

**Minutes**  
**USA Triathlon Board of Directors**  
**Teleconference**  
**March 16, 2015**

**Board Members Present:**

Staci Brode
Ben Collins
Chuck Graziano
Susan Haag
Kevin Haas
Dave Kuendig
Jacqueline McCook
Joel Rosinbum
Steven Sexton
Barry Siff, President
Kevin Sullivan
Bob Wendling, Ex-Officio
Mike Wien

Staff: Rob Urbach, CEO

Siff called the meeting to order at 8:02 p.m. EDT

**Results of Board Meetings Conducted Since the Last Scheduled Board Meeting:**

**Motion** (by Siff and seconded): to approve the following USA Triathlon Additional Officials Selection Procedures 2015 Pan American Games consensus criteria document (attached).

Electronic Mail Vote:

Staci Brode	Y
Ben Collins	N
Chuck Graziano	Y
Susan Haag	Y
Kevin Haas	Y
Dave Kuendig	Y
Jacqueline McCook	Y
Joel Rosinbum	Y
Steven Sexton	N
Kevin Sullivan	Y
Mike Wien	Y

Motion passed Y- 9, N- 2

**Motion** (by Siff and seconded): to approve the following 5 consensus criteria documents: USA Triathlon Athlete Selection Procedures 2015 Pan American Games, USA Triathlon Team Leader Selection Procedures 2015 Pan American Games, USA Triathlon Athlete Selection Procedures 2016 Olympic Games, and 2015 USA Triathlon National Team Program (attached).

Electronic Mail Vote:

Staci Brode	Y
Ben Collins	Y
Chuck Graziano	Y
Susan Haag	Y
Kevin Haas	Y
Dave Kuendig	Y
Jacqueline McCook	Y
Joel Rosinbum	Y
Steven Sexton	A
Kevin Sullivan	Y
Mike Wien	Y

Motion passed Y- 10, N- 0, A - 1

**President's Opening Remarks** – Siff summarized recent developments in triathlon including reduced prize money races for professionals, the large number of club members that are not USAT registered, clubs that are not USAT registered, the large number of programs that USAT runs, etc.

Haag joined the meeting at 8:06 p.m. EDT.

### **Approval of Minutes**

**Motion** (by Graziano and seconded): To approve the January 12, 2015 Meeting Minutes. Approved by unanimous voice vote.

**Treasurer's Report** – Haas reported receiving December financial records today and the impact the purchase of the building has had on the profit and loss statement.

**Office Update** – Urbach discussed membership outreach efforts to clubs, regions, running events, and the Tri It Forward tag proposal to help build membership. The races in Sarasota and Clermont were well executed. NCAA has been very complimentary of USAT's development of the program. Finalization of NCAA grants is a week or two away.

### **New Business**

**990 Form** – Urbach discussed the final 990 filing for the California entity.

**Motion:** (by Sullivan and seconded) to approve the final 990 for the dissolved California entity. Approved by unanimous voice vote.

### **Unfinished Business**

**NCAA Grant Money to the Foundation** – McCook reported on 69 diverse grant applications for grants totaling just under \$300K indicating strong demand and need for the grants. The applications skew to youth (approximately 50%). The Foundation hopes to have decisions made within a week or so and will contact all applicants with the results before issuing a press release.

**Para Elite and Chicago Event Schedule** – Rosinbum discussed scheduling issues for the event. Urbach provided updates regarding ongoing discussions with ITU and race partners, safety concerns, time constraints, condensed race course concerns, and the fact that discussions are ongoing.

**Action Item:** Rosenblum and Urbach to continue the discussion outside of a Board meeting.

**Safe Sport Policy** – Urbach reported that some additional input is required in order to finalize the proposed policy document.

### **Executive Session**

**Motion:** (by Sullivan and seconded) to go into Executive Session. Approved by unanimous voice vote at 9:05 EDT.

Return from Executive session at 9:38 p.m. EDT

**Motion:** (by Wien and seconded) to adjourn. Approved by unanimous voice vote.

Adjourned at 9:39 p.m. EDT

**USA TRIATHLON  
ATHLETE SELECTION PROCEDURES  
2016 OLYMPIC GAMES  
February 24, 2015**

**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/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 Olympics 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 IOC Charter (Rule 42).

