

U.S. Paralympics Cycling
ATHLETE SELECTION PROCEDURES
2019 PARAPAN AMERICAN GAMES
ROAD & TRACK CYCLING
June 7, 2019

1. SELECTION SYSTEM

1.1. Provide the minimum eligibility requirements for an athlete to be considered for selection to the team:

1.1.1. Nationality/Passport requirements:

Athlete must be a national of the United States at the time of selection.

Athlete must hold a valid U.S. passport that will not expire for six months after the conclusion of the Games.

1.1.2. Minimum International Paralympic Committee (IPC) and/or Pan American Sport Organization (PASO) (PPAG only) standards for participation:

Any competitor in the Parapan American Games must be a national of the country of the National Paralympic Committee (NPC) which is entering such competitor. For additional information regarding an athlete who is a national of two or more countries, has changed his or her nationality or acquired a new nationality, refer to the IPC Handbook (Section 2, Chapter 3.1).

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

To be eligible for selection by an NPC, athletes (including Tandem pilots) must:

- Hold a UCI license issued by a national cycling federation;
- be at least 18 years of age by 31 December 2019;
- have an eligible impairment (not applicable to Tandem pilots).

1.1.4. Other requirements (if any):

- **Any and all athletes** who wish to be considered for nomination to the team, **MUST express their interest via the Athlete Application**, as outlined in **Attachment B**. Athletes who do not submit an application by the deadline (July 8, 2019) will not be eligible for nomination to the team and will not be considered.

- At the time of selection an athlete must have a national or international classification status. A description of sport-specific classification requirements and current athlete classification status can be found at the UCI website at www.uci.ch.
- Athletes age 18 or older will be required to undergo a background screen in accordance with the current USOC Background Check Policy.
- Athletes age 18 or older as of the Closing Ceremony will be required to complete the U.S. Center for SafeSport's online training.
- 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.

TRACK: The 2019 USA Cycling Para-cycling Track National Championships, July 7-8 in Carson, CA.

ROAD: U.S. Paralympics Cycling will conduct a selection time trial at the USA Cycling Para-cycling Road National Championships on Thursday, June 27, 2019, which will serve as the selection event for road athletes.

- 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).

There are no qualifying events for the National Championships (track and/or road).

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).

- A. An NPC can be allocated no more than seven (7) male and five (5) female athlete Individual qualification slots for a maximum quota allocation of twelve (12) qualification slots per NPC, with Tandem being counted as one (1) athlete. Exceptions may be granted through the Bipartite Commission Invitation Allocation method.
- B. An NPC can enter a maximum of two (2) eligible athletes per individual sport class and gender. An NPC can enter a maximum of four (4) eligible athletes in each road race start. Each qualified athlete must enter a minimum of two (2)

medal events.

C. Three processes will be utilized to select cycling athletes to the team:

- a. **First**, Bipartite / Direct Invitation. Any athlete invited by name by the IPC/UCI will be selected to the team provided the athlete meets all eligibility provisions and other requirements set forth in these Procedures. USOC will be notified of any bipartite invitations from IPC/UCI on April 19, 2019.
 - i. If the IPC/UCI awards a Bipartite slot to an athlete by name, U.S. Paralympics will accept such athlete to the team.
- b. **Second**, four (4) male, and one (1) female athletes will be selected to the team for participation in track events (“track events”) based on the results of the 2019 USA Cycling Para-cycling Track National Championships. Only the maximum number of athletes as outlined in the *Lima 2019 Parapan American Games Qualification Guide* (also referred to as “start rights”) for men and women will be selected from any one classification or relative to the track medal event held at the Games. If the maximum number of athletes in a sport class has been reached, additional athletes from that sport class will not be selected to the team. Athletes selected for track event(s) may also receive start rights in road event(s), if available.
 - i. Finish times in the 1-kilometer Time Trial and Individual Pursuit for men, and the 500 meter Time Trial, 1-kilometer Time Trial (tandem women only) and the Individual Pursuit for women will be utilized to determine “results” for all athletes competing in these events. Each finish time will be converted to a “result” by expressing it as a percentage of the *2019 U.S. Paralympics Parapan Track Standard* (Attachment A) for that event. (An event refers to a medal event at the Parapan American Games – e.g. the Men’s C4-C5 4 km Individual Pursuit.) For the individual pursuit, times will be taken from the qualifying rounds only. Each result will be rounded to the nearest one hundredth of a percent. Lower percentages are better than higher percentages (97% beats 99 % beats 103%). $\text{Result} = (\text{finish time}/\text{National Standard}) \times 100$

All results will then be utilized to formulate a selection ranking list (“Track Ranking List”). There will be a separate ranking list for men and women, and the ranking list will include all results for all athletes, ordered from lowest percentage (best) to highest percentage. An athlete with a finish in more than one event will

have a corresponding number of results on the ranking list.

