

USA TRIATHLON
ATHLETE SELECTION PROCEDURES
2020 SUMMER OLYMPIC GAMES
November 30, 2018
Amended June 17, 2020
Amended April 05, 2021

Note: Following the IOC's announcement that the Tokyo 2020 Olympic Games have been rescheduled to take place July 23 – August 8, 2021, it was confirmed that these Games would still be referred to as the Tokyo 2020 Olympic Games. Therefore, references to the Olympic selection process, Olympic qualification system, Olympic Team and Olympic Games still reflect '2020' in these selection procedures.

Note: "ITU" is now referred to as "World Triathlon" but will not be changed in this document.

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 nomination.

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 Olympic Games must be a national of the country of the National Olympic Committee (NOC) 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).

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

- To be eligible to participate in the Olympic Games Tokyo 2020, all athletes must meet one of the following requirements by June 14, 2021 ~~date TBD*~~ in accordance with the ITU Qualification System for Tokyo 2020 posted at www.triathlon.org/about/downloads/category/qualification_criteria May 11, 2020:
 - Being among the top 140 in the International Triathlon Union (ITU) Individual Olympic Qualification Ranking for qualification places of ITU Mixed Relay Olympic Qualification Ranking, ITU Mixed Relay Qualification Event, ITU Individual Olympic Qualification Ranking and Host Country.

- Being among the top 180 in the ITU World Ranking for the qualification places of ITU World Ranking and Tripartite Commission Invitation.

Current ITU World Rankings and Ranking Criteria are made available at www.triathlon.org/rankings.

June 14, 2021 *The TBD date above signifies the end of the Olympic qualification period as defined by ITU which has not yet been announced. Once known, USA Triathlon will ensure that ITU's timeline is communicated to athletes in a timely manner.

- Minimum standards for ITU participation are posted on the ITU website (www.triathlon.org) or <https://www.teamusa.org/usa-triathlon/elite/elite-athlete-qualification>

1.1.4. Other requirements (if any):

- Must hold a current USA Triathlon Elite License;
- Must abide by all USA Triathlon (USAT), United States Olympic & Paralympic Committee (USOPC), ITU, US Anti-Doping Agency, World Anti-Doping Agency, U.S. Center for SafeSport policies and procedures and be in good standing with these organizations;
- Must comply with ITU Competition Rule 2.4(c) and have physician-signed certification form (PPE) on file with USA Triathlon;
- Must be current with SafeSport Training by completing the SafeSport tutorial as required by the USA Triathlon.
- Athletes must have successfully completed all Games Registration requirements by stated deadline.
- Any athlete age 18 or older will be required to undergo a background screen in accordance with the current USOPC Background Check Policy.

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.

Automatic Selection Event #1: The first selection event will be the 2019 Tokyo [Japan] ITU World Olympic Qualification individual event expected to be conducted on August 15-16, 2019.

Automatic Selection Event #2: The second selection event will-was intended to be the 2020 Yokohama [Japan] ITU World Triathlon Series individual event which was expected to be conducted May 8-9-16, 2020,

however, it was canceled/postponed. The intent is to select a replacement event for Automatic Selection Event #2 following these principles:

- The event would not occur before March 1, 2021.
- The preferred replacement event would be a potential ITU WTS Yokohama event in Spring 2021 if it were to occur prior to the nomination deadline.
- If the preferred event (ITU WTS Yokohama in Spring 2021) will not be possible then there will not be an Automatic Selection Event #2, the USAT Olympic Games Selection Procedures Committee will consider an alternative ITU WTS event in Spring 2021 if the course & timing were deemed appropriate for selection purposes, and if the athletes are able to be provided 90 days' notice of the event.
- Automatic Selection Event #2 must be scheduled by the ITU as a WTS standard Olympic distance event.
- If Automatic Selection Event #2 is not executed by the nomination date or held within expectations as per section 1.3.a.4, then there will not be an Automatic Selection Event #2 and any remaining quotas to be filled will be determined through discretionary criteria as outlined in Section 2.

Discretionary Evaluation Events: 2018 mixed relay events, and 2019 ~~and~~, 2020, ~~and~~ 2021 individual sprint, individual standard distance, mixed relay, and individual super sprint events staged in the ITU draft-legal or similar format (e.g. Super League and Major League Triathlon) contested on or before ~~five (5) days prior to the nomination date (Section 8 below) June 14, 2021 May 17, 2020.~~ All ITU Discretionary Evaluation Events will be posted at <https://www.triathlon.org/events>, and all additional events will be posted at <https://www.teamusa.org/usa-triathlon/elite/elite-athlete-qualification>.

