



**USA Team Handball**  
**ATHLETE SELECTION PROCEDURES**  
**2023 Women's Pan American Games Team-Team Handball**  
**October 20, 2022**

**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.

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), International Paralympic Committee (IPC), Pan American Sports Organization (Panam Sports) standards for participation:

Any competitor in the Olympic, Paralympic, Pan American or Parapan American Games must be a national of the country of the National Olympic Committee (NOC) or National Paralympic Committee (NPC) which is entering such competitor. For additional information regarding an athlete who is a national of two or more countries, has changed his or her nationality or acquired a new nationality, refer to the Olympic Charter (Rule 41), the IPC Handbook (Section 2, Chapter 3.1), the Panam Sports Constitution (Article 34.4-7), or the Americas Paralympic Committee bylaws (Chapter 2.4.12 of the IPC Handbook).

1.1.3. Minimum International Federation (IF) and/or Continental Federation (CF) (NAHC and PASO only) standards for participation (if any):

Athletes must be at least 16 years old at the start of competition.

1.1.4. Other requirements (if any):

- Athlete must successfully complete all Games Registration requirements by stated deadline.
- Athletes must meet all health and safety protocols, to include vaccine requirements and/or testing requirements set forth by the government, USOPC, the IF and/or the local organizing committee. Any athlete age 18 or older will be required to undergo a background screen in accordance with the current [USOPC Background Check Policy](#).



- Any athlete age 18 or older as of the Closing Ceremony will be required to remain current with the U.S. Center for SafeSport’s education and training requirements in accordance with the [USOPC Athlete Safety Policy](#).
- Athletes under the age of 18 will be required to take the Safe Sport course for minors.

## 1.2. Tryout Events:

USATH’s selection criteria is a dynamic process whereby all available and eligible athletes are assessed in all below listed activities, including upcoming activities as posted on the USATH website.

### 1.2.1. Event names, dates and locations of all trials, competitions, and camps to be used as part of the selection process:

1. Any official IHF, EHF, NACHC or European Club tournaments from 2019 through June 2023
2. Any USATH sanctioned tournament from 2019 through June 2023
3. 2023 Qualification Play Off Series Versus Canada Home and Away Matches
4. International Weeks: October 24<sup>th</sup> to November 20<sup>th</sup>, 2022, and February 27<sup>th</sup> to March 5<sup>th</sup>, 2023
5. 2023 US Nationals, May 5-7<sup>th</sup>, 2023
6. 2023 College Nationals

The events at which athletes will be evaluated are subject to change. The events above, may used for both, evaluation to the Pool described in 1.2.2. below and to the Pan American Team. Selection to one or more events does not guarantee selection to future events.

Dates for any events, trials or camps will be announced and posted on USATH’s website <https://www.teamusa.org/USA-Team-Handball> at least forty-five (45) days prior to the commencement of the evaluations and events. The athletes will be advised of any change in events at which they will be evaluated at least forty-five (45) days prior to such event.

### 1.2.2. Describe how athletes qualify for the events listed in section 1.2.3



Athletes are selected to the pool by the Women’s National Team Head Coach ( in consultation with the National Teams coaching staff and high performance staff). High Performance staff will evaluate and will collect information about an athlete’s performance from 2019-2023 for placement in the pool.

Athletes who are member of the pool may include the following:

- Athletes selected as a member of a USA Team Handball Women’s National Team
- Athletes identified through performance in professional team handball leagues.
- Athletes identified through collegiate team handball programs
- Athletes identified by submitting sport videos or other relevant data to the National Team coaching and high-performance staff
- Athletes participating in the following events and who are invited to be a part of the national team pool
  7. Any official IHF, EHF, NACHC or European Club tournaments from 2019 through June 2023
  8. Any USATH sanctioned tournament from 2019 through June 2023
  9. 2023 Qualification Play Off Series Versus Canada Home and Away Matches
  10. International Weeks: October 24<sup>th</sup> to November 20<sup>th</sup>, 2022, and February 27<sup>th</sup> to March 5<sup>th</sup>, 2023
  11. 2023 US Nationals, May 5-7<sup>th</sup>, 2023
  12. 2023 College Nationals

The following athletes are eligible for selection to the Women’s Pan American Games Senior Team Pool 2023:

- i. All athletes 16 years of age or older at the start of competition, who bare a US Passport and have competed in a USA Team Handball sanctioned event.
- ii. Athletes who have been selected as a member of a USA Team Women’s Indoor Handball National Team, during the period commencing on January 1, 2019 through the day of selection.
- iii. Athletes invited to a USA Team Indoor Training Camps during the 2019-2023 period.

