

**USA Field Hockey**  
**ATHLETE SELECTION PROCEDURES**  
**PAN AM GAMES, 2023**  
**(MEN'S)**  
**8/10/2022**

**1. SELECTION SYSTEM**

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

1.1.1. Nationality/Passport requirements:

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

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

1.1.2. Minimum International Olympic Committee (IOC), International Paralympic Committee (IPC) and/or Panam Sports Organization (Panam Sports) (PAG and PPAG only) standards for participation:

Any competitor in the Olympic, Paralympic, Pan American or Parapan American Games must be a national of the country of the National Olympic Committee (NOC) or 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 Olympic Charter (Rule 41), the IPC Handbook (Section 2, Chapter 3.1), or the Panam Sports Constitution (Article 30.5-6).

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

- NONE

1.1.4. Other requirements (if any):

- Must be a member, in good standing, of USA Field Hockey
- Athlete must successfully complete all Games Registration requirements by stated deadline.
- Any athlete age 18 or older will be required to undergo a background screen in accordance with the current [USOPC Background Check Policy](#).
- Any athlete age 18 or older as of the Closing Ceremony will be

required to remain current with the U.S. Center for SafeSport education and training requirements in accordance with the [USOPC Athlete Safety Policy](#).

1.2. Tryout Events:

- 1.2.1. Provide the event names, dates and locations of all trials, events and camps to be used as part of the selection process.

The US Men's Pan Am Team will be selected from USA Field Hockey's National Team Player Pool using the events listed in Section 1.3 below. Selection to the player pool and events, competitions, and training opportunities are listed in Section 1.3 below.

- 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).

See 1.3

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

The Men's National Team Player Pool will consist of the following:

- Athletes selected to the Men's National Team in 2022-2023
- Athletes selected to the USAFH Junior National Squads in 2022-2023
- Athletes selected as a member of a High Performance Center Program in 2022-2023
- Athletes invited to a USAFH Men's National Team Trial or training session in 2022-2023
- Athletes identified during ongoing assessment at any USAFH event
- Athletes identified through ongoing observation in domestic, international, club, college, high school, or indoor competitions in 2022 and 2023.

- 1.3.2 Athletes in the Pool are observed and monitored by the Men's National Team High Performance Staff during international competition and other events during 2022 and 2023. Men's International Competitions (entire 2022 calendar and events added to the 2023 Calendar), Men's Professional Competitions (entire 2022 and 2023 Calendar), Men's National Team Trial, Men's USAFH events, Men's Field Hockey and training camps. Dates and locations of the USAFH Men's National Team Trials, Men's USAFH events, USAFH Men's National Team International Competitions, and USAFH Men's Training Camps, will be published on the USA Field Hockey website at least 45 days in advance of the events. Athletes in the pool will be considered for selection for the Pan Am Games Team based on cumulative observations and evaluations using the selection criteria in Section 2.

1.3.3 For the Pan Am Games, the 16 athletes who provide the best combination of technical, tactical, physiological and psychological makeup, attitude, work ethic, balance and blend of squad, using the criteria outlined in Sections 2, will be recommended by the Men's National Team High Performance Staff for final approval by the Men's Section Committee (MSC).

## 2. DISCRETIONARY SELECTION (if applicable)

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

The multi-faceted nature of team sports makes objective criteria very difficult to define, and thus there will be a significant component of discretionary decision making with regard to final selection. The criteria below are weighted against the requirements of a senior international player at world podium level. The criteria are not a nationwide comparison.

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

The selection criteria for field hockey is a mixture of technical, tactical, physiological and psychological components as well as attitude, work ethic, blend and balance of the squad. Indeed, the measure of these components is somewhat subjective with specificity being aligned to each of the components with some objective measures. Objective measures, which tend to be the most common within the physiological makeup of athletes, are handled by experts in the field and include maximal aerobic speed, speed, strength, the ability to repeat high intensity actions and low to ground actions required in field hockey at international level.

The environment from which selection is measured is a combination of training, testing, domestic competition and international tournament exposure. An athlete from the Pool is eligible for selection as long as the performance within the technical, tactical, physiological, psychological, attitude, and work ethic areas is deemed appropriate by Men's National Team High Performance Staff. In selecting athletes as members of the Pan Am Games Team, the Men's National Team High Performance Staff will consider the information listed below. Statistical, video, written and observational evaluations of athletes shall be retained by USA Field Hockey for at least six (6) months past the Closing Ceremonies of the 2023 Pan Am Games.