- 1.2.2. 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).

Entry to the Selection Events sanctioned by ITU will be made according to:

- 2019, ~~and~~ 2020, ~~and~~ 2021 USA Triathlon ITU Continental Cup Selection Criteria for the Continental Championship and Cup events;
- the 2019 ~~and~~, 2020, ~~and~~ 2021 USA Triathlon ITU World Cup Selection Criteria for World Cup events;
- the 2019 ~~and~~, 2020, ~~and~~ 2021 USA Triathlon ITU World Triathlon Series Selection Criteria for World Triathlon Series events; and,
- 2018, 2019, ~~and~~ 2020, ~~and~~ 2021 USA Triathlon ITU Mixed Relay Event Selection Criteria for Mixed Relay events.

USA Triathlon ITU Continental Cup, World Cup, World Triathlon Series and Mixed Relay Selection Criteria can be found on the USA Triathlon website at: <http://www.usatriathlon.org/elite-international/elite-athlete-qualification.aspx>

Entry to other evaluation events that may be used as part of Discretionary Selection outlined below are at the discretion of those private event organizations such as Major League Triathlon <https://majorleaguetri.com>, Super League <https://www.superleaguetriathlon.com>, and others that may occur by the date of nomination.

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

The maximum team size for the 2020 Olympic Games Team (“Team”) is three (3) athletes per gender. Eligible USA athletes meeting the standards set forth in Section 1 above are hereinafter referred to as “Athlete(s).”

a. Automatic Selection:

- 1) At Automatic Selection Event #1 (Tokyo), the first two (2) Athletes finishing in the Top 3 overall will earn automatic selection to the Team (up to 2 per gender). If only one (1) Athlete finishes in the Top 3 at this event, then the next Athlete finishing within the Top 8 overall will earn automatic selection to the Team (up to 2 per gender). If no Athlete finishes in the Top 3 overall at this event, then the highest placed Athlete finishing within the Top 8 overall will earn automatic selection to the team (up to 1 per gender).
- 2) Provided there are spots available after 1.3.a.1, then at Automatic Selection Event #2 ~~(Yokohama)~~ the first Athlete finishing within the Top 3 overall who has not already qualified for the Team will earn automatic selection to the Team (up to 1 per gender). If no Athlete earns automatic selection at Automatic Selection Event #1 (Tokyo), then the top two Athletes to finish at Automatic Selection Event #2 ~~(Yokohama)~~ will earn automatic selection, provided he or she finishes within the Top 3 overall (up to 2 per gender).
- 3) Provided there are spots available, and if no Athlete has earned automatic selection per 1.3.a.1 and 1.3.a.2 above, then the highest placed Athlete finishing within the Top 8 overall at Automatic Selection Event #2 ~~(Yokohama)~~ will earn automatic selection to the team. Only one Athlete will be selected by this standard and all spots remaining open will be filled by Discretionary Selection.

- 4) If any portion of the Selection Event #1 or #2 is cancelled, (e.g. swim cancellation or event stopped due to the weather or safety), the event will no longer serve as an Automatic Selection Event and any results earned by the participants will be considered as part of Discretionary Selection process. If a ruling of the ITU Official Team shortens any leg, or the entire event, to at least a Sprint Distance, the event will retain its Automatic Selection Event status.

b. Discretionary Selection:

- 1) Any spots remaining after the Automatic Selection process will be filled by Discretionary Selection per section 2.

c. Replacement Athlete Pool: (see section 4 below for additional details)

- 1) Given the nature of the sport, which includes a risk of injury, illness, and the potential impact of competing in heat & humidity, along with the addition of the Mixed Relay event, which will occur just days after the Individual event in the Tokyo 2020 Olympic Games, it is imperative that we have identified athletes who will be willing and ready to compete in Tokyo if the opportunity presents itself. It is especially imperative to have replacement athletes ready to go if an athlete chosen for their Mixed Relay skill set is unable to compete.
- 2) Discretion will be used to select the Replacement Athlete Pool, which can be activated in the case of injuries, illness, and other issues that would make someone unable to compete at the highest level. Up to 2 athletes per gender will be nominated to the Replacement Athlete Pool.

d. Start Rights:

- 1) While the Games Selection Committee will provide pre-Games guidance towards Mixed Relay Team composition, the USAT High Performance General Manager will make the final determination of start rights in consultation with the USAT High Performance Staff onsite at the Games.