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](http://www.triathlon.org)) or [http://www.triathlon.org/uploads/docs/2014-02\\_-\\_Rio\\_2016\\_-\\_Qualification\\_System\\_-\\_FINAL\\_-\\_Triathlon\\_-\\_EN\\_-\\_IOC\\_Comments.pdf](http://www.triathlon.org/uploads/docs/2014-02_-_Rio_2016_-_Qualification_System_-_FINAL_-_Triathlon_-_EN_-_IOC_Comments.pdf)

Notable eligibility requirements (one of the following met by May, 15 2016):

- Winning a quota place for their NOC at the ITU Continental Olympic Qualification Events;
- Winning a quota place for their NOC at the 2015 ITU World Olympic Qualification Event;
- Being among the top 140 in the ITU Olympic Qualification List;

- Being among the top 140 in the 2015 ITU World Triathlon Series Ranking; or
- Being among the top 140 in the ITU Points List.

1.1.4. Other requirements (if any):

Athlete must be a member in good standing of USA Triathlon (USAT), registered as an Elite Triathlete with a valid Elite license by the date of entry to Athlete's initial qualification event.

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.

Selection Event #1- The first selection event will be the Rio de Janeiro ITU World Olympic Qualification Event conducted August 1-2, 2015.

Selection Event #2- The second selection event will be the ITU World Triathlon Grand Final Chicago conducted September 15-20, 2015.

Selection Event #3- The third selection event will be an ITU Olympic-distance, draft-legal event to be held between March 1, 2016 and May 31, 2016, with exact dates and location to be determined and posted on USAT's website at [www.usatriathlon.org](http://www.usatriathlon.org) within seven days of ITU posting the final 2016 calendar of events. This determination is subject to the approval of the USAT Olympic Games Selection Procedures Committee by majority vote and subsequent confirmation by the USA Triathlon Board of Directors.

Additional Selection Events Utilized in Objective Ranking System

- 2015 World Triathlon Stockholm - August 22-23, 2015
- 2015 World Triathlon Edmonton - September, 5-6, 2015

Objective Ranking System calculation will be derived from points earned per the published ITU Points List Criteria as explained in Section 1.3.3.

ITU Points List Criteria:

[http://www.triathlon.org/uploads/docs/itusport\\_appendix-e14-itupoints-list-criteria\\_17122014.pdf](http://www.triathlon.org/uploads/docs/itusport_appendix-e14-itupoints-list-criteria_17122014.pdf)

Points earned for all Selection Events except for Rio will be published on the ITU Points List at the following link:  
[http://www.triathlon.org/rankings/itu\\_points\\_list](http://www.triathlon.org/rankings/itu_points_list)

Points earned at the Rio Selection event will be based on a mock point allocation list made available by ITU to USAT.

- 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 will be made according to the USA Triathlon "Nomination Criteria for 2016 Rio Olympic Games Team Selection Events."

USA Triathlon Entry Criteria can be found on the USA Triathlon website at: <http://www.usatriathlon.org/elite-international/elite-athlete-qualification.aspx>

- 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 (include maximum Team size).

The maximum team size for the 2016 Olympic Games Team ("Team") is three (3) athletes per gender. However, start positions available may be between zero (0) and three (3) per gender depending on the number of country spots USA earns during the ITU Olympic Qualification Term.

The following qualification opportunities exist in priority order:

1.3.1. Automatic Selection:

- a) The two (2) highest placing eligible USA athletes in Selection Event #1 will automatically qualify for the Team provided they finish in 8<sup>th</sup> place or better.
- b) If fewer than two (2) athletes automatically qualify at Selection Event #1, then the highest placing eligible USA athlete in Selection Event #2, not already qualified for the team, will automatically qualify for the Team provided he or she finishes in 8<sup>th</sup> place or better.
- c) The highest placing eligible USA athletes in Selection Event #3 will automatically qualify for the Team provided they achieve

the required finish place based on the following event designations:

- i. If the event is a World Triathlon Series (WTS): finish in 3<sup>rd</sup> place or better
- ii. If the event is a World Cup (WC) with a Quality of Field (QOF) of 16% or higher: finish in 3<sup>rd</sup> place or better
- iii. If the event is a WC with a QOF of less than 16%: win the event
- iv. If the event is a Continental Cup (CC): win the event

1.3.2. Domestique Selection:

If there are any remaining spots on the Team following 1.3.1, up to one (1) spot may, but not necessarily, be filled by domestique selection (see Section 2 below). If the Elite Athlete Selection Committee chooses not to fill the spot with a domestique after 1.3.1, the opportunity to reconsider Domestique Selection will be available after each individual Athlete added to Team through 1.3.3.

