



USA TEAM HANDBALL

MEN'S NATIONAL TEAM ATHLETE SELECTION PROCEDURES

IHF Emerging Nations Tournament North American and Caribbean Confederation Phase - 2019

12 March 2019

1. 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 North American and Caribbean Handball Confederation (NorCa) (PAG only) standards for participation (if any):

Athletes must be eligible under the rules of the International Handball Federation, see www.ihf.info. The International Handball Federation requires that athletes are a citizen of the nation they represent and not having any imposed doping suspension in place at the time of the nomination.

1.1.3. Minimum International Handball Federation (IHF) and/or North American and Caribbean Handball Confederation (NorCa) standards for participation:

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

1.1.4. Other requirements (if any):

Athletes must be members of the USA Team Handball "USATH", in good standing. USATH Men's National Team players must be born on or after January 1, 1996. (Note: This requirement can be waived for up to three athletes).

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.

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 Evaluation Events:

Event: Men's National Team Training Camp and Competition
Host: Men's National Team
Location: Salinas, Puerto Rico
Date: December 2018

Event: Men's National Team Training Camp and Competition
Host: Men' National Team
Location: Luxembourg and Israel
Date: January 2019

Event: Men's National Team Training Camp and Competition
Host: Team Handball Club at the Ohio State University
Location: The RPAC at the Ohio State University, Columbus, Ohio
Date: March 2019

Athletes who were unable to attend Men's National Team evaluations, please contact Men's National Team contact Robert Hedin at email address: RobertHedin@usateamhandball.org

Men's Junior National Team contact Julio Sainz at email address: Julio@usateamhandball.org

Men's National Team contact Mark Ortega at email address: Mark@usateamhandball.org

- 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.

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 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. Some athletes may be become known by virtue of their current competition level and participation in a 1st, 2nd, or 3rd division European League, and may be contacted regarding their desire to be considered for the USA Team Handball National Team Pool. 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.

- 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 the maximum team size).

The United States will participate in the upcoming **IHF Emerging Nations Tournament, North America and Caribbean Phase- 2109**. The members of the USATH Men's National Team will be selected using the selection criteria contained in these procedures.

Observations and Evaluations of Athletes.

At the evaluation activities described above, one (1) or more members of the MNTSC Selection Committee will observe and evaluate athletes. Observation and evaluation duties may be divided among the members of the MNTSC 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 for selection for a specific team may not have been observed at the same Evaluation Events or with other athletes also being considered for that particular Team.

Selection Criteria:

In selecting athletes to be members of the Teams, the MNTSC will consider information, specifically observation and statistical evaluation, both objective and subjective data will be utilized. The following are examples information that will be used to evaluate athletes: running speed, quickness, jumping ability, and throwing ability. Additionally, competencies in the categories of offensive performance, defensive performance, goalkeeping performance, teaming skills and psychological attributes will be considered.

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

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 objective and subjective 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 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. Discretionary Selection Committee: 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 Men's Youth National Teams and Men's Junior National Teams, subject to final approval by the USATH CEO.

| Men's National Team Selection Committee | | |
|--|---|-------------|
| Name | Title | Role |
| Robert Hedin | Men's Senior National Team Head Coach | Chairman |
| Julio Sainz | Men's Junior National Team Head Coach | Member |
| Christian Latulippe | Women's Senior National Team Head Coach | Member |
| Mark Ortega | Men's Senior National Team Asst. Coach | Member |
| Sarah Gascon/David Thompson | Athlete's Advisory Committee Representative | Member |

2.3.1. Potential Conflicts of interests:

Individuals who may have a conflict are required to identify themselves and the potential conflict so that the proper remedy may be imposed. If such conflict exists, the selection committee member must recuse him/herself from the committee discussions and voting involving the issue that poses the conflict. 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. The committee member may participate in all matters not involved in the specified conflict of interest.

3. REMOVAL OF ATHLETES:

- 3.1. Prior to acceptance of athletes selected, the USA Team Handball CEO has authority to remove an athlete for cause.

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. Violation of the USA Team Handball's Code of Conduct (Attachment A).
- 3.1.4. An athlete selected as a member of the 2019 Men's National Teams, may be recommended for removal from the Team by the MNTSC 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 an athlete nomination is accepted by the USATH CEO, the CEO will have final authority over the team athletes, and they shall remain in good standing provided they remain in compliance with the USATH Code of Conduct, and all rules, regulations, and requirements of the USOC.
- 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 process by which the replacement pool of athletes will be identified:

When the MNTSC 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.

- 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.

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 completion of the competition.

6. REQUIRED DOCUMENTS:

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

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 Selection:

The Selection of athletes, including replacements, will be announced to all athletes and posted on the USATH website.

The 2019 Emerging Nations Men's National Team, the selection will be made on 15 March 2019.

9. MANADATORY TRAINING DATES:

There are no Mandatory Training Dates set for Men's National Team.

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:

- Dee Miller, Co-chair, USA Team Handball Board of Directors
- Bob Djokovich, Co-chair, USA Team Handball Board of Directors
- Robert Hedin, Senior Men's National Team Head Coach
- Christian Latulippe, Senior Women's National Team Head Coach
- David Thompson, Athlete Advisory Committee Representative

12. NGB/PSO BYLAWS AND GRIEVANCE PROCEDURES:

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

www.usateamhandball.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 athlete.ombudsman@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 |
|---|----------------|--|-----------|
| USATH Interim CEO | Bob Djokovich |  | 03/12/19 |
| USATH Interim CEO | Dee Miller |  | 03/012/19 |
| USOC Athletes' Advisory Council Representative* | David Thompson |  | 03/12/19 |

**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

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: _