

**USA TRIATHLON
ATHLETE SELECTION PROCEDURES
2019 PAN AMERICAN GAMES
October 30, 2018**

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 Pan American Sport Organization (PASO) standards for participation:

Any competitor in the Pan American 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), the IPC Handbook (Section 2, Chapter 3.1), or the PASO Statutes (Article XXII, Sections 4 and 5).

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

Minimum standards are posted on the International Triathlon Union (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, United States Olympic Committee, ITU, US Anti-Doping Agency and World Anti-Doping Agency anti-doping 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.

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 Monterrey [Mexico] CAMTRI Triathlon American Championships expected to be conducted on May 4/5, 2019.

Automatic Selection Event #2: The second selection event will be the Huatulco [Mexico] ITU World Cup expected to be conducted June 8/9, 2019.

Ranking List Events: 2018 & 2019 ITU World Triathlon Series (WTS), World Cup (WC), & Continental Cup (CC) individual event performances contested between June 1, 2018 and June 10, 2019.

Discretionary Evaluation Events: 2018 & 2019 all individual sprint, individual standard distance, mixed relay, and individual super sprint events staged in the ITU or similar format (ie Super League & Major League Triathlon) contested prior to June 10, 2019.

- 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 and Ranking List Events sanctioned by ITU will be made according to the 2018-2019 USA Triathlon ITU Continental Cup Selection Criteria for the Pan American Cup and Continental Championship events, 2018-2019 USA Triathlon ITU World Cup Selection Criteria for World Cup events, 2018-2019 USA Triathlon ITU World Triathlon Series Selection Criteria for World Triathlon Series events, 2018-2019 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 2019 Pan American Games Team (“Team”) is three (3) athletes per gender.

Automatic Selection:

If an eligible USA athlete earns a podium (top 3) result and is the highest placing USA athlete in the Automatic Selection Event #1, then he/she will qualify for the Team. (1 per gender)

If an eligible USA athlete earns a podium (top 3) result and is the highest placing USA athlete in the Automatic Selection Event # 2, then he/she will qualify for the Team. (1 per gender). If an athlete selected via Automatic Selection Event #2 was previously chosen via Selection Event #1, the next highest placing USA athlete who also achieves a podium result at Selection Event #2 will receive the automatic selection.

If any portion of the Selection Event #1 or #2 is cancelled, (e.g. swim cancellation or event stopped due to the weather), 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 Officials shortens any leg, or the entire event, to at least a Sprint Distance the event will retain its Automatic Selection Event status.

Ranking List Selection:

If there are Team spots still available, following automatic selection, up to one (1) athlete per gender may qualify for the Team based on a ranking list created by USAT according to the total number of ITU World Ranking Points earned by eligible athletes between June 1, 2018 and June 10, 2019. The spot will be offered to the highest ranked athlete on the USAT ranking list, who has formally nominated for the event, and who has not already qualified through automatic selection events #1 & #2. (As per USAT policy, athletes must formally nominate for the event by sending an email expressing their interest to ituentries@usatriathlon.org by June 1, 2019). If the highest ranked athlete from the USAT ranking list declines the spot, the next highest ranked athlete, who has formally nominated, will be offered the spot. If no athlete ranked in the Top 100 of this list nominates for

this event, the spot will be allocated via discretionary selection (1 per gender).

Discretionary Selection:

Following the Automatic Selection process and the Ranking List Selection process, any remaining spots will be filled by discretionary selection (see Section 2 below).

2. DISCRETIONARY SELECTION (if applicable)

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

The 2019 edition of the Pan American 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 (35 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 event. An imperative addition in the 2019 selection process is the need to consider athlete(s) with the ability to contribute to a podium outcome in the mixed relay event. Given this, it will be imperative for the selection committee to determine the best overall team composition across both contested triathlon disciplines.

In addition to naming athletes to the Team, discretionary selection will also 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 Pan Am Games given that each country's mixed relay team is comprised of 2 male and 2 female athletes.

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 may include the following in no particular order:

- 2.2.1. Eligible athletes with a record of podium performances in individual events in the 15 months prior to the Games (beginning February 1, 2018) in WTS & 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.

2.2.2. Eligible athletes with a record of podium performances in individual Super Sprint, Sprint, and in Mixed Relay events and who, through recent (from February 1, 2018 to June 10, 2019) performance history, 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 15 months at the time of selection) of successful performances on similar courses and in similar environmental conditions.
3. Athletes who have consistently demonstrated ability to successfully manage the performance pressures typically associated with the highest level of triathlon competitions.
4. 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.
5. 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.

- 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 Pan Am Games Selection Procedures Committee 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. 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 USOC, 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 USOC'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 USOC, the USOC has jurisdiction over the Team, at which time, in addition to any applicable USA Triathlon 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:
<https://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman/About-Us>

An athlete may be removed as a nominee to the Team or from the team for an alleged or adjudicated violation of the policies and procedures of the IOC, PASO, IPC, WADA, IF, USADA, USOC, US Center for SafeSport or NGB, as applicable, that results in a provisional suspension and/or period of ineligibility impacting the athlete's ability to participate in the competition for which these procedures are written.

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: If a replaced athlete was selected under Section 1.3 then the next athlete who qualifies under Section 1.3 will be the replacement athlete. If a replaced athlete was selected under Section 2 "Discretionary Selection," then Section 2 "Discretionary Selection" shall be used to select the replacement athlete.

- 4.1.2. After submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee: If a replaced athlete was selected under Section 1.3 then the next athlete who qualifies under Section 1.3 will be the replacement athlete. If a replaced athlete was selected under Section 2. “Discretionary Selection,” then Section 2 “Discretionary Selection” shall be used to select the replacement athlete.

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

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

The USOC 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 USOC.
- 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 USOC on or before: June 17, 2019

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 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:

<u>USAT Pan American Games Selection Procedures Committee:</u>	
Sarah True	Athlete Representative
Joe Malloy	Athlete Representative
Greg Billington	Athlete Representative
Steve Kelley	USAT Junior/U23 Program Manager
Courtney Kulick	USAT National Team Program Manager
Amanda Duke	USAT Paratriathlon Program Senior Manager
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 be revised, pursuant to their resubmission to the USOC.

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, Kacie Wallace, by:

- Telephone at (719) 866-5000

- Email at Obmbudsman@usathlete.org
- <http://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman>

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		10/30/18
USA Triathlon High Performance General Manager	John Farra		10/30/18
USOC Athletes' Advisory Council Representative*	Joel Rosinbum		10/30/18

* 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.

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 Committee ("USOC") 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 USOC, IOC, USAT, ITU or person in authority leading an international team, including but not limited to deportment, 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, USOC or ITU.

ATHLETE OMBUDSMAN

I may contact the USOC Athlete Ombudsman at 719.866.5000 or athlete.ombudsman@usoc.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)