Participation in any Women’s 2019 to 2023 Indoor National Team activities does not guarantee selection to the Women’s 2023 Pan American Games Team.



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1.3. Step-by-step description of the selection process for these Games (include maximum Team size):

At the Evaluative activities described above, one (1) or more members of the Women's Pan American Games Selection Committee (PAGSC) will observe and evaluate athletes. Observation and evaluation duties may be divided among the members of the PAGSC 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 to the Women's 2023 Pan American Games Team may not have been observed at the same evaluative events or as many evaluative events as other athletes also being considered for the Women's 2023 Pan American Games Team.

Selection Criteria:

In selecting athletes to be members of the Women's 2023 Pan American Games Team, the PAGSC will consider information, specifically observations and statistical evaluations, both objective and discretionary data will be utilized.

1. Preference will be given to those athletes with National Team experience
2. Athletes will be evaluated on competencies in the following areas with additional accounting for level of competitive play:
  - Positive/Negative individual action
  - Positive/ Negative collaboration action
  - Positive/Negative Team action
  - Positive/Negative Specialized action
  - Follow-Up action

**Description of the actions:**

Phases: Attack: Turnovers/Shots/Blocks/Off-Target actions/Penalties

Defense: Defensive Impact Zones, Defensive's duel readiness, Interceptions (dynamic vs static), Collaboration with the goalie, Zonal Collaboration, transformations and permutes.

Goalkeeping: fastbreak initiation, Goal Impact zones' success, Saving percentages

**Technical Gestures per positions:**

- a. Backcourts: Suspension shot, breakthrough actions, 1-on-1 actions, collaboration actions. Positional play readiness, and execution of set plays.
- b. Pivots: adaptability, somatic control, multidimensional receptions, blocks, Ideal use of space, collaboration with first line of attack, and 6 meters shot's efficacy.
- c. Wing: counterattack readiness, aborted fastbreaks, positive fastbreaks' efficiency, corner shots, 1-on-1 actions, transformations to backcourt and to second pivots.



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- d. Goalkeeping: Saving efficacy per goal's zones, effective use of the goal are, efficiency on outside shots, breakthrough shots and through shots, fastbreak initiation, and technical-tactical readiness on 7vs6 situations, use of defense.

**Key Attributes:**

- a. Preferred Hand
- b. Preferred position
- c. International Level Handball Specific Fitness
- d. International Competitive Readiness

**Other Attributes:**

- a. teamwork,
- b. coachability
- c. attitude
- d. mental toughness

On or before the nomination date, the Women's PAGSC will select 14 athletes and replacements per IHF and PASO rules, from among the Pool, to the Pan American Games Team. The selections will be based on the selection criteria (Section 1.3. and Section 2.) and include the cumulative statistical, video tape, written, and observational evaluations from the Women's PAGSC.

**2. DISCRETIONARY SELECTION (if applicable)**

2.1. 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 (offense, goalkeeper, defense) require different physical and mental attributes must be considered. It is the belief of the PAGSC that considering the mix of Selection Criteria, which includes discretionary components in evaluation of performance ability and 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. Define the discretionary criteria to be used (if any):

In selecting athletes to be members of the 2023 Pan Am Games Women's Team, the PAGSC will consider information, specifically observation and statistical evaluation, of both objective and discretionary nature, that pertains to the criteria listed here and in Section 1.3 in the categories of Offensive Performance. The selection procedures of a team handball player has to concern itself with the individual's overall performance and his/her contribution to



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the performance of the team as a whole in interaction with the other players. Cumulative Performance Evaluation, and/or systematic participation will be considered as a fundamental requirement for selection.