2. DISCRETIONARY SELECTION (if applicable)

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

The 2020 Olympic Games will include a second triathlon discipline, the Mixed Relay (MR), for the first time. Despite this additional discipline, the total

athlete quota for the sport of triathlon (55 per gender) and the maximum National Federation quota (3 per gender) will remain unchanged from past Games.

Previously, selections have primarily been made to maximize the USA team performance through the identification of podium capable athlete(s) in the individual standard distance event. An imperative addition in the 2020 Olympic selection process is the need to consider athlete(s) with the ability to contribute to a podium outcome in the super sprint Mixed Relay event. Given this, the selection committee must determine the best overall team composition across both contested triathlon disciplines.

In addition to naming athletes to the Olympic Team, discretionary selection will be used to determine start rights for the Mixed Relay event. This selection will be necessary if the US qualifies more than 2 (two) male and/or 2 (two) female athletes for the Olympic Games given that each country's mixed relay team is comprised of 2 male and 2 female athletes. While the Games Selection Committee will provide pre-Games guidance towards Mixed Relay Team composition, the High Performance General Manager will make the final determination of Mixed Relay start rights.

Discretion will be used to select the Replacement Athlete Pool, which can be activated in the case of injuries, illness, and other issues that would inhibit performance at the highest level.

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

The USA Triathlon's Games Athlete Selection Committee will consider a range of performance factors that will include the following in no particular order:

- 2.2.1. Athletes with a record of Top 5 performances in individual events between March 8, 2019 ~~& June 14, 2021 through the end of the Olympic qualification period as defined by ITU (see Section G. of the ITU Qualification System for Tokyo)~~ ~~& May 17, 2020~~ in WTS and WC competitions will be considered for this Team if it is determined that these performances reflect the capacity to achieve a podium performance in the individual event at the Olympic Games.
- 2.2.2. Athletes with a record of podium performances in individual Super Sprint and Sprints between March 8, 2019 ~~& June 14, 2021 through the end of the Olympic qualification period as defined by ITU (see Section G. of the ITU Qualification System for Tokyo)~~ ~~to May 17, 2020~~, and in Mixed Relay events between June 7, 2018 ~~& June 14, 2021 through the end of the Olympic qualification period as defined by ITU (see Section G. of the ITU Qualification System for Tokyo)~~ ~~to May 17, 2020~~, and have displayed an ability to enhance the USA's chances of delivering a medal-winning performance in Mixed Relay events will be considered for this Team.

2.2.3. Additional factors under consideration when selecting athletes for this Team, include:

1. Course profile and setup (e.g. technical vs. less technical courses).
2. Athletes with a history (previous ~~14~~ ~~26~~ 28 months at the time of nomination) of successful and unsuccessful performances on similar courses.
3. Athletes with a history (previous ~~14~~ ~~26~~ 28 months at the time of nomination) of successful and unsuccessful performances in similar environmental conditions (i.e. temperature & humidity) to be expected at the Games.
4. Athletes who have consistently demonstrated ability to successfully manage the performance pressures typically associated with the highest level of triathlon competitions.
5. Athletes who may have been selected to the Team for their ability to perform in the individual event may be utilized as part of the Mixed Relay Team. This may affect the selection of additional Team members based on specific athlete strengths and athlete combinations so as to create the most effective Mixed Relay Team.
6. Team strategy as it relates to creating the ideal Mixed Relay Team. This may include choosing Athletes with specific characteristics/abilities that when combined could result in exceptional Team performance at the event. These abilities may be demonstrated by displaying the following in any evaluation event(s), including, but not limited to:
 - a) A record of consistent front-pack swimming results at the highest-level events.
 - b) A demonstrated ability to close or establish gaps in the swim, bike, and/or run.
 - c) A record of superior cycling time-trialing ability.
 - d) A demonstrated ability, (through skills, conditioning and tactics) to ride economically in lead and/or chase packs, especially on similar or relevant/comparable courses to those of the Games event.
 - e) A demonstrated ability to execute transitions at highest level podium speeds and effectiveness, especially in MR and Super Sprint events. This includes bike mounting ability and ability to catch or be in relevant pack out of T1.
 - f) A record of superior running performance off the bike that enhance the likelihood of podium performances, especially in 4th leg of Mixed Relay.
 - g) A demonstrated overall consistent ability to contribute to podium performances through reliable execution in highest level Super Sprint and Mixed Relay events.
 - h) Race result data (swim, bike, run, T1, T2) gathered from Evaluation Events.

