



**ATHLETE SELECTION PROCEDURES  
2020 U18 WOMEN'S WORLD CUP  
TEAM**

## I. SELECTION SYSTEM

A. Provide the minimum eligibility requirements for an athlete to be considered for nomination to the Team:

1. Citizenship: Athletes must be citizens of the United States at the time of nomination and have a valid U.S. Passport that will not expire for six months after the conclusion of the Games.
2. Minimum IF standards for participation (if any): Must be born January 1, 2002 or later to be able to participate as a 18U player in 2020.
3. Other requirements (if any):

### USA SOFTBALL PLAYER POOL.

Athletes meeting the above eligibility requirements are eligible to be selected as a member of the USA Softball U18 Women's National Player Pool (the "Pool"). Athletes must be a member of the Pool at the time of selection to be eligible for nomination to a USA Softball U18 Women's National Team. Athletes who are members of the Pool shall include the following:

- i. Athletes identified through the ongoing screening process described in Section I(B)(2)(b), below, and selected for inclusion in the Pool by the Women's National Team Selection Committee ("WNTSC"). Athletes who attend the event listed on Section I(B)(1)(i).*

B. Tryout Events:

1. Provide the event names, dates and location of all trials, events and/or camps to be used as part of the selection process.

### Observation at Evaluative Events.

It is anticipated that athletes will be observed by one (1) or more members of the WNTSC at the events listed below ("Evaluative Events"). Such observation is for the purpose of evaluating athletes with respect to the Selection Criteria. If fewer than every member of the WNTSC is present at an Evaluative Event, those present will submit a written report of their observations to the remaining members of the WNTSC. This list does not

include the ongoing screening events described in Sections I(B)(2)(b), below, at which observations are made for the purpose of general scouting.

- i. 2020 USA Softball U18 Women's Open Selection Tryouts to be held in Oklahoma City, Oklahoma ( it is intended that all members of the WNTSC will attend); June 2020 The events at which athletes will be evaluated are subject to change.

The athletes will be advised of any change in events at which they will be evaluated at least thirty (30) days prior to any such event.

2. Provide event names, dates, locations and description of how athletes qualify for any "preliminary or qualifying" events or procedures that are prerequisites to attend any of the events listed above in Section I(B)(1)(if any).

- a. Membership in Pool.

Athletes must be a member of the Pool to be selected to attend any of the events listed above in Section I(B)(1).

- b. Ongoing Screening.

From time to time, one (1) or more members of the WNTSC will observe athletes at various events including but not limited to softball camps and clinics, interscholastic softball competitions and events, club or league softball events, video, and events coordinated by USA Softball. This screening is an ongoing process and will continue throughout the year. Observation by members of the WNTSC at such events is solely for the purpose of general scouting. The WNTSC will not be individually evaluating each athlete competing at each event. Instead, general scouting will be conducted so that athletes can be identified who perform at a level which the WNTSC believes is competitive in the current international field. Players identified through the ongoing screening process will be considered for placement in the Pool by the WNTSC.

- C. Provide a comprehensive, step-by-step description of the method that explains how athletes will go through the selection process to become team nominees.

1. Observation of Athletes.

Athletes will be observed in order to develop information about the athletes with regard to the Selection Criteria. It is intended that the observation of athletes will be an ongoing process and that all observations at events, will be considered in the selection decisions. As indicated in these Selection Procedures, athletes may move into the Pool throughout this process and not every member of the Pool will participate in each event. As a result, it is possible that each athlete being considered in selection for a Team may not

have been observed at the same Evaluative Events or as many Evaluative Events as other athletes also being considered for that particular Team.

2. Selection of the U18 Women's World Cup Team

The athletes selected will have been evaluated at one of the evaluative events listed in B.1.i and/or B.2.b will have the opportunity to be selected to the U18 Women's World Cup Team. The WNTSC will select the roster 16 athletes on or before July 1, 2020. The selections will be based upon the Selection Criteria.

3. Selection Criteria.

A. In selecting athletes to be members of the Teams, the WNTSC will consider information observed at one of the evaluative events

B. Other Considerations

Teamwork – willingness to accept role that leads to team success

Enthusiasm – energy and support of teammates

Versatility – balance between offense and defense as well as the ability to play other positions to fulfill multiple roles

Maturity – ability to adjust to situations dealing with adversity, accepting things that don't go well and reacting appropriately;

Team Composition - The intended direction for the particular team (for example, if the team is intended to be primarily a power hitting team);

Feedback from coaches on the above criteria will be considered.

In selecting members of the World Cup Team, the WNTSC will initially select a core group of players based upon observations and ranking made by members of the WNTSC taking into account the