The Men's National Team High Performance Staff and National Team Coaches will use the following criteria, not listed in any priority order:

#### ***Proven Effective Hockey Ability***

- Learns and is aware of options within a system of play
- Understands & implements tactical instruction
- Consistently takes right options

- Technical ability to make right options work
- Demonstrates sound basic skills under pressure
- Athletically capable
- Flexibility – can effectively play more than one position across and through lines
- Understands playing philosophy; believes in it and commits to it

### ***Balance and Blend of Squad***

- PanAm Games hockey dictates a 16 – player squad. The balance of forwards, midfielders and defenders, left, center and right sided, and players with critical set piece skills are a crucial part of the selection decision.

### ***Hockey Tournament Fitness***

- Ability to deliver repeated high intensity performances over the length of a tournament in difficult climatic conditions without accruing injuries.

### ***Special Skills***

- The ability to score and defend set pieces is fundamental to medal success. Similarly set piece skills such as static restart aerial skills are a required component of senior international hockey.

### ***Heart***

- The length and intensity of the program surrounding senior hockey requires self-motivated, self-disciplined, dedicated players who only require themselves to motivate their training and play. The pride and passion of players representing their country should be evident to all in what they do day-to-day.
- Strong work ethic, both on and off the pitch.
- Supports teammates, in matches, training and off-pitch.
- Players who take individual responsibility.
- Players who are optimistic, adaptable and demonstrate grit.

### ***Team Player***

- Selfless in attitude towards team members both on & off pitch. Will give everything for the success of their teammates.
- Growth mindset – open minded to new ideas and concepts.
- Plays to strengths.

### ***Resilience***

- Warrior mentality – copes with & bounces back from the lows of international hockey, as well as remaining focused on the tasks still to be completed.
- Thinks clearly under pressure.

- Demonstrates the ability to learn from previous experiences through self-reflection and self-awareness.

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:

Men's Selection Committee:

Head Coach, Men's National Team

Assistant Coach, Men's National Team

Assistant Coach, Men's National Team

Strength & Conditioning Coach, Men's National Team

Two (2) Athlete Representatives

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.

All members of the selection committee must comply with the NGB/PSO's conflict of interest policy, to include completing and submitting a disclosure form for review by the NGB/PSO's Ethics Committee prior to convening the committee.

Any member of the selection committee who has an actual, possible, or perceived conflict of interest must disclose it to the NGB/PSO's Ethics Committee prior to the start of the selection process and/or recuse him/herself from the review process and/or voting. A conflict of interest exists when a personal, family, financial, professional, club, team or business interest of the committee member poses a direct or indirect relationship, connection, or affiliation, past or present, with an athlete in contention for the applicable team selection that could compromise the committee member's ability to participate in the selection process in an unbiased manner. If a conflict exists, the NGB/PSO's Ethics Committee shall review the conflict and determine the committee member's level of involvement (e.g., whether that committee member must recuse him/herself from participating in discussions and/or voting). For example, if it is determined that a committee member must recuse him/herself from voting, the Ethics Committee may still determine that a committee member 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 so long as the committee member with the conflict of interest does not vote toward the final decision. The committee member must not otherwise influence other members of the committee in the selection process.

Additionally, any person (including any potentially impacted athlete or coach of a potentially impacted athlete) with a good faith belief that a committee member has a conflict of interest may report the alleged conflict of interest to NGB/PSO's Ethics Committee. Reports may be made anonymously. No committee member shall retaliate in any way against a person who, in good faith, reports an alleged conflict of interest.

Any recused individual shall be replaced in accordance with the NGB/PSO selection committee appointment process.

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

- 3.1. Prior to entry by name to the Local Organizing Committee by the USOPC, USA Field Hockey has jurisdiction over potential nominees.

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

- 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the USA Field Hockey CEO/Executive Director.
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by USA Field Hockey. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA Field Hockey, 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 USA Field Hockey's Code of Conduct (Attachment A).
- 3.1.5. Non-compliance with the eligibility requirements listed in Section 1.1. of these selection procedures.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per USA Field Hockey's Bylaws (USAFH Bylaw Article 17.1.2.) and the USOPC Bylaws, Section 9.

- 3.2. Once athlete entries have been submitted to the USOPC, the USOPC has jurisdiction over the Team, at which time, in addition to any applicable NGB/PSO Code of Conduct, the USOPC's Delegation Conduct Requirements apply, contained in the USOPC Games Delegation Terms. The USOPC Games Delegation Terms are specific to each Games and made available during the Games registration process; the USOPC's Grievance Procedures and Hearing Process are found within the Delegation Terms. See "Delegation Events" at <https://www.teamusa.org/Footer/Legal/Dispute-Resolution> for more information.
- 3.3. An athlete may be removed as a nominee to the Team or from the Team for an adjudicated violation of IOC, Panam Sports, IPC, WADA, IF, USADA and/or USOPC anti-doping protocol, policies and procedures, as well as the U.S. Center for SafeSport Code, the USOPC Athlete Safety Policy and USA Field Hockey's SafeSport policies, 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:

All members of USA Field Hockey's National Team Player Pool will be potential replacement athletes. Replacement athletes will be selected based on the selection criteria contained in this document (see Sections 1.3 and 2 above).