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:

USA Triathlon Games Athlete Selection Committee*

- USA Triathlon High Performance General Manager
- Independent Representative (HP Sport experience from other NGB)
- USAT Triathlon Certified Coach (with no athletes in consideration)
- Elite Athlete Representative (1) – current or former Elite License holder

Decisions by the Games Athlete Selection Committee must be confirmed by majority vote.

Final composition of the USAT Games Athlete Selection Committee is subject to the approval of the USAT Olympic Games Selection Procedures Committee ([see Section 11](#)) by majority vote and subsequent confirmation by the USA Triathlon Board of Directors.

*any individual who is unable to serve on the committee for whatever reason will be replaced accordingly with an assurance that at least one member remains an Elite Athlete Representative.

- 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 USA Triathlon Games Athlete Selection Committee who has a possible conflict of interest must disclose it. Any athlete being considered for discretionary selection may also raise a possible conflict of interest to the Ethics Committee, who will consider and rule on such conflict. The athlete must raise the possible conflict immediately following the Automatic Selection Event #2 ~~or up to five (5) days prior to the nomination date (Section 8)~~. If such conflict exists, the Selection Committee member must recuse him/herself from committee discussions and voting. Further, the committee member should not otherwise influence other members of the committee in the nomination process. However, a committee member who recused him/herself, but who has relevant and necessary information with respect to athlete performance, may, if requested by the 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 USOPC, USA Triathlon has jurisdiction over potential nominees.

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

- 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the USA Triathlon High Performance General Manager.
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by USA Triathlon. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA Triathlon, 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 USA Triathlon's Elite Athlete Code of Conduct (Attachment A).

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per USA Triathlon's Bylaws (Article XIV) and the USOPC's Bylaws, Section 9; and a duty to file a request for a hearing in a timely manner.

- 3.2. Once athlete entries have been submitted to the Local Organizing Committee by the USOPC, the USOPC has additional jurisdiction over the Team, at which time, along with the USA Triathlon Code of Conduct, the USOPC's Code of Conduct and Grievance Procedures apply. The USOPC's Code of Conduct and Grievance Procedures can be found on the Team USA website. at:

www.teamusa.org/Athlete-Ombudsman/Games-and-Competition
www.teamusa.org/Footer/Legal/Governance-Documents

- 3.3. An athlete may also be removed as a nominee to the Team or from the Team for an alleged-adjudicated violation of the policies and procedures of the IOC, PASO, IPC, WADA, IF, USADA, and/or USOPC anti-doping protocol, policies and procedures, as well as the US Center for SafeSport Code, the USOPC Athlete Safety Policy and NGB's SafeSport policies, as applicable, that results in the imposition of a provisional/interim suspension extending through the duration of the competition for which these procedures are written, provided that the athlete is afforded the opportunity for a hearing to contest the provisional/interim suspension imposed against them.

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 Games Selection Committee will utilize section 2. "Discretionary Selection" to select the replacement athletes from the Replacement Athlete Pool.
 - 4.1.2. After submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee: The High Performance General Manager will select athletes as needed from the Replacement Athlete pool.

5. SUPPORTING DOCUMENTS

USA Triathlon 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 following documents are required to be signed by an athlete as a condition of nomination to the Olympic Games and are included as attachments: USA Triathlon's Elite Athlete Code of Conduct (Attachment A).

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

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

- 7.1. NGB Web site (www.usatriathlon.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. NGB Official Publication: USA Triathlon Magazine
- 7.3. USA Triathlon Elite Beat e-mail

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: June 18, 2021* ~~May 22, 2020~~

~~June 4, 2021 is the USOPC due date, however, the nomination date will be largely dependent upon the end date of the Olympic Qualification Period as established by ITU (see Section G. of the ITU Qualification System for Tokyo), and may be earlier than June 4, 2021, but not later than June 29, 2021, which is the final Olympic qualification deadline established by the IOC. USA Triathlon will ensure that, once available, ITU's timeline is communicated to athletes in a timely manner.~~