- 2.3. Name of the committee that will be responsible for making discretionary selections, along with a complete list of the members' titles:

The USA Team Handball Selection Committees, which includes the requisite minimum of 33.3% percent of athlete representation, is responsible for making all athlete selections for the Pan American Games Team.

Women's Pan American Games Team Selection Committee as of October 20, 2022:

<b>Women's Pan American Games Team Selection Committee</b>	
1. Edina Borsos	Women's Senior National Team Coach
2. Cedar Bellows	Athlete Representative
3. Ebiye Udo-Udoma	Athlete Representative
4. Krista Austin	USATH High Performance Manager (non-voting)

- 2.3.1. Process that will be used to identify and handle any potential conflicts of interest involving a member of the committee:

All members of the selection committee must comply with the NGB/PSO's conflict of interest policy, to include completing and submitting a disclosure form for review by the NGB/PSO's Ethics Committee prior to convening the committee.

Any member of the selection committee who has an actual, possible, or perceived conflict of interest must disclose it to the NGB/PSO's Ethics Committee prior to the start of the selection process and/or recuse him/herself from the review process and/or voting. A conflict of interest exists when a personal, family, financial, professional, club, team or business interest of the committee member poses a direct or indirect relationship, connection, or affiliation, past or present, with an athlete in contention for the applicable team selection that could compromise the committee member's ability to participate in the selection process in an unbiased manner. If a conflict exists, the NGB/PSO's Ethics Committee shall review the conflict and determine the committee member's level of involvement (e.g., whether that committee member must recuse him/herself from participating in discussions and/or voting). For example, if it is determined that a committee member must recuse him/herself from voting, the



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Ethics Committee may still determine that a committee member 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 so long as the committee member with the conflict of interest does not vote toward the final decision. The committee member must not otherwise influence other members of the committee in the selection process.

Additionally, any person (including any potentially impacted athlete or coach of a potentially impacted athlete) with a good faith belief that a committee member has a conflict of interest may report the alleged conflict of interest to NGB/PSO's Ethics Committee. Reports may be made anonymously. No committee member shall retaliate in any way against a person who, in good faith, reports an alleged conflict of interest.

Any recused individual shall be replaced in accordance with the NGB/PSO selection committee appointment process.

### **3. REMOVAL OF ATHLETES**

- 3.1. Prior to entry by name to the Local Organizing Committee by the USOPC, the NGB/PSO has jurisdiction over potential nominees.

An athlete who is nominated to the Team by USA Team Handball may be removed 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/Executive Director.
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by USA Team Handball. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by 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 Code of Conduct (Appendix A).
- 3.1.5. Non-compliance with the eligibility requirements listed in Section 1.1. of these selection procedures.
- 3.1.6. An athlete selected as a member of the Women's Pan American Games Team, may be recommended for removal from the Team by the PAGSC for any action determined by the selection committee to be detrimental to a Team, USA Team



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Handball or any USA Team Handball athlete, coach or staff member. If an athlete is recommended for removal from the Team, he/she will receive written notification of such removal recommendation from the selection committee in advance of the USATH CEO's 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 14 or the USOPC's Bylaws, Section 9.

- 3.2. Once athlete entries have been submitted to the Local Organizing Committee by the USOPC, the USOPC has jurisdiction over the Team, at which time, in addition to any applicable NGB/PSO Code of Conduct, the USOPC's Code of Conduct and Grievance Procedures apply. The USOPC's Code of Conduct is included in the Games Forms made available prior to the respective Games; the USOPC's Grievance Procedures can be found at: [www.teamusa.org/Footer/Legal/Governance-Documents](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, IPC, Panam Sports, APC, WADA, IF, USADA and/or USOPC anti-doping protocol, policies and procedures, as well as the U.S. Center for SafeSport Code, the USOPC Athlete Safety Policy and USA Team Handball's SafeSport policies, as applicable.

#### 4. REPLACEMENT OF ATHLETES

- 4.1. Describe the selection and approval process for determining replacement athlete(s) should a vacancy occur:
  - 4.1.1. prior to submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

The PAGSC will from initial selection, identify potential replacements for each position. The selection committee using the criteria in Sections 1.3. and 2. shall fill the vacancy with an athlete that best meets the criteria needed to fulfill game strategy.

