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 World Para Nordic Skiing (“WPNS”) World Championships.

1.1.2. **Minimum International Paralympic Committee (IPC) standards for participation:**

Any competitor in the WPNS World Championships 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):**

- Hold a valid WPNS License for the 2019/2020 season
- Have earned WPNS points in 2019/2020 season.
  Note: If the athlete meets all other criteria but fails to earn WPNS points due to medical or other extraordinary circumstances a bipartite request can be submitted by the NPC to the WPNS Sport Technical Committee (STC) for review. Not all requests are guaranteed to be approved.
- Be at least fifteen (15) years old by 5 March 2020.
- Be internationally classified with either a ‘Confirmed’ sport class status or a ‘Review 2020’ or later sport class status.

1.1.4. **Other requirements:**

- Standing and visually impaired athletes must be U.S. Ski & Snowboard members in good standing as of December 15, 2019 to be considered for nomination.
- Standing and visually impaired athletes wishing to be considered for Biathlon events must be members of the U.S. Biathlon Association (USBA) in good standing as of December 15, 2019 to be considered for nomination.
- Athletes in sitting classes must be members of the USBA in good standing as of December 15, 2019 to be considered for nomination.
Athletes age 18 or older will be required to undergo a background screen in accordance with the current USOPC 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.

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.
- For all athletes: All WPNS World Cup events between December 6, 2019 and February 16, 2020.
- For sitting athletes: All U.S. Paralympics Nordic Skiing Nationals events, scheduled from January 3-5, 2020 at Soldier Hollow, Midway, Utah.
- For standing and visually impaired athletes: All U.S. Ski & Snowboard XC points races between November 15, 2019 and February 16, 2020.

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).
- U.S. Ski & Snowboard XC points races and U.S. Paralympics Nordic Skiing Nationals events are open to all athletes (no qualification necessary).
- Athletes will be selected to WPNS World Cup competitions according to selection procedures posted on www.teamusa.org/US-Paralympics/Sports/Nordic-Skiing.

1.3. Provide a comprehensive, step-by-step description of the method that explains how athletes will go through the selection process.

**Team Size:** U.S. Paralympics Nordic Skiing aims to field a Team that will be internationally competitive at the 2020 WPNS World Championships. No minimum or maximum Team size will be established. Athletes meeting any of the below criteria shall be selected to the Team.

a. Athletes achieving a podium finish (1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup>) in any WPNS World Cup during the selection period will be selected to the Team provided that there were a minimum of five (5) finishers in the event.

b. Athletes attaining a WPNS result of 60 points or better in any BIA or CC race at a WPNS World Cup event during the selection period will be selected to the Team.

c. Sitting athletes attaining a WPNS result of 60 points or better in any BIA or CC race at the U.S. Paralympics Nordic Skiing Nationals (tentatively scheduled for January 3-5, 2020) will be selected to the Team. If there are not enough participants to score WPNS points, but there is at least one WPNS points-holding competitor in a given sport class/event, U.S. Paralympics Nordic Skiing can use the WPNS points of the
WPNS points-holding participant(s) to calculate a points base for the respective race. If this method is to be used, the race penalty will be calculated by adding the WPNS points of the points-holding participant and the overall maximum race penalty for a race of that type, as determined by most current WPNS World Cup Points Rules.

d. Standing and VI athletes with a calculated result at any U.S. Ski & Snowboard XC points race that is 200 points or better between November 15, 2019 & February 16, 2020 will be selected to the Team.

e. Discretionary Selection: Up to 5 athletes of either gender who have not met any of the above criteria may be selected through the discretionary process described in section 2.2.A.

f. Guide Athletes: Guide athletes will be selected to the Team utilizing the discretionary criteria for guide athletes as set forth in Section 2.2.B.

g. Bipartite slots:

- Prior to awarding Bipartite slots, the WPNS and/or WPNS STC may invite each National Paralympic Committee to submit an application requesting that an athlete or athletes be considered for a Bipartite slot. U.S. Paralympics Nordic Skiing may, but is not required to, submit an application for a Bipartite slot depending on whether or not, as determined by the U.S. Paralympics Nordic Skiing Selection Committee, there are athlete candidates who meet the above principles who failed to earn WPNS points due to medical or other extraordinary circumstances. The selection of a particular athlete for submission to WPNS STC for a Bipartite slot will be based on the above and on the discretionary selection criteria set forth in Section 2.2.A.

- If WPNS awards a Bipartite slot to the athlete by name, U.S. Paralympics Nordic Skiing will accept such athlete to the Team provided he or she meets all the eligibility provisions and other requirements set forth in these Procedures. U.S. Paralympic Nordic Skiing will disclose the name of any athlete named to the Team via Bipartite invitation.

- To be considered for a bipartite slot, athletes must apply by sending a request for consideration to U.S. Paralympics Nordic Skiing Director by February 16, 2020.

2. DISCRETIONARY SELECTION (if applicable)
2.1. Provide rationale for utilizing discretionary selection:

The purpose of discretionary selection is to allow U.S. Paralympics Nordic Skiing the ability to nominate the best physically, psychologically and technically prepared athletes to the 2020 WPNS World Championships Team who are capable of a podium result, who can positively impact Team performance, or those who are considered to be on track to produce a podium result in future Paralympic competition and are not captured through objective measures. The U.S. Paralympics Discretionary Selection Committee for Nordic Skiing will evaluate and recommend athletes to be nominated to the Team via discretionary criteria.
2.2. List the discretionary criteria and explain how they will be used:

A. Nordic Skiing athletes:
   The following factors, not in priority order, may be considered in the discretionary selection of up to five (5) total athletes of either gender:
   
   - Outstanding competition results (including results achieved outside of the selection period) in U.S. Paralympics Nordic Skiing Nationals (sitting), U.S. Ski & Snowboard XC points races (Standing/VI), World Cup, World Championships, and Paralympic Games competitions.
   - Recent positive direction or improving trend of competition results.
   - Illness or injury during the selection period.
   - Indication of medal potential in future Paralympic competition.