- ii. If necessary to break a tie among two or more athletes for the final team slot under this step, each athlete's next best result from the ranking list will be used to break the tie. If one athlete has a second result and the other athlete does not have a second result, the athlete with the second result will be selected. If a tie persists, selection will be based on the discretionary selection process as outlined in section 2.2 below.
- c. **Third**, two (2) male and one (1) female athletes will be selected to the team for participation in road events ("Road Events") based on results of the selection time trial.
- i. Only the maximum number of athletes as outlined in the UCI *Lima 2019 Parapan American Games Qualification Guide* (also referred to as "start rights") for men and women will be selected from any one classification or "racing group" relative to the road event held at the Games (see Attachment C, Parapan American Games Competition Program). If the maximum number of athletes in a racing group has been reached, additional athletes from that racing group will not be selected to the team under this step.
 - ii. Finish times in the road time trial will be utilized to determine "results" for all athletes competing in these events.
 - iii. Each finish time will be converted to a "result" by expressing it as a percentage of the 2019 U.S. Paralympics Parapan Road Standard (Attachment A) for that event. (An event refers to a medal event at the Parapan American Games – e.g. the Mixed C1-5 Road Time Trial.) Each result will be rounded to the nearest one hundredth of a percent. Lower percentages are better than higher percentages (97% beats 99 % beats 103%).

$$\text{Result} = (\text{finish time}/\text{National Standard}) \times 100$$

All results will then be utilized to formulate a selection ranking list ("Road Ranking List"). There will be one, mixed ranking list that includes results for both men and women, which will include all athletes who finished the road selection time trial, ordered from lowest percentage (best) to highest percentage.

- iv. If necessary to break a tie among two or more athletes for the

final team slot under this step, selection will be based on the discretionary process as outlined in Section 2.2 below.

- v. Athletes already qualified in track events as outlined in Section 1.3.A.b above, are not eligible to be named under this step, but may receive start rights for road events, if available.
- d. **Fourth**, one (1) male athlete, and three (3) female athletes, not including pilots (if applicable) will be selected to the team based on a discretionary selection process. The discretionary selection criteria utilized to select these athletes are detailed in Section 2.2 below.
- e. Athletes selected to the team will be notified via email and/or phone on or before July 11, 2019.
- f. Athletes who are selected to the team must notify U.S. Paralympics of their intention to compete in the 2019 Parapan American Games by signing and returning the Team Agreement via the online form, or via e-mail, within three (3) days of the notification of their selection to the team.
- g. Athlete selections to the team will be finalized by U.S. Paralympics and submitted to the Parapan American Games Organizing Committee by July 30, 2019.
- h. Each athlete selected to the team based on the qualifying events will receive a start right in the event/sport class in which the athlete qualified for selection to the team. Additional event start rights for other events **may** be granted to athletes if available.

D. **Pilot Athletes:** Pilot athletes, if applicable, will be selected to the team utilizing the discretionary criteria for pilot athletes as set forth in Section 2.2.B

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

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

The rationale for utilizing discretionary selection is to allow U.S. Paralympics Cycling the ability to select athletes based on their overall capabilities, performance and projected development, rather than on a single competition result. Only athletes who complete and submit the *Athlete Application* (Attachment B) will be considered by the Discretionary Selection Committee. Submissions must be received by July 9, 2019.

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

A. Cycling athletes: The U.S. Paralympics Cycling Discretionary Selection Committee will consider the following performance-related factors (which are not in priority order) in selecting athletes to the team.