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

All members of the USA Field Hockey's National Team Player Pool will be potential replacement athletes. Replacement athletes will be selected based on the selection criteria contained in this document (see Sections 1.3 and 2 above).

## **5. SUPPORTING DOCUMENTS**

USA Field Hockey will retain the approved Selection Procedures and all supporting documents, including scouting or evaluation forms, etc., and data from the selection process for six months past the date of the Closing Ceremony of the Games.

## **6. REQUIRED DOCUMENTS**

In addition to the USOPC Code of Conduct, the following documents are required to be signed by an athlete as a condition of nomination to the Olympic, Paralympic, Pan American or Parapan American Games (include as attachments or provide links):

- Athlete Code of Conduct (Attachment A)

## **7. PUBLICITY/DISTRIBUTION OF PROCEDURES**

The USOPC approved Selection Procedures (complete and unaltered) will be posted/published by USA Field Hockey in the following location(s):

- 7.1. NGB/HPMO Web site: [www.usafieldhockey.com](http://www.usafieldhockey.com)

These procedures will be posted as soon as possible, but not more than five business days following notice of approval by the USOPC.

## **8. DATE OF NOMINATION**

Nomination of athletes, including replacements, will be announced to all athletes and submitted to the USOPC on or before:

**September 5, 2023**

**9. MANDATORY TRAINING AND/OR COMPETITION**

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

When selected to the National Team, athletes are required to attend training and are provided with a three-month calendar confirming training dates, times and locations. Athletes are required to complete all strength and conditioning sessions, or any rehabilitation programs prescribed by a medical team.

**10. ANTI-DOPING REQUIREMENTS**

Athletes must adhere to all IOC, IPC, Panam Sports, WADA, IF, USADA and USOPC anti-doping protocols, policies and procedures, as applicable. This includes participation in Out-of-Competition Testing as required by the IOC, IPC, Panam Sports, WADA, IF, USADA and USOPC rules, as applicable.

**11. DEVELOPMENT OF SELECTION PROCEDURES**

The following committee/group (include names and titles) was responsible for creating these Selection Procedures:

Harendra Singh, Head Coach, Men's National Team  
Alex Grassi, AAC Representative

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

The USA Field Hockey Bylaws and Grievance Procedures can be found at:

[www.usafieldhockey.com](http://www.usafieldhockey.com)

**13. INTERNATIONAL DISCLAIMER**

These procedures are based on IOC, IPC, Panam Sports, as applicable, and/or FIH rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC, IPC, Panam Sports, as applicable, and/or FIH rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USA Field Hockey. 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 USOPC.

**14. ATHLETE OMBUDS OFFICE**

The Athlete Ombuds Office provides cost-free, independent and confidential advice regarding athlete rights, grievance procedures and any other related guidance pertaining to selection procedures and can assist in mediating disputes between athletes and their NGB/HPMO.

To contact the Athlete Ombuds Office:

PHONE: (719) 866-5000

EMAIL: [ombudsman@usathlete.org](mailto:ombudsman@usathlete.org)

WEBSITE: [www.usathlete.org](http://www.usathlete.org)

**15. NGB/HPMO SIGNATURES**

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

Position	Print Name	Signature	Date
USA Field Hockey President or CEO/Executive Director	Simon Hoskins		
Nat. Team Coach, Head Coach, or Nat. Program Director	Harendra Singh		
USOPC Athletes' Advisory Council Representative*	Lauren Crandall		

\* If the USOPC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.

\* Signature by the Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Athlete Selection Procedures being submitted by the NGB/HPMO, he/she may submit those reasons in writing to his/her Sport Performance Team.

\* If, for some reason, a sport does not have an elected USOPC AAC Representative, the NGB/HPMO must designate an athlete from that sport to review and sign the Selection Procedures.

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 USOPC.

#### 14. ATHLETE OMBUDS OFFICE

The Athlete Ombuds Office provides cost-free, independent and confidential advice regarding athlete rights, grievance procedures and any other related guidance pertaining to selection procedures and can assist in mediating disputes between athletes and their NGB/HPMO.