*Nomination of athletes may occur in two different stages with "early nomination" being possible on or before May 20, 2021, and "final nomination" occurring on or before June 18, 2021. After completion of Automatic Selection Event #2 (or after May 15, 2021 if there is no event), if slots are still available (based on World Triathlon Olympic Games "Qualification System" rules defining number of quota expected per gender at the end of the Olympic Qualification Period), the USAT Games Athlete Selection Committee may, but is not required to, nominate up to 2 athletes per gender (achieving a maximum of 3 women & 2 men using "early nomination" on or before May 20, 2021). This early discretionary nomination will be made according to published discretionary criteria 2.2.1 which reflects

an athlete's "capacity to achieve a podium performance in the individual event at the Olympic Games." Any remaining slots (after Automatic Selection Event #1, #2, and any early Discretionary Nominations) will be issued via final nomination to the Team which will occur after June 15, 2021, which is one day after the end of the Olympic Qualification period and when World Triathlon is to inform USAT its final athlete quota allocation.

9. MANDATORY TRAINING AND/OR COMPETITION

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

Athletes may be required to attend a pre-Games Camp to be held at a venue to be announced. Written announcement of the pre-Games camp will be posted on the USAT website (www.usatriathlon.org) 90 days before the commencement of the camp.

10. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IOC, IPC, PASO, 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, PASO, 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 and amending these Selection Procedures:

USAT Olympic Games Selection Procedures Committee:

Sarah True	Athlete Representative
Greg Billington	Athlete Representative
Steve Kelley	USAT Junior/U23 Program Manager (<u>involved in original and 1st amended version of procedures only</u>)
<u>Joe Maloy</u>	<u>USAT Collegiate Recruitment Coordinator (involved in 2nd amended version of procedures only)</u>
Courtney <u>Kuliek Gardner</u>	USAT <u>National Team Olympic</u> Program <u>Sr. Manager</u>
Amanda Duke	USAT <u>Director of</u> Paratriathlon Program <u>Senior Manager</u>
John Farra	USAT High Performance General Manager

12. NGB BYLAWS AND GRIEVANCE PROCEDURES

The USA Triathlon Bylaws and Grievance Procedures can be found at:
<https://www.teamusa.org/USA-Triathlon/About/USAT/Governance>

13. INTERNATIONAL DISCLAIMER

These procedures are based on IOC, IPC, PASO, as applicable, and/or ITU rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC, IPC, PASO, as applicable, and/or ITU rules and regulations will be distributed to the affected

athletes immediately. The selection criteria are based on the latest information available to USA Triathlon. 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 may be revised, pursuant to their resubmission to the USOPC.




14. ATHLETE OMBUDSMAN

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

- Telephone at (719) 866-5000
- Email at ombudsman@usathlete.org
- Website at www.usathlete.org

15. NGB/HPMO SIGNATURES

I certify that I have read and understand the standards/criteria set by our IF and/or CF (PAG/PPAG only) and incorporated those standards/criteria into our Selection Procedures. I further certify that the information provided herein regarding Athlete Selection Procedures represents the method approved by USA Triathlon.

Position	Print Name	Signature	Date
USA Triathlon CEO	Rocky Harris		11/30.2018
USA Triathlon High Performance General Manager	John Farra		11/30/2018
USOC Athletes' Advisory Council Representative*	Joel Rosinbum		11/30/2018




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

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Position	Print Name	Signature	Date
USA Triathlon CEO	Rocky Harris		6/17/2020
USA Triathlon High Performance General Manager	John Farra		6/17/2020
USOPC Athletes' Advisory Council Representative*	Joel Rosinbum		6/17/2020

* 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/HPMO, he/she may submit those reasons in writing to his/her Sport Performance Team.

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Position	Print Name	Signature	Date
USA Triathlon CEO	Rocky Harris		04/05/2021
USA Triathlon High Performance General Manager	John Farra		04/05/2021
USOPC Athletes' Advisory Council Representative*	Joel Rosinbum		04/05/2021

* 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/HPMO, 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 USOPC AAC Representative, the NGB/HPMO must designate an athlete from that sport to review and sign the Selection Procedures.

ATTACHMENT A

USA Triathlon ("USAT") Athlete Code of Conduct

Athlete Pledge

I pledge to uphold the spirit of the USAT Code of Conduct (the "Code"), which offers a guide to my conduct as an elite member of USAT. I acknowledge that I have a right to a hearing if I believe that 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 status with USAT. I further agree to any amendments and revisions to the USA Triathlon Code of Conduct that may take effect during the Term of this Agreement.