1. The athlete(s) most likely to win a medal in an individual event.
2. The athlete(s) experienced an injury or illness or there was another personal factor that impeded maximal performance or prevented the athlete from competing at the selection event.
3. The athlete(s) experienced equipment failure, or other external factors, either natural or caused by others, at the selection event, that impeded what otherwise likely would have been a qualifying result.
4. The athlete(s) met the National standard in the event during 2019, per the U.S. Paralympics Parapan Road or Track National Standards (Attachment A).
5. The athlete(s) demonstrates a trend of improving performance in international competition, that when extended a reasonable distance into the future, intersects the current international performance standards for a top three (podium) finish in an event at the 2019 Parapan American Games.
6. The athlete(s) can positively impact team performance.
7. The availability of an open start right for the athlete's event/sport class.

B. Pilot Athletes

Pilot athletes are used for the B classifications (visually impaired). A pilot athlete will typically work with one athlete during practice, competition and day-to-day activities; therefore, an accreditation allocation is typically provided for one pilot athlete per qualified athlete who requires a Pilot as outlined in the UCI Rules: <https://www.uci.org/inside-uci/constitutions-regulations/regulations>

The U.S. Paralympics Discretionary Selection Committee will consider the following performance-related factors (which are not in priority order) in selecting pilot athletes to the team:

- Preference of the qualified visually impaired athlete.
- Ability to positively affect the performance of the visually impaired athlete.
- Demonstrated expertise of the pilot athlete—must have expertise and experience in the assigned athlete's specific event(s).
- Knowledge and understanding of the UCI Rules pertaining to pilot athletes. <https://www.uci.org/inside-uci/constitutions-regulations/regulations>

Pilot athletes will be held to the same standards and code of conduct as outlined in these Procedures. The pilot athlete position is contingent on the selection of the visually impaired athlete to be piloted. If the visually impaired athlete

declines his/her selection or is subsequently removed from the team after selection, the pilot athlete will also be removed from the team.

- 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:

U.S. Paralympics Cycling Discretionary Selection Committee:

Director, U.S. Paralympics Cycling
Chief of Paralympic Sport
Associate Director, Para Track & Field Sport Operations
Associate Director, Para-Cycling Sport Operations
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 that 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 selection process. However, a committee member who recused him/herself, but who has relevant and necessary information with respect to athlete performance, for example a national team coach or high performance director, may, if requested by the selection committee, provide such information to the committee so long as such information is provided in a fair and unbiased manner and the committee member who declared the conflict of interest does not vote toward the final decision.

3. REMOVAL OF ATHLETES

- 3.1 Prior to entry by name to the Local Organizing Committee by the USOC, U.S. Paralympics Cycling has jurisdiction over potential nominees.

An athlete who is to be nominated to the team by U.S. Paralympics Cycling may be removed for any of the following reasons, as determined by U.S. Paralympics Cycling:

- 3.1.1 Voluntary withdrawal. Athlete must submit a written letter to the Director, U.S. Paralympics Cycling.
- 3.1.2 Injury or illness as certified by a physician (or medical staff) approved by U.S. Paralympics Cycling. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by the U.S. Paralympics

Cycling, his/her injury will be assumed to be disabling and he/she may be removed.

- 3.1.3 Failure to participate in mandatory training and/or competition as defined in Section 9 of these procedures.
- 3.1.4 Violation of the U.S. Paralympics Code of Conduct (Attachment D).
- 3.1.5 Re-classification of the athlete by the UCI, such that the athlete's qualifying performance would not have qualified him/her for the team.
- 3.1.6 Removal by the UCI/IPC of the event in which the athlete qualified for the team, from the program of the 2019 Parapan American Games.

An athlete who is removed from the team pursuant to this provision has the right to a hearing per the U.S. Paralympics Complaint Procedures and the USOC's Bylaws, Section 9.

- 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 NGB/HPMO 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/Athlete-Resources/Athlete-Ombudsman/Resources/Code-of-Conduct>

<http://www.teamusa.org/Footer/Legal/Governance-Documents>

- 3.3 An athlete may be removed as a nominee to the team or from the team for an adjudicated violation of IPC, WADA, UCI, 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:

Replacement athletes will be selected pursuant to the discretionary selection process outlined in Section 2.

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

No replacement athletes will be selected after submission of entries by name to the Local Organizing Committee.

5. SUPPORTING DOCUMENTS

U.S. Paralympics Cycling 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

The following documents are required to be signed by an athlete as a condition of nomination to the Parapan American Games and are included as attachments:

U.S. Paralympics Code of Conduct

U.S. Paralympics Complaint Procedures

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

The USOC approved selection procedures (complete and unaltered) will be posted/published by U.S. Paralympics Cycling in the following locations:

7.1. NGB/HPMO 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.

<http://www.usparalympics.org/cycling>

8. DATE OF NOMINATION

The final roster of athletes will be submitted to the USOC on or before:

July 12, 2019

9. MANDATORY TRAINING AND/OR COMPETITION

There are no mandatory training camps or pre-event competitions.

10. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IPC, WADA, UCI, USADA and USOC anti-doping protocols, policies and procedures, as applicable. This includes participation in Out-of-Competition Testing as required by the IPC, WADA, UCI, 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:

Ian L. Lawless, Director, U.S. Paralympics Cycling
Sarah Hammer, Associate Director, Para-Cycling High Performance
Kyle McKinnis, Associate Director, Para-Cycling Sport Operations
Julie Dusliere, Chief of Paralympic Sport
Greta Neimanas, Athlete Representative

12. NGB/HPMO BYLAWS AND GRIEVANCE PROCEDURES

The U.S. Paralympics Complaint Procedures can be found at the following url:
<https://www.teamusa.org/US-Paralympics/Sports/Cycling/Selection-Procedures>

13. INTERNATIONAL DISCLAIMER

These procedures are based on IPC, as applicable, and/or UCI rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IPC, as applicable, and/or UCI rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to U.S. Paralympics Cycling. 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 U.S. Paralympics Cycling may contact the USOC Athlete Ombudsman, Kacie Wallace, by:

- Telephone at (719) 866-5000
- Email at Kacie.wallace@usoc.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 U.S. Paralympics.

Position	Print Name	Signature	Date
NGB/HPMO President or CEO/Executive Director	Julie Dusliere Chief of Paralympic Sport		06/07/19
Nat. Team Coach, Head Coach, or Nat. Program Director	Ian L. Lawless Director, Paralympic Cycling		07/01/19
USOC Athletes' Advisory Council Representative*	Greta Neimanas Athlete Representative		07/01/19

* 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

2019 U.S. Paralympics Cycling Parapan Road & Track Standards

TRACK EVENTS

Event	Standard (per event)
Men B Individual Pursuit (4K)	04:30.24
Men B Time Trial (1k)	01:04.34
Men C1-3 Individual Pursuit (3k)	03:45.76
Men C4-5 Individual Pursuit (4k)	04:46.72
Men C1-5 Time Trial (1k)*	01:08.94
Women B Individual Pursuit (3K)	03:43.66
Women B Time Trial (1k)	01:11.70
Women C1-3 Individual Pursuit (3k)	04:27.11
Women C4-5 Individual Pursuit (4k)	04:04.38
Women C1-5 Time Trial (500m)*	39.88

ROAD EVENTS

Event	Standard (per km)
Mixed B Time Trial*	01:14.38
Mixed C 1-5 Time Trial*	01:18.82
Mixed H1-5 Time Trial*	01:33.32
Mixed T1-2 Time Trial*	01:45.83

All standards for combined events utilize the standard for the highest class in the combined event, per the 2019 U.S. Paralympics 2019 Athlete & Sport Program Plan:

<https://www.teamusa.org/US-Paralympics/Sports/Cycling/Athlete-and-Sport-Program>

*Indicates combined, factored time event. Standard is the U.S. Paralympics Cycling standard for the 100% class per UCI Rule 16.1.005. All times are adjusted ("factored") prior to being included in the ranking list.

Attachment B

2019 U.S. Paralympics Cycling Parapan Athlete Application

Any and all athletes who wish to be considered for nomination to the team, MUST express their interest via the *Athlete Application*, no later than July 8, 2019 at 5pm MT, at the link below. Athletes who do not submit an application by the deadline will not be eligible for nomination to the team and will not be considered.

<https://app.e2ma.net/app2/survey/1720455/213088115/8467ae9d40/>

Attachment C

2019 Parapan American Games Competition Program

MEDAL EVENTS

TRACK

MEN:	WOMEN:
B: Ind. Pursuit (4K)	B: Ind. Pursuit (3k)
B: Time Trial (1k)	B: Time Trial (1k)
C 1-3: Ind. Pursuit (3k)	C 1-3: Ind. Pursuit (3k)
C 4-5: Ind. Pursuit (4k)	C 4-5: Ind. Pursuit (3k)
C 1-5: Time Trial* (1k)	C 1-5: Time Trial* (500m)

ROAD

MEN:	WOMEN:	MIXED:
B Road Race	B Road Race	B Time Trial*
H 3-5 Road Race	H 3-5 Road Race	C1-5 Time Trial*
C1-3 Road Race	C1-3 Road Race	H1-5 Time Trial*
C4-5 Road Race	C4-5 Road Race	T1-2 Time Trial*

**Factored Event per UCI rule 16.1.005*

Note: The final number and list of medal events will be published following the closing of Sport Entries, and it can be reduced or modified at the discretion of the UCI.