To contact the Athlete Ombuds Office:

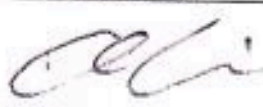


PHONE: (719) 866-5000

EMAIL: [ombudsman@usathlete.org](mailto:ombudsman@usathlete.org)

WEBSITE: [www.usathlete.org](http://www.usathlete.org)

#### 15. NGB/HPMO SIGNATURES

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

Position	Print Name	Signature	Date
USA Field Hockey President or CEO/Executive Director	Simon Hoskins		8.29.22
Nat. Team Coach, Head Coach, or Nat. Program Director	Harendra Singh		08:26:2022
USOPC Athletes' Advisory Council Representative*	Lauren Crandall		8-31-22

\* If the USOPC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.

\* Signature by the Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Athlete Selection Procedures being submitted by the NGB/HPMO, he/she may submit those reasons in writing to his/her Sport Performance Team.

\* If, for some reason, a sport does not have an elected USOPC AAC Representative, the NGB/HPMO must designate an athlete from that sport to review and sign the Selection Procedures.

Attachment A

**January 20, 2022**

**CODE OF CONDUCT  
OF  
UNITED STATES FIELD HOCKEY ASSOCIATION**

## 1. Applicability of Policy

This Code of Conduct is applicable to all **USFHA** Affiliated Individuals. “**Affiliated Individuals**” include, but are not limited to, USFHA Individual and Organizational members, USFHA National Team Coaches and Athletes, members of **USFHA**’s Board of Directors (the Board of **USFHA**), officers, committee members, task force members, hearing panel members, employees, contractors and volunteers.

## 2. USFHA Expectations

USA Field Hockey requires that all USFHA Affiliated Individuals read the comprehensive Code of Conduct and abide by these important rules and policies as part of their employment, volunteering, membership and participation.

The following rules/regulations must be followed:

It is only through such conduct that our sport can continue to earn and maintain a positive image and make its full contribution to amateur sports in the United States and around the world. USA Field Hockey supports the following behaviors for those who participate in the sport or are involved in any way with USA Field Hockey. The following essential elements of the "Code of Conduct" must be followed:

- a. Sportsmanship and teaching the concepts of fair play are essential to the game and must be taught at all levels and developed both at home and on the field during practices and games.
- b. The value of good sportsmanship, the concepts of fair play, and the skills of the game should always be placed above winning.
- c. The safety and welfare of the players are of primary importance. All Participants will abide by and be bound by this Code of Conduct and applicable USA Field Hockey Bylaws and Code of Ethic. Members, coaches, athletes and umpires are subject to the jurisdiction of the U.S. Center for Safe Sport and agree that any sanctions imposed by the Center extend to participation in all USA Field Hockey events or activities. Minor Athlete Abuse Prevention Policies (MAAPP) and the SafeSport rules, policies and procedures promulgated by the U.S. Center for Safe Sport also apply and may be amended from time to time.
- d. Coaches must always be aware of the tremendous influence they have on their players. They are to strive to be positive role models in dealing with young people, as well as adults.
- e. Coaches should always demonstrate positive behaviors and reinforce them to players, parents, umpires and spectators alike. Players should be specifically encouraged, and positivity reinforced by coaches to demonstrate respect for teammates, opponents, officials and spectators.
- f. Players should always demonstrate positive behavior and respect toward teammates, opponents, coaches, officials, parents and spectators.
- g. Coaches, players, parents and spectators are expected to demonstrate the utmost respect for umpires and reinforce that respect to

- players/teammates. Coaches are also expected to educate their players as to the important role of umpires and reinforce the ideal of respect for the umpire to players/teammates.
- h. Grievances or misunderstandings between coaches, umpires or any other parties involved with the sport should be communicated through the proper channels and procedures, never on or about the field of play in view of spectators or participants.
  - i. Umpires are professionals and are therefore expected to conduct themselves as such and in a manner that demonstrates total impartiality, courtesy and fairness to all parties.
  - j. Coaches and spectators involved with the game must never permit anyone to openly or maliciously criticize, badger, harass or threaten anyone, including umpires, coaches, players, parents or opponents.
  - k. Coaches and Umpires must be able to demonstrate a solid knowledge of the rules of field hockey and should adhere to the rules in both the letter and the spirit of the game.
  - l. Coaches should provide a basic knowledge of the rules to both players and spectators within his/her program. Attempts to manipulate rules in an effort to take unfair advantage of an opponent, or to teach deliberate unsportsmanlike conduct, is considered unacceptable conduct.
  - m. Eligibility requirements, at all levels of the game, must be followed. Rules and requirements such as age, previous level of participation, team transfers, etc, have been established to encourage and maximize participation, fair play and to promote safety.
  - n. Coaches receiving a red card from an umpire during game play at a USA Field Hockey event or Sanctioned event are considered in violation of the Code of Conduct and will be subject to the stated consequences in the USA Field Hockey Tournament Rules and Regulations, in addition to the disciplinary actions stated below.