1.3.3. Remaining Positions – Objective Ranking System:

After consideration of Domestique Selection, any remaining positions on the Team will be filled through the following Objective Ranking System:

- Athletes will be awarded a point value for results at designated events in the table below. This point value will equal the ITU Point List value earned at the event multiplied by the weighting factor associated with the event.
- An Athlete's total score will be calculated by adding together his/her two (2) best scores across the five (5) events.
- The Athlete(s) with the highest total score will earn selection to the Team.
- Should more than one athlete be tied in their point total, the tie will be broken in the following priority order:
  1. Highest individual event score contributing to the total above.
  2. Olympic ranking at the conclusion of the ITU Olympic Qualification Term.
  3. If athletes remain tied, individual Olympic-distance event scores from 2015 and 2016

contributing to Olympic Qualification List ranking will be evaluated in descending order with the first disparity selecting the athlete with the superior score.

**Objective Ranking System**

<u>Event Name</u>	<u>Date(s)</u>	<u>Base ITU Points Before QOF*</u>	<u>Weighting Factor</u>	<u>% Of Rio</u>
2015 Rio de Janeiro ITU World Olympic Qualification Event	August 1-2, 2015	500	2.00	N/A
2015 ITU World Triathlon Grand Final Chicago	September 15-20, 2015	1000	0.80	80%
2015 World Triathlon Stockholm	August 22-23, 2015	750	0.933333	70%
2015 World Triathlon Edmonton	September, 5-6, 2015	750	0.666667	50%
2016 Event To be determined (Selection Event #3)	To be determined	750 if WTS 500 if WC 200 if CC	1.066667 for WTS 1.60 for WC 4.00 for CC	80%

\*QOF = Quality of Field

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

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

By meeting the Automatic Selection (1.3.1) standards set by the USA Triathlon Olympic Games Selection Procedures Committee, athletes will have demonstrated their ability to win the 2016 Olympic Games. If the team is not filled with gold medal capable athletes because the maximum number of US athletes has not met the standards, then the Elite Athlete Selection Committee may fill up to one (1) position with an athlete who, in their opinion, can substantially assist either gold medal capable athletes (as defined by 1.3.1) or gold medal potential athletes (as defined by 1.3.3) through specific team tactics during the Olympic Games.

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

For selection of an athlete who can substantially assist the gold medal capable or gold medal potential athletes through specific team tactics, the following three (3) criteria shall be used. Criteria are listed in no particular order.



- a) Athletes who have the ability to substantially enhance the USA's chances of a gold medal winning performance through specific team tactics. This ability may be demonstrated by:
  1. A record of consistent first-pack swimming results in the following events:
    - i. World Triathlon Series;
    - ii. World Cups; and
  2. A record of superior cycling time-trial ability in non-drafting events, or draft-legal events; and
  3. Demonstrated knowledge of cycling team tactics.

- 2.3. Provide the name of the committee that will be responsible for making the domestique selection, if applicable, along with a complete list of the members' titles currently serving on the committee:

USAT Elite Athlete Selection Committee

- USAT High Performance General Manager
- Two (2) Athlete Representatives
- Independent Representative (Coach, Sport Science)

Decisions by the Elite Athlete Selection Committee must be confirmed by supermajority vote.

Final composition of the USAT Elite Athlete Selection Committee is subject to the approval of the USAT Olympic Games Selection Procedures Committee by majority vote and subsequent confirmation by the USA Triathlon Board of Directors.

- 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 Elite 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 Elite Athlete 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.

Any individual who is unable to serve on the committee for whatever reason will be replaced accordingly with an assurance that at least two Athlete Representatives are included in the final committee composition.

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

- 3.1. Prior to acceptance of nominations 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 as a nominee 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 CEO/Executive Director.
- 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. Violation of USA Triathlon's 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 XV) and the USOC's Bylaws, Section 9.

- 3.2. Once an athlete nomination is accepted 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:

<http://www.teamusa.org/For-Athletes/Athlete-Ombudsman>

- 3.3. An athlete may be removed as a nominee to the Team or from the Team for an adjudicated violation of IOC, WADA, IF, USADA and/or USOC anti-doping protocol, policies and procedures, as applicable.

### **4. REPLACEMENT OF ATHLETES**

- 4.1. Describe the selection and approval process for determining replacement athlete(s) should a vacancy occur:
  - 4.1.1. Prior to submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:
    - a) If a replaced athlete was selected under Section 1.3.2 “Domestique Selection,” then Section 2 “Domestique Selection” shall be considered and utilized at the discretion of the USAT Elite Athlete Selection Committee. If a qualified athlete is not endorsed by the Committee, Section 1.3.3 shall be used to select the replacement athlete.
    - b) If a replaced athlete was selected under Section 1.3.1 or Section 1.3.3, then Section 1.3.3 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: See Section 4.1.1

## **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 Olympic Games and are included as attachments: USAT 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 USA Triathlon in the following locations:

- 7.1. USA Triathlon Web site: 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 15, 2016

**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](http://www.usatriathlon.org)) 90 days before the commencement of the camp.