B. Guide athletes
   The Discretionary Selection Committee will nominate guide athletes to the Team through discretionary selection. Guide athletes are used for the B1-3 sport classes (visually impaired). The total number of guide athletes nominated is contingent upon the overall number of athletes in the B1-3 sport classes nominated to the team.

   The below factors, in no priority order, will be considered in the selection of a guide athlete:
   
   - The speed of the guide athlete in relation to the athlete being guided. The guide athlete must be faster than the athlete.
   - Voice command and positioning experience.
   - Preference of the qualified athlete.
   - Demonstrated expertise of the guide athlete—must have expertise and experience in the assigned athlete’s specific event(s).

   Guide athletes will be held to the same standards and code of conduct as outlined in these Procedures. The guide athlete position is contingent on the nomination and participation of the designated athlete to be guided. If the designated athlete is removed, or will not compete, the guide athlete will be removed unless otherwise reassigned to another athlete by the Discretionary Selection Committee.

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 Discretionary Selection Committee for Nordic Skiing
   Director, U.S. Paralympics Nordic Skiing
   Sr. High Performance Director, Paralympic Sport
   Cross-Country Coach, U.S. Paralympics Nordic Skiing
   Athlete Representative, U.S. Paralympics Nordic Skiing
   Associate Director, Paralympic Sport Operations
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 USOPC, U.S. Paralympics Nordic Skiing has jurisdiction over potential nominees.

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

3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the U.S. Paralympics Nordic Skiing Director.

3.1.2. Injury or illness as certified by a physician (or medical staff) approved by U.S. Paralympics Nordic Skiing. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by U.S. Paralympics Nordic Skiing, 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.


3.1.5. Re-classification of the athlete by WPNS, such that the athlete’s qualifying performance would not have qualified him/her for the Team.

3.1.6. Removal by WPNS of the event in which the athlete qualified for the Team, from the program of the WPNS World Championships.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the NGB’s/HPMO’s Bylaws and the USOPC’s Bylaws, Section 9.
3.2. Once athlete entries have been submitted to the Local Organizing Committee by the USOPC, the USOPC has jurisdiction over the Team, at which time, in addition to any applicable U.S. Paralympics Nordic Skiing Code of Conduct, the USOPC’s Code of Conduct and Grievance Procedures apply. The USOPC’s Code of Conduct and Grievance Procedures can be found at: 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, WPNS, USADA and/or USOPC 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:

No replacement of athletes will occur.

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

No replacement of athletes will occur.

5. SUPPORTING DOCUMENTS

U.S. Paralympics Nordic Skiing 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 2020 WPNS World Championships.

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 2020 WPNS World Championships and are included as attachments:

- USOPC Code of Conduct for U.S. Paralympics National Teams and Paralympic Programs (Attachment A)
- USOPC Complaint Procedures for U.S. Paralympics National Teams and Paralympic Programs (Attachment B)

7. PUBLICITY/DISTRIBUTION OF PROCEDURES
The USOPC approved Selection Procedures (complete and unaltered) will be posted/published by U.S. Paralympics Nordic Skiing in the following locations:

U.S. Paralympics Nordic Skiing website:


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 ENTRY TO THE WPNS WORLD CHAMPIONSHIPS ORGANIZING COMMITTEE**

The entry of athletes form, including replacements, will be announced to all athletes and submitted on or before: March 2, 2020.

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

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

There will be no mandatory training or competitions.

10. **ANTI-DOPING REQUIREMENTS**

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

- Eileen Carey - Director, U.S. Paralympics Nordic Skiing
- Matt Cramer, Sr. High Performance Director, Paralympics
- Sean Halsted - Athlete Representative, U.S. Paralympics Nordic Skiing

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

The U.S. Paralympics Nordic Skiing Bylaws and Grievance Procedures can be found at:


13. **INTERNATIONAL DISCLAIMER**
These procedures are based on IPC, as applicable, and/or WPNS rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in, IPC, as applicable, and/or WPNS 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 Nordic Skiing. 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 altercation 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 OMBUDSMAN**

Athletes who have questions regarding their opportunity to compete that are not answered by U.S. Paralympics Nordic Skiing may contact the USOPC Athlete Ombudsman, Kacie Wallace, by:

- Telephone at (719) 866-5000
- Email at Kacie.wallace@USOPC.org
- [http://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman](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 Nordic Skiing.

<table>
<thead>
<tr>
<th>Position</th>
<th>Print Name</th>
<th>Signature</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief of Paralympics</td>
<td>Julie Dussliere</td>
<td></td>
<td>9-12-19</td>
</tr>
<tr>
<td>U.S. Paralympics Nordic Skiing Director</td>
<td>Eileen Carey</td>
<td></td>
<td>9-12-19</td>
</tr>
<tr>
<td>USOPC Athletes’ Advisory Council Representative*</td>
<td>Sean Halsted</td>
<td></td>
<td>9-12-19</td>
</tr>
</tbody>
</table>

* 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.
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

PARENT/GUARDIAN CERTIFICATION

(For Participants Under the Age of 18 as of Date of Signature)

Signature  Date
Relationship (Parent or Guardian)
ATTACHMENT B

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 individual's 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 USOPC 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 USOPC Chief Executive Officer shall appoint a hearing panel consisting of three (3) disinterested individuals to hear the complaint. The USOPC 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 and Paralympic 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 USOPC 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. 


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.