Additionally, USFHA mandates that members and stakeholders behavior and use of facilities is safe and respectful. The following will not be tolerated:

- a. There will be no possession or use of alcoholic beverages at the host site by anyone under legal drinking age; or anyone if prohibited by the host site.
- b. There will be no possession or use of prescription drugs or USOPC banned substance unless participant is currently under physician's care and the medication is required for treatment of an illness or injury (documentation is required)
- c. Unacceptable behavior will not be tolerated, including but not limited to:
  - a. Any act considered to be an offense under federal, state, local laws and USOPC or USFHA rules, polices and procedures.
    - i. USFHA prohibits that any individual who is an employee, contractor or agent of USFHA from assisting a member or former member in obtaining a new job (except for the routine transmission of administrative and personnel files) if the individual knows that the member of former member violated

- the policies or procedures of the Center related to sexual misconduct or was convicted of a crime involving sexual misconduct with a minor in violation of applicable law or the policies or procedures of the U.S. Center for SafeSport
- b. The rules governing fair play and competitive manipulation in the Olympic and Paralympic movement (the Olympic Movement Code on the Prevention of the Manipulation of Competitions and/or the IPC Code of Ethics, Section 6.1, as applicable)
  - c. Vandalism, damaging property, unauthorized use of equipment or property or theft
  - d. Unsportsmanlike conduct
  - e. Inappropriate horseplay or other misbehavior which physically endangers any person or property

### **3. Reporting and Resolution**

- a. All Code violations shall be reported as soon as possible to the program's director.
- b. Upon notification of a code violation, the program director and appropriate staff members may hold a hearing with the participants involved.
- c. The program director shall have authority to enforce any of the above listed consequences, notifying the participant within at least 24 hours of the hearing.
- d. A recommendation by the program director that the participant be restricted from future programs must be submitted in writing to the USA Field Hockey Ethics Committee, which shall make the final decision.
  - a. Disinterested parties will make up the Ethics Committee and all that have a conflict are asked to recuse themselves. Athlete representation will make up 33.3% of the Committee as per the USFHA bylaws.
- e. The participant has the right to appeal a decision by the Ethics Committee in accordance with the Bylaws of USA Field Hockey.

### **4. Anti-Retaliation**

USA Field Hockey has zero tolerance for retaliation against people who make good faith reports of potential ethical, policy, financial or legal violations, or who cooperate with investigations of those reports. That means no Affiliated Individual may threaten, harass, discriminate against, or take any negative employment (where applicable) or participation related action (e.g., discharge, demotion, suspension, non-assignment, negative review) on that basis.

Any such retaliation can be reported as described above in the same way as any other policy violation. It will be treated as a violation this Policy and USA Field

Hockey's Code of Conduct and may lead to serious consequences including termination of employment or participation for anyone involved in retaliation.

## **5. Opportunity for a Hearing**

In no event shall USA Field Hockey deny or threaten to deny an athlete, coach, official, or administrator the opportunity to participate in protected or amateur athletic competition without fair notice and an opportunity to a hearing in accordance with the requirements of the Ted Stevens Olympic and Amateur Sports Act, the USOPC Bylaws and the USA Field Hockey Complaint Procedures.

## **6. Code of Conduct Policy Lead**

Emily Hewitt (ehewitt@usafieldhockey.com) can be contacted with any questions about this policy. The Ethics Committee and Chair are responsible for this policy and enforcement of this policy.

### ***For Athletes With Questions Regarding This Code of Conduct Policy:***

*The Athlete Ombudsman provides cost-free, independent and confidential advice regarding athlete rights; resolving disputes or grievances; and any sport rule, policy, or process, including NGB-athlete agreements, codes of conduct or team selection procedures. The Athlete Ombudsman can also help athletes connect with legal counsel or mental health resources if needed. Athletes may contact the Athlete Ombudsman at:*

*PHONE: (719) 866-5000  
EMAIL: ombudsman@usathlete.org  
WEBSITE: www.usathlete.org*

You may also report misconduct to the USOPC's Ethics and Compliance Team through the USOPC's Integrity Portal:

<https://secure.ethicspoint.com/domain/media/en/gui/53006/index.html>.

**I have read and understand and will abide by the USFHA Code of Conduct Policy.**

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date