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

The PAGSC will from initial selection, identify potential replacements for each position. The selection committee using the criteria in Sections 1.3. and 2. shall fill the vacancy with an athlete that best meets the criteria needed to fulfill game strategy.





## 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 USOPC Code of Conduct, the documents listed in Appendix A are required to be signed by an athlete as a condition of nomination to the Pan American Games.

## 7. PUBLICITY/DISTRIBUTION OF PROCEDURES

The USOPC approved Selection Procedures (complete and unaltered) will be posted/published by USA Team Handball in the following public location(s):

7.1. NGB/PSO Web site: <https://www.teamusa.org/USA-Team-Handball>.

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

## 8. DATE OF NOMINATION

Nomination of athletes, including replacements, will be announced to all athletes and submitted to the USOPC on or before:

**September 1, 2023**

## 9. MANDATORY TRAINING AND/OR COMPETITION

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

A specific training program will be developed for athletes selected to the 2023 Pan American Games Women's Team. Once the program is developed, affected athletes will be informed as soon as possible, but no later than 30 days prior, regarding mandatory training, or competitions. Each member of the selected Team is expected to participate in the developed program of training.

All requests for waivers from participation in mandatory events must be presented to the PAGSC in writing prior to the event. As soon as practical after receipt of the request, the



PAGSC will review the request and approve or deny it. All waivers must be granted by the PAGSC in writing.

## 10. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IOC, IPC, Panam Sports, APC, WADA, IF, USADA and USOPC anti-doping protocols, policies and procedures, as applicable. This includes participation in Out-of-Competition Testing as required by the IOC, IPC, Panam Sports, APC, WADA, IF, USADA and USOPC rules, as applicable.

## 11. DEVELOPMENT OF SELECTION PROCEDURES

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

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

- a. Edina Borsos, Women's Senior Indoor National Team Head Coach
- b. Krista Austin, High Performance Manager
- c. Ebiye Udo-Udoma, Athlete Representative

## 12. NGB/PSO BYLAWS AND GRIEVANCE PROCEDURES

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

<https://www.teamusa.org/usa-team-handball/about/governance/corporate-documents>

## 13. INTERNATIONAL DISCLAIMER

These procedures are based on IOC, IPC, Panam Sports, APC, as applicable, and/or the International Handball Federation rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC, IPC, Panam Sports, APC, as applicable, and/or your IF/CF 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 may require revisions, pursuant to their resubmission to the USOPC.

## 14. ATHLETE OMBUDS OFFICE



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The Athlete Ombuds Office provides cost-free, independent and confidential advice regarding athlete rights, grievance procedures and any other related guidance pertaining to selection procedures and can assist in mediating disputes between athletes and their NGB/PSO.

To contact the Athlete Ombuds Office:


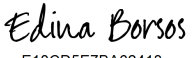

PHONE: (719) 866-5000

EMAIL: [ombudsman@usathlete.org](mailto:ombudsman@usathlete.org)

WEBSITE: [www.usathlete.org](http://www.usathlete.org)

## 15. NGB/PSO 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 NGB/PSO.**

Position	Print Name	Signature	Date
Ryan Johnson CEO/Executive Director	Ryan Johnson	DocuSigned by:  C54F9D3F36D8450...	10/25/2022
Edina Borsos Nat. Team Coach	Edina Borsos	DocuSigned by:  E18CD5E7BA62413	02/11/2022
Mark Ortega USOPC Athletes' Advisory Council Representative*	Mark Ortega	DocuSigned by:  6154DB42639F434...	11/2/2022

\* If the USOPC 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/PSO, he/she may submit those reasons in writing to his/her USOPC Sport Performance Team.

\* If, for some reason, a sport does not have an elected USOPC AAC Representative, the NGB/PSO must designate an athlete from that sport to review and sign the Selection Procedures.



## Appendix A

Policies of USATH that athletes must adhere to can be found here:

[Corporate Documents \(teamusa.org\)](http://teamusa.org)

These policies include the following:

Code of Conduct

Anti-Discrimination Policy

Whistle Blower Policy

Conflict of Interest Policy