The selection shall be made based upon the selection criteria in Sections 1.3 and 2.
 - 4.1.2. After submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:
Replacement athletes will be selected to replace a previously nominated athlete(s) based on the overall needs of the team. The selection shall be

made based upon the selection criteria in Sections 1.3 and 2. And the Late Athlete Replacement Policy in force for the Games.

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 Ceremony of the Games.

6. REQUIRED DOCUMENTS

In addition to the USOC Code of Conduct, the following documents are required to be completed and signed by an athlete as a condition of nomination to the World Beach Games:

- USOPC directed background check
- Completion the US Center for Safe Sport Mandatory Training Modules
- USADA Training

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

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

- 7.1. USA Team Handball Web site: www.usateamhandball.org

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

- 7.2. Other:

8. DATE OF NOMINATION

The Nomination of Athletes form, including replacements, will be announced to all athletes and submitted to the USOPC on or before: 30 July 2019

9. MANDATORY TRAINING AND/OR COMPETITION

Specify the location, schedule and duration of mandatory training and/or competition (if any):

No mandatory training camp will be required prior to the ANOC World Championships. However, all athletes selected for the team will be required to consistently maintain a high level of fitness and ensure his/her skill level does not diminish because of the lack of mandatory team training camp.

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 (include names and titles) was responsible for creating these Selection Procedures:

- Dee Miller, Co-chair, USA Team Handball, Board of Directors
- Barry Siff, CEO, USA Team Handball
- Mellissa Oliveira, Women's Beach Handball Program Director
- David Thompson, Athlete Advisory Committee Representative

NGB BYLAWS AND GRIEVANCE PROCEDURES

USA Team Handball Bylaws and Grievance Procedures can be found at:
www.usateamhandball.org

12. INTERNATIONAL DISCLAIMER

These procedures are based on IOC 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 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, pursuant to their resubmission to the USOC.



13. ATHLETE OMBUDSMAN

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

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

14. NGB 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 Team Handball.

Position	Print Name	Signature	Date
NGB President or CEO/Executive Director	Barry Siff		14 July 2019
Board of Directors, Co-chair	Dee Miller	<i>Dee Miller</i>	14 July 2019
Beach Handball, Administrator	Mellissa de Oliveira	<i>Mellissa de Oliveira</i>	14 July 2019
USOC Athletes' Advisory Council Representative*	David Thompson		14 July 2019

* 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, 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 must designate an athlete from that sport to review and sign the Selection Procedures.

Attachment A

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 Name (Print): _____

Participant Signature: _____

Signature Date: _____

USA Team Handball Representative: _____

Signature Date: _____

Guardian Signature (if participant under 18): _____

Signature Date: _____