Attachment D

Code of Conduct

**UNITED STATES OLYMPIC COMMITTEE
CODE OF CONDUCT
FOR
U.S. PARALYMPICS NATIONAL TEAMS
AND
U.S. PARALYMPICS PROGRAMS**

ATHLETE PLEDGE AND AGREEMENT

I pledge to uphold the spirit of this Code of Conduct (the “Code”), which offers a guide to my conduct as a member of a U.S. Paralympics National Team or a U.S. Paralympics Team to international competition (the “Team”). This Code applies to those Paralympic sports in which the United States Olympic Committee (USOC) has not recognized a National Governing Body or a Paralympic Sport Organization to govern the sport. I acknowledge that I have a right to a hearing if my opportunity to compete is denied or if I am charged with a violation of this Code.

I have familiarized myself with the Code and understand that acceptance of its provisions is a condition of my membership on the Team.

As a Member of the Team, I hereby promise and agree that I:

- will abide by all published rules related to the Team selection procedures as approved by U.S. Paralympics or the USOC;
- 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 notify U.S. Paralympics if (i) I have a physical injury or illness that might compromise my ability to compete; (ii) will submit, if requested, to a physical/medical examination by medical personnel approved by the USOC and authorize the submission of the physical examination/medical information to US Paralympics and the USOC; and (iii) understand that such injury or illness may be the cause for my not being selected to the Team, being removed from the Team, or not being allowed to participate if I remain on the team.

- will comply with all aspects of the SafeSport Code for the U.S. Olympic and Paralympic Movements, the SafeSport Practices and Procedures for the U.S. Olympic and Paralympic Movement, the Supplementary Rules for U.S. Olympic and Paralympic SafeSport Arbitrations, and all other athlete safety policies, procedures and protocols of the USOC;
- will not commit a doping violation as defined by the World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the International Paralympic Committee (IPC) or USOC rules;
- am not currently provisionally suspended or serving a period of ineligibility for a doping violation and/or do not have a pending or unresolved doping charge;
- am not currently serving a suspension or been deemed permanently ineligible due to a SafeSport violation, and I have disclosed to U.S. Paralympics any current interim measure(s) and/or unresolved SafeSport allegation made against me;
- will not engage in any conduct that is criminal under any laws applicable to me, including, but not limited to laws governing the possession and use of drugs and alcohol and providing of drugs to any person and of alcohol to minors;
- will not participate or assist in any gambling or betting activities associated with any event related to my sport or my participation;
- am eligible to compete under the rules of the IPC and its pertinent committees, and its pertinent member organizations and under the rules of the USOC;
- am in possession of a valid U.S. passport, that will not expire prior to six months following the conclusion of any international competition, should I be chosen for an international team that requires a passport;
- will refrain from conduct detracting from my ability or that of my teammates to attain peak performance;
- will respect the property of others whether personal or public;
- will maintain a level of personal hygiene and cleanliness appropriate to respect my teammates;
- will respect members of my Team, other teams, spectators and officials, and engage in no form of discriminatory behavior nor in any form of verbal, physical or sexual harassment or abuse;
- will follow the Team rules, whether set by Team leadership or adopted by consensus, including by way of example, rules regarding curfew and required attendance at Team meetings;
- agree to wear the uniforms approved by U.S. Paralympics at official activities sponsored by the USOC or U.S. Paralympics as directed by U.S. Paralympics staff, and I agree to compete in the U.S. Paralympics-approved Team uniform, where such a uniform is provided, in competitions

at which I am supported by U.S. Paralympics. I agree to wear the names and logos of U.S. Paralympics sponsors, suppliers and licensees on Team competition wear, other uniforms and casual wear as provided by U.S. Paralympics. I agree to not alter any Team uniform, either by removing or obstructing the names or logos of U.S. Paralympics sponsors, suppliers and licensees or by adding patches, stickers, or other means of displaying unauthorized names, logos or messages;