**10. ANTI-DOPING REQUIREMENTS**

Athletes must adhere to all IOC, 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, 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:

USAT Olympic Games Selection Procedures Committee

Ryan Bickerstaff	Athlete Representative
Julie Ertel	Athlete Representative
Jonathan Hall	USAT Performance Advisor
Steve Kelley	USAT Junior/U23 Program Manager
Victor Plata	USAT Board of Directors
Andy Schmitz	USAT High Performance General Manager
Susan Williams	Athlete Representative

**12. NGB/HPMO BYLAWS AND GRIEVANCE PROCEDURES**

The USA Triathlon Bylaws and Grievance Procedures can be found at:

<http://www.usatriathlon.org/about-usat/governance.aspx>

**13. INTERNATIONAL DISCLAIMER**

These procedures are based on IOC, 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, 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, Sara Clark, by:

- Telephone at (719) 866-5000
- E-mail at [athlete.ombudsman@usoc.org](mailto:athlete.ombudsman@usoc.org)
- <http://www.teamusa.org/For-Athletes/Athlete-Ombudsman.aspx>

**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.**

<b>Position</b>	<b>Print Name</b>	<b>Signature</b>	<b>Date</b>
USA Triathlon President or CEO/Executive Director			
USA Triathlon High Performance General Manager			
USOC Athletes' Advisory Council Representative*			

\* 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.

**USA TRIATHLON  
 ADDITIONAL OFFICIALS SELECTION PROCEDURES  
 2015 PAN AMERICAN GAMES  
 January 5, 2015**

These procedures provide for selection of USA Triathlon Additional Official position(s) for the 2015 Pan American Games. However, accreditation allocation is not guaranteed and the number of Additional Officials will be based on final USOC credential allocation and overall team size.

1. Describe the specific Additional Official position(s) that USA Triathlon is requesting.

<b>Title</b>	<b>Responsibility</b>
Team Manager-Men	Performance Management
Team Manager-Women	Performance Management
Bicycle Mechanic	Mechanical support
Massage Therapist	Massage Therapy

2. Describe USA Triathlon’s criteria for the above-mentioned Additional Official position(s).

- 2.1. Additional Official(s) must:

- 2.1.1. Successfully pass the National Center for Safety Initiatives’ (NCSI) background screen in accordance with the current USOC Games Background Check Policy prior to nomination.

- 2.1.1.1. Should a nominee experience any event between the time the background check is conducted and the relevant Games that may change his/her background check status, the nominee must inform USA Triathlon and/or USOC.

- 2.1.2. Possess a valid passport that does not expire until at least six months after the conclusion of the Games.

- 2.1.3. Be in good health and able to withstand the physical rigors of traveling with and working with the Team.

- 2.1.4. Team Manager must:

- 2.1.4.1. Be a USAT staff member.

- 2.1.4.2. Have experience with all facets of team organization by having previously served as a Head Coach or Team Leader at an ITU World Cup, World Championship Series event, or Major Games (Olympic Games, Pan American Games, FISU World University Championships or Youth Olympic Games).

- 2.1.5. Bicycle Mechanist must:

2.1.5.1. Be a USA Cycling licensed mechanic, or hold comparable certification

2.1.6. Massage Therapist must:

2.1.6.1. Possess the appropriate certifications.

2.1.6.2. Pass a medical credential review in addition to the approved USOC Games Background Check.

2.1.6.3. Be approved for nomination through USOC's Sports Medicine Division.

3. Describe the process that candidates should follow to express interest in being considered for Additional Official position(s):

USA Triathlon will not publicize the Team Manager positions and application process because the Performance Advisor I and Performance Advisor II will be nominated for these positions.

USA Triathlon will post a press release on the USA Triathlon website describing the Massage Therapist and Bicycle Mechanic procedures and application process simultaneously with the posting of the procedures.

4. Describe the intended method of identifying the pool and selecting the candidates to be considered for Additional Official position(s):

Team Managers: The USA Triathlon Performance Advisor I and Performance Advisor II will be nominated for these positions. Should a replacement be necessary, each USA Triathlon High Performance staff member meeting all criteria listed in #1 will be eligible for nomination.

Massage Therapist and Bicycle Mechanic: Nominated candidates who meet the criteria in #2 above will comprise the pool of eligible candidates.

The USAT High Performance General Manager will create a list of qualified candidates for the Massage Therapist and Bicycle Mechanic positions according to #2 above and submit the list to the Executive Director.

5. Describe the removal of an Additional Official:

An individual who is to be nominated as an Additional Official by USA Triathlon may be removed as a nominee for any of the following reasons, as determined by USA Triathlon.



- 5.1. Voluntary withdrawal. Nominee must submit a written letter to the USA Triathlon Executive Director.
- 5.2. Injury or illness as certified by a physician (or medical staff) approved by the USA Triathlon. If the individual 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.
- 5.3. Inability to perform the duties required.
- 5.4. Violation of USA Triathlon's Code of Conduct (Attachment A).

Once an Additional Official nomination is accepted by the USOC, the USOC has jurisdiction over the Additional Official, 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: <http://www.teamusa.org/For-Athletes/Athlete-Ombudsman/Games-Information.aspx>.

6. Describe the replacement of an Additional Official:

In the event that the Nominated Additional Official is unable to perform his/her duties due to injury, illness, Code of Conduct violation or any other unforeseen circumstances that would result in the need to replace him/her, the replacement candidate must meet all of the criteria listed in #2 above and, if applicable, come from the pool of candidates described in #4 above.

7. Which group/committee will make the final approval of the Additional Official(s)?

The USA Triathlon Executive Director will approve the Team Managers.

The High Performance General Manager and Executive Director will collectively recommend the Massage Therapist and Bicycle Mechanic candidate(s) to the Board of Directors.

The USAT Board of Directors will approve the Massage Therapist and Bicycle Mechanic recommendation(s).

8. Conflict of Interest:

Any individual who is being considered for an Additional Official position or has any other conflict of interest and is involved in the selection process must disclose this information, recuse him or herself and not influence others regarding the discussions, meetings or decisions involving selection of that Additional Official position.

9. Date of Nomination:

The Games Staff Nomination Form with Additional Official nominees' names, including names of any replacements (if applicable), will be submitted to the USOC on or before: March 1, 2015

10. Publicity/Distribution of Procedures:

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

- 10.1. Web site: [www.usatriathlon.org](http://www.usatriathlon.org)  
These procedures will be posted as soon as possible, but not more than five days following notice of approval by the USOC.
- 10.2. NGB Official Publication: USA Triathlon Magazine
- 10.3. USA Triathlon Elite Beat e-mail

<b>Position</b>	<b>Print Name</b>	<b>Signature</b>	<b>Date</b>
NGB/HPMO President or CEO/Executive Director			
USOC Athletes' Advisory Council Representative*			

\* 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 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.

**USA TRIATHLON**  
**ATHLETE SELECTION PROCEDURES**  
**2015 PAN AMERICAN GAMES**  
**February 11, 2015**

**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/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 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](http://www.triathlon.org)) or [http://www.triathlon.org/uploads/docs/TO2015\\_Qualification\\_System\\_-\\_Triathlon\\_ENG\\_%28Revised%29.pdf](http://www.triathlon.org/uploads/docs/TO2015_Qualification_System_-_Triathlon_ENG_%28Revised%29.pdf)

1.1.4. Other requirements (if any):

Athlete must be a member in good standing of USA Triathlon, registered as an Elite Triathlete with a valid Elite license by the date of entry to Athlete's initial selection event.

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.

Selection Event #1- The first selection event will be the Monterrey [Mexico] CAMTRI Triathlon American Championships to be conducted May 2-3, 2015

Selection Event #2- The second selection event will be the Chengdu [China] ITU Triathlon World Cup to be conducted May 9-10, 2015

Selection Event #3- The third selection event will be the ITU World Triathlon Yokohama [Japan] to be conducted May 16-17, 2015

Ranking calculation for objective selection decisions derived from the published ITU Points List:

[http://www.competitions.com/rankings/itu\\_points\\_list](http://www.competitions.com/rankings/itu_points_list)

- 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 will be made according to the 2015 USA Triathlon Continental Cup Selection Criteria for the Continental Championship event, 2015 USA Triathlon World Cup Selection Criteria for World Cup events and 2015 USA Triathlon World Triathlon Series Selection Criteria for World Triathlon Series events.

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

- 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 (include maximum Team size).

The maximum team size for the 2015 Pan American Games Team ("Team") is three athletes per gender.

**Automatic Selection:**

If an eligible USA athlete wins Selection Event #1 they will automatically qualify for the Team.

The highest placing eligible USA athlete in Selection Event #2, not already qualified for the team, will automatically qualify for the Team provided they finish in 3<sup>rd</sup> place or better.

The highest placing eligible USA athlete in Selection Event #3, not already qualified for the team, will automatically qualify for the Team provided they finish in 8<sup>th</sup> place or better.

If after the conclusion of Selection Event #3 no athlete has qualified for the team, one position will be filled in the following priority order:

- The athlete with the highest individual ITU Points List point score achieved at an Olympic distance event offering Olympic Qualification List points in 2015 prior to the May 22, 2015 entry deadline that accepts their nomination.
- Should more than one athlete be tied in their highest score achieved, the tie will be broken in the following priority order:
  1. Olympic ranking as of May 22, 2015
  2. If athletes remained tied, individual event scores contributing to Olympic Qualification List ranking will be evaluated in descending order with the first disparity selecting the athlete with the superior score.

**Discretionary Selection:** If there are any remaining spots on the Team following the Automatic Selection process, 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):  
By meeting the automatic selection standards set by the USA Triathlon Pan American Games Selection Procedures Committee, athletes will have demonstrated their ability to win the 2015 Pan American Games. If the team is not filled with gold medal potential athletes because the maximum number of USA athletes have not met the standards, then USA Triathlon must fill the team with athletes who, in the opinion of the Selection Committee, can win despite not performing to the standard at the Selection Events **or** who can assist the

gold medal potential athletes through specific team tactics during the Pan American Games.

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

For discretionary selection of a potential winner, the following criteria shall be used. Criteria are listed in no particular order.

- (a) Finish place at 2015 Olympic-distance events offering Olympic Qualification List points prior to the May 22, 2015 entry deadline.
- (b) Demonstrated swim and run capability at Olympic-distance ITU draft-legal events reflecting the potential to win in a Pan American Games competitive field with the support of team tactics.
- (c) In the event the USA has fewer than three athletes ranked in the top 20 of the Olympic Qualification List prior to the May 22, 2015, entry deadline, strong consideration will be given to select an athlete who is outside the top 20 in the Olympic Qualification List and not among the top two USA ranked athletes.

For selection of an athlete who can assist the gold medal-potential athletes through specific team tactics, the following three criteria shall be used. Criteria are listed in no particular order.

Athletes who have demonstrated the ability to enhance the USA's chances of delivering a medal-winning performance through specific team tactics. This ability may be demonstrated by:

1. A record of consistent first-pack swimming results in the following events:
  - i. World Triathlon Series;
  - ii. World Cups;
  - iii. Continental Cups, and other international-caliber non-drafting events; and
2. A record of superior cycling time-trial ability in non-drafting events, or draft-legal events; and
3. Demonstrated knowledge of cycling team tactics.

- 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:

USAT Elite Athlete Selection Committee\*

- USAT High Performance General Manager
- Athlete Representative(s) (minimum 1)
- Independent Representative (Coach, Sport Science)

Decisions by the Elite Athlete Selection Committee must be confirmed by majority vote

\*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 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 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 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.

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

- 3.1. Prior to acceptance of nominations 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 as a nominee 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 CEO/Executive Director.
- 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. Violation of USA Triathlon's 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 XV) and the USOC's Bylaws, Section 9.

- 3.2. Once an athlete nomination is accepted 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:

<http://www.teamusa.org/For-Athletes/Athlete-Ombudsman>

- 3.3. An athlete may be removed as a nominee to the Team or from the Team for an adjudicated violation of IOC, PASO, WADA, IF, USADA and/or USOC anti-doping protocol, policies and procedures, as applicable.

#### **4. REPLACEMENT OF ATHLETES**

- 4.1. 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 next athlete who qualifies under Section 1.3 will be the replacement athlete. If a replaced athlete was selected under Section 1.3. "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: See Section 4.1.1



**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: USAT 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 USA Triathlon in the following locations:

- 7.1. USA Triathlon Web site: 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: May 22, 2015

**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](http://www.usatriathlon.org)) 90 days before the commencement of the camp.

**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:

### USAT Pan American Games Selection Procedures Committee

Ryan Bickerstaff	Athlete Representative
Julie Ertel	Athlete Representative
Jonathan Hall	USAT Performance Advisor
Steve Kelley	USAT Junior/U23 Program Manager
Victor Plata	USAT Board of Directors
Andy Schmitz	USAT High Performance General Manager
Susan Williams	Athlete Representative

## 12. NGB/HPMO BYLAWS AND GRIEVANCE PROCEDURES

The USA Triathlon Bylaws and Grievance Procedures can be found at:

<http://www.usatriathlon.org/about-usat/governance.aspx>

## 13. INTERNATIONAL DISCLAIMER

These procedures are based on IOC, 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, 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, by:

- Telephone at (719) 866-5000
- E-mail at [athlete.ombudsman@usoc.org](mailto:athlete.ombudsman@usoc.org)
- <http://www.teamusa.org/For-Athletes/Athlete-Ombudsman.aspx>

**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.**

<b>Position</b>	<b>Print Name</b>	<b>Signature</b>	<b>Date</b>
USA Triathlon President or CEO/Executive Director			
USA Triathlon High Performance General Manager			
USOC Athletes' Advisory Council Representative*			

\* 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.



# 2015 USA Triathlon National Team Program

## Program Overview

The goal of the USA Triathlon National Team Program is to have consistent podium performances on the international stage at the highest competitive level. It is a three tiered system which provides administrative, performance, and financial support to assist athletes in achieving optimal results for themselves and the Team at the Olympic Games, Pan Am Games, and ITU World Triathlon Series. The National Team is composed of those athletes with proven performance capability at the most competitive international level and is not intended to serve as a development pathway.

Athletes who have qualified for a one of the three National Team Program Levels will be eligible to receive funding and benefits from USAT and the USOC. Each athlete will be evaluated upon qualifying for the team and a funding model appropriate for their needs and performance capability will be determined by USAT. Each athlete will receive a contract specific to his/her funding, training needs and competition schedules. Contracts will also outline expectations and goals in order for an athlete to retain their National Team status.

Results achieved on or after January 1, 2014 are eligible to be used as automatic qualification criteria outlined below and will be valid for a rolling 12 month period.

The figures outlined in this document represent minimum funding levels based on objective performance measures met. Other funding and support opportunities may be available to National Team Program athletes throughout the competition year including but not limited to USAT-supported camps and the USAT Incentive Plan which is available to all Elite Athletes and published on the USAT website.

USOC benefits are not guaranteed and funding may not be equally distributed among all athletes.

To receive any or all benefits available through this Program, an athlete must be a current USAT elite license holder and be currently training and competing in the ITU format. Commitment to the ITU format will be evaluated by USAT as athletes qualify for a Level within the Team. Each athlete must provide a competition plan to the High Performance department at the beginning of the calendar year which will be reviewed and approved by USAT. Any non-drafting race must be pre-approved. Athletes will be subject to removal from the Team if the approved plan is not adhered to. Changes to any plans must be communicated to and approved by the High Performance department in advance.

### Funding:

*\*\*Note: These descriptions are intended to outline the details of each stipend/reimbursement option. All athletes will be required to submit an annual training plan which also outlines their financial needs. Upon review and approval of the plan, a budget for each athlete will be developed. Long term OTC residency and participation in USAT-funded and organized camps will also help determine each athlete's budget. Any variation outside of the pre-approved plan will need to be submitted to USAT and have any additional costs approved.*

**USAT Stipend:** This stipend is intended to offset costs needed by athlete to train and compete effectively.

**Travel Reimbursement:** This funding is intended to support athletes' travel domestically and internationally to ITU events. These amounts will represent the minimum level of reimbursement for approved for an event. Travel reimbursements in addition to this will be available based on athlete performances at a given event.

**Coaching Stipend:** USAT Certified Coaches who are developing National Team Program athletes and facilitating a daily training environment shall receive a coaching stipend to offset coaching costs. If an



# 2015 USA Triathlon National Team Program

athlete is operating under a remote coaching scenario, USAT will review the situation and a coach consulting stipend may be offered.

USOC Benefits: EAHI will be distributed based on specific criteria agreed to by USAT and the USOC (outlined below).

## Gold Level

### Qualification Criteria

Athletes can achieve Gold Level status through any **one** result from the below criteria points.

- Qualification for the 2016 Rio Olympic Games
- Top 8 finish at the ITU World Triathlon Series Final
- Top 8 finish in the final ITU WTS Series rankings
- Top 3 finish in an Olympic-distance ITU World Triathlon Series event
- Top 15 in Olympic Rankings at the conclusion of the calendar year

### Funding and Benefits

Athletes who achieve Gold Level status are eligible for the following funding and benefits:

NTP Level	USAT Stipend	Travel Reimbursement	Coaching Stipend	USOC Benefit
Gold	\$5,000/quarter*	TBD based on approved ATP	\$2,400/quarter	Eligible for EAHI**

\*This stipend is the minimum support for the Gold Level. The final amount will be determined by athlete needs and approved ATP.

\*\*Eligibility is determined through criteria developed by USAT and approved by the USOC. Criteria can be found on page 5.



# 2015 USA Triathlon National Team Program

Silver Level



### Qualification Criteria

Athletes can achieve Silver Level status through any **one** result from the below criteria points.

- Top 15 finish at the ITU World Triathlon Series Final
- Top 10 finish in the final ITU WTS Series rankings
- Top 20 in Olympic Rankings at the conclusion of the calendar year

Athletes can achieve Silver Level status through any **two** results from the below criteria points.

- Top 10 finish in a ITU World Triathlon Series event
- Top 3 finish in a ITU World Cup event
- Top 3 finish at the ITU Team Relay World Championships

### Funding and Benefits

Athletes who achieve Silver Level status are eligible for the following funding and benefits:

NTP Level	USAT Stipend	Travel Reimbursement	Coaching Stipend	USOC Benefit
Silver	\$3,750/quarter*	TBD based on approved ATP	\$1,500/quarter	Eligible for EAHI**

\* This stipend is the minimum support for the Silver Level. The final amount will be determined by athlete needs and approved ATP.

\*\*Eligibility is determined through criteria developed by USAT and approved by the USOC. Criteria can be found on page 5.



# 2015 USA Triathlon National Team Program

## Bronze Level

### Qualification Criteria

Athletes can achieve Bronze Level status through any **one** result from the below criteria points.

- Top 20 finish at the ITU World Triathlon Series Final
- Top 15 finish in the final ITU WTS Series rankings
- Top 30 in Olympic Rankings at the conclusion of the calendar year

Athletes can achieve Bronze Level status through any **two** results from the above or below criteria points.

- Top 15 finish in an ITU World Triathlon Series event
- Top 5 finish in an ITU World Cup event
- Top 3 finish at ITU U23 World Championships
- Top 3 finish at ITU Junior World Championships
- Winner 2015 Clermont CAMTRI Sprint Triathlon American Cup
- Winner 2015 Sarasota CAMTRI Sprint Triathlon American Cup
- Top 3 finish at 2015 CAMTRI Triathlon American Championships

Athletes can achieve Bronze Level status through any **three** results from the above or below criteria points.

- Top 3 finish in an ITU Continental Cup (2 of the 3 finishes must be from an event in the US, Canada or Europe)

### Funding and Benefits

Athletes who achieve Bronze Level status are eligible for the following funding and benefits:

NTP Level	USAT Stipend	Travel Reimbursement	Coaching Stipend	USOC Benefit
<b>Bronze</b>	\$2,250/quarter*	TBD based on approved ATP	\$1,200/quarter	Eligible for EAHI**

\* This stipend is the recommended support for the Bronze Level. The final amount will be determined by athlete needs and approved ATP.

\*\*Eligibility is determined through criteria developed by USAT and approved by the USOC. Criteria can be found on page 5.



# 2015 USA Triathlon National Team Program

## **ELITE ATHLETE HEALTH INSURANCE (EAHI)**

The United States Olympic Committee (USOC) allocates EAHI slots to National Governing Bodies (NGBs) on an annual basis. This program provides an affordable insurance option for athletes. This benefit is provided through the USOC and is dependent on the criteria outlined below. The number of slots may change at the discretion of the USOC. There are currently six (6) EAHI slots available for the USA Triathlon Olympic Program.

EAHI qualification will be evaluated at the following timeframes through 2016. Athletes must remain in good standing to receive EAHI benefits for the full period outlined. Athletes who choose to break their contract or no longer remain committed to the draft-legal format will be removed effective immediately. Athletes who are removed through the program (by choice or prioritization) can remain on the insurance program at their own cost for up to one year.

### **January 1, 2015 – September 30, 2015**

Within each Level, athletes will receive EAHI in the priority order of which they qualified for the National Team. If two or more athletes qualify in the same manner, priority lies with the athlete who has the highest ITU Points List Ranking as of December 1, 2014.

- 2015 National Team Program Gold Level
- 2015 National Team Program Silver Level members.
- 2015 National Team Program Bronze Level members

### **October 1, 2015 – May 31, 2016**

Within each Level, athletes will receive EAHI in the priority order of which they qualified for the National Team. If two or more athletes qualify in the same manner, priority lies with the athlete who has the highest ITU Points List Ranking as of September 21, 2015.

- 2016 Rio Olympic Games Qualifier
- 2015 National Team Program Gold Level
- 2015 National Team Program Silver Level members
- 2015 National Team Program Bronze Level members

### **June 1, 2016 – December 31, 2016**

Within each Level, athletes will receive EAHI in the priority order of which they qualified for the National Team. If two or more athletes qualify in the same manner, priority lies with the athlete who has the highest Olympic Ranking as of May 15, 2016.

- 2016 Rio Olympic Games Qualifier
- 2016 National Team Program Gold Level.
- 2016 National Team Program Silver Level members.
- 2016 National Team Program Bronze Level members.