As an Elite Triathlon member of USAT, I hereby promise and agree that I:

- will abide by all Bylaws, rules, regulations, policies, and procedures of USA Triathlon, including, but not limited to, its SafeSport Policy;
- will abide by all rules, regulations, policies, and procedures of the U.S. Center for SafeSport, and submit without reservation to the jurisdiction of the U.S. Center for SafeSport;
- 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 & Paralympic Committee ("USOPC") or the International Triathlon Union ("ITU") rules (a doping violation will likely be adjudicated through the hearing procedures of USADA);
- am not currently serving a suspension because of an anti-doping rule violation and have no pending or unresolved anti-doping rule violations, except as I have informed USA Triathlon in writing, and I understand that such suspension, or pending or unresolved anti-doping rule violation may be cause for my not being selected to the National Team;
- 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 alcohol to minors;
- am eligible to compete under the rules of the ITU;
- will refrain from conduct detracting from my ability or that of USA Triathlon athletes to attain peak performance;
- will respect the property of others, whether personal or public;
- will respect members of USA Triathlon, spectators and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse;
- am aware that USA Triathlon sponsors, suppliers and licensees provide critical support for USA Triathlon and, in recognition of this fact, I will wear designated USA Triathlon apparel when required as a member of an ITU World Triathlon Series Finale Team, and at other events as required by USA Triathlon;
- will represent myself authentically in online communications as I interact with fans, team members, fellow competitors, governing bodies and sponsors (both current and potential; personal and USAT). I understand that remarks I make on social platforms can be considered "on the record" for the media, and I will avoid posting inflammatory statements or discussing sensitive, confidential and potentially divisive subjects. I will exercise good judgment and will be mindful to represent myself, my family, my sport, USA Triathlon and the spirit of Olympic competition in a positive way;
- agree to be filmed and photographed by the official photographer(s) and network(s) of USA Triathlon under conditions authorized by USA Triathlon and give event organizers and USA Triathlon the right to use my name, image, picture, likeness, voice 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 USA Triathlon. In no event may USA Triathlon or the event organizers use or authorize the use of my name, image, picture, likeness, voice or biographical information for commercial purposes, including any use in a manner that would imply an endorsement of any company, product, or service, without my prior written permission;
- will not use or authorize the use of photographs, films or videos of myself in my USA Triathlon apparel or equipment or the use of the USA Triathlon logo for the purpose of trade, without the prior written consent of USA Triathlon (which consent shall not be unreasonably withheld);
- will act in a way that will bring respect and honor to myself, my colleagues, USA Triathlon and the United States;
- will not engage in any activity that contravenes the laws of the United States or the host country in which the activity is taking place;

- will refrain from any nonconsensual sexual conduct, or unwelcome advance or other inappropriate sexually oriented behavior or action directed toward another athlete, staff, coach or any other person participating in any capacity in the affairs or activities of USA Triathlon (whether or not such person is a member of USA Triathlon);
- will refrain from the possession or use of illegal drugs;
- will not provide alcohol to an athlete who is under the legal age to consume or purchase alcohol;
- will refrain from the abuse of alcohol (i) in the presence of another athlete under the age of 21 or (ii) while serving in my USAT athlete capacity, including, but not limited to, on any official USAT trip (camp or event);
- will refrain from any act of fraud, deception or dishonesty in connection with any USA Triathlon-related activity;
- will refrain from using any obscene language or gesture or other threatening language or conduct directed toward any official, that is related to any decision made by such official at a USA Triathlon or ITU sanctioned competition or other event that I am attending in my role for USA Triathlon;
- will not violate any rules of conduct as established by the USOPC, IOC, USAT, ITU or person in authority leading an international team, including but not limited to department, curfew, practice, team meeting attendance, and timely attendance at competitions;
- will remember that at all times I am an ambassador for triathlon and the United States;
- will refrain from any intentional act, conduct or omission not provided for above, that is detrimental to the image or reputation of USA Triathlon, or the sport of triathlon;
- understand that USA Triathlon may mirror any sanctions imposed on me by the U.S. Center for SafeSport, USADA, WADA, IOC, USOPC or ITU.

ATHLETE OMBUDSMAN

I may contact the USOPC Athlete Ombudsman at 719.866.5000 or ombudsman@usathlete.org for further information regarding my rights under this Code that are not answered by USAT.

PARTICIPANTS' 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 Team USA.

Printed Name

Signature Date

PARENT/GUARDIAN CERTIFICATION (For Participants Under the Age of 18 as of Date of Signature)

Printed Name

Signature Date

Relationship to Athlete (Parent or Guardian)