- agree to not demean or defame the USOC, U.S. Paralympics or its sponsors, their names, logos, marks, products or services. I acknowledge that endorsing and supporting U.S. Paralympics sponsors through my actions and words reflects well on the team and on those supporting the team.
- agree to be filmed, videotaped and photographed, and to have my image and voice otherwise recorded, in any media, during any event I am attending under the auspices of the USOC or U.S. Paralympics, by U.S. Paralympics official photographer(s), film crew(s) and video crew(s), and by any other entity authorized by U.S. Paralympics, under the conditions specified by U.S. Paralympics. I hereby grant U.S. Paralympics the irrevocable, perpetual, fully paid-up, worldwide right and license to use, and to authorize third parties to use, in all media, my name, picture, likeness, voice and biographical information for: (1) news and information purposes, (2) promotion of the Paralympic movement and the specific competition(s) in which I compete, (3) promotion of the Team, and (4) promotion of U.S. Paralympics and the USOC ; in no event may U.S. Paralympics or the USOC use or authorize the use of my name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply an endorsement of any company, product, or service, without my written permission;
- will not use or authorize the use of photographs, films or videos of myself in my USOC or Paralympic Team apparel or equipment or the use of any USOC or U.S. Paralympics logo for the purpose of trade, promotion, fundraising or on merchandise, without the prior written consent of U.S. Paralympics;
- will abide by the rules of the IPC or other Paralympic international federation concerning allowable trademark identification on clothing and equipment worn or used in competition or on my body (such as visible tattoos).
- will be responsible for payment of all legal fees and expenses if I require legal representation because I am accused of a doping violation or criminal misconduct, or if for any other reason I require the services of an attorney;
- will act in a way that will bring respect and honor to myself, my teammates, the Team, U.S. Paralympics, the USOC, and the United States; and
- will remember that at all times I am an ambassador for my sport, my country and the Paralympic Movement.

ATHLETE OMBUDSMAN

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

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 a member of the Team.

Signature

Date

<p style="text-align: center;">PARENT/GUARDIAN CERTIFICATION (For Participants Under the Age of 18 as of Date of Signature)</p>

Signature

Date

Relationship (Parent or Guardian)

Attachment E

U.S. Paralympics COMPLAINT PROCEDURES May 15, 2018

Section 1. Jurisdiction.

These Complaint Procedures are applicable to those Paralympic sports in which U.S. Paralympics has not recognized a National Governing Body or a Paralympic Sport Organization to govern the sport. Only matters concerning those Paralympic sports fall within the jurisdiction of these Complaint Procedures. Any member or participant of any of those Paralympic sports, by reason of membership or participation in an event (including but not limited to, competitions, camps and trainings) sanctioned, organized or held by U.S. Paralympics, agrees to be subject to these complaint procedures and agrees to be bound by any decision rendered pursuant to these complaint procedures.

Section 2. Designation of Complaints.

The following kinds of complaints may be filed with U.S. Paralympics:

- a. **Administrative Grievance.** U.S. Paralympics or any aggrieved individual may file a complaint pertaining to any matter relating to the cognizance of U.S. Paralympics, including but not limited to any alleged violation of or grievance concerning any U.S. Paralympics rule, regulation or code of conduct.
- b. **Disciplinary Proceeding.** U.S. Paralympics, or any member of the respective Paralympic sport may file a complaint against another member of the Paralympic sport, or former member of the Paralympic sport if the action occurred while the individual was a member, regarding any alleged violation of the Paralympic sport Code of Conduct, Paralympic sport SafeSport Policy, or any other rule or regulation relating to conduct.
- c. **Right to Compete.** Any athlete, coach, trainer, manager, administrator or official may file a complaint pertaining to any alleged denial, or alleged threat to deny, of that individuals opportunity to compete in a U.S. Paralympics sanctioned/sponsored competition or protected competition.

Section 3. Manner of Filing.

The complainant shall file the complaint with the USOC Chief Executive Officer. The complaint shall set forth in clear and concise language, preferably in numbered paragraphs: (i) the alleged violation, grievance, denial or threat to deny and (ii) the remedy requested. The complainant shall

sign the complainant, except that for matters involving any Paralympic sport SafeSport Policy, complaints may be filed anonymously.

Section 4. Statute of Limitations.

A complaint filed under these Complaint Procedures shall be filed within one hundred and eighty (180) days of the occurrence of the alleged violation, grievance, denial or threat to deny.

Section 5. Field of Play Decisions.

The final decision of a referee during a competition regarding a field of play decision (a matter set forth in the rules of the competition to be within the discretion of the referee) shall not be reviewable through the procedures for, or the subject of, Administrative Grievances or Right to Compete Complaints unless the decision is: (i) outside the authority of the referee to make or (ii) the product of fraud, corruption, partiality or other misconduct of the referee. For purposes of this Section, the term “referee” shall include any individual with discretion to make field of play decisions.

Section 6. Doping Decisions.

A decision concerning a doping violation adjudicated by the independent anti-doping organization designated by U.S. Paralympics to serve as the U.S. National Anti-Doping Organization (currently the United States Anti-Doping Agency) shall not be reviewable through, or the subject of, these complaint procedures.

Section 7. Safe Sport Decisions.

A decision concerning a safe sport violation adjudicated by the independent safe-sport organization designated by U.S. Paralympics (currently the United States Center for Safe Sport) shall not be reviewable through, or the subject of, these complaint procedures.

Section 8. Hearing Panel.

Upon the filing of a complaint, the USOC Chief Executive Officer shall appoint a hearing panel consisting of three (3) disinterested individuals to hear the complaint. The USOC Chief Executive Officer shall also appoint a chair of the hearing panel from among the three individuals appointed. At least one member of the hearing panel shall be an athlete.

The Hearing Panel shall be responsible to ensure that all complaints are heard in a timely, fair and impartial manner.

Section 9. Administration.

The United States Olympic Committee General Counsel's Office shall generally administer and oversee all administrative grievances, disciplinary proceedings, and right to compete matters filed with U.S. Paralympics.

Section 10. Conduct of the Proceeding.

The hearing panel shall rule on all motions and other matters raised in the proceeding. If the complaint is not dismissed, the hearing panel shall hold a hearing on the complaint. The hearing panel shall set such timelines and other rules regarding the proceeding and the conduct of the hearing as it deems necessary. The hearing shall be informal, except that testimony shall be taken under oath.

The hearing may be conducted by teleconference, if necessary or convenient to the parties. Each party shall have the right to appear personally or through a legal representative. All parties shall be given a reasonable opportunity to present and examine evidence, cross-examine witnesses and to present argument. Members of the hearing panel shall have the right to question witnesses or the parties to the proceeding at any time.

Any party may have a record made of the hearing. A court reporter may be present at the hearing at the request of a party. The court reporter shall be paid for by the party requesting the court reporter, or if mutually agreed, the cost may be equally divided. Any transcript shall be paid for by the party requesting the transcript.

Section 11. Expedited Procedures.

Upon the request of a party, and provided that it is necessary to expedite the proceeding in order to resolve a matter relating to a competition that is so scheduled that compliance with regular procedures would not be likely to produce a sufficiently early decision to do justice to the affected parties, the USOC Chief Executive Officer is authorized to order that the complaint be heard and decided within forty-eight (48) hours of the filing of the complaint. In such a case, the hearing panel is authorized to hear and decide the complaint pursuant to such procedures as are necessary, but fair to the parties involved.

Section 12. Complaints Involving Selection to Participate in a Competition.

Where a complaint is filed involving selection of an individual to participate in a competition, the complainant shall include with the complaint a list of all other individuals, together with their contact information, that may be adversely affected by a decision rendered on the complaint. The hearing panel shall determine which additional individuals must receive notice of the complaint. The complainant shall then be responsible for providing appropriate notice to these individuals. Any individual so notified then shall have the option to participate in the proceeding as a party. If an individual is notified of the complaint, then that individual shall be bound by the decision of the hearing panel even though the individual chose not to participate as a party.

Section 13. Decision.

A decision shall be determined by a majority of the hearing panel. The hearing panel's decision shall be in writing, shall state the reasons for the decision and shall be distributed to the parties.

Section 14. Arbitration.

Any party may appeal a decision of the hearing panel to the American Arbitration Association. The arbitrator appointed by the American Arbitration Association shall have the authority to hear the matter anew or if requested by a party to render a decision on a more limited review. Either party may submit the decision of the hearing panel to the arbitrator for the arbitrator's consideration. The arbitrator may give whatever weight or authority to the hearing panel's decision as the arbitrator deems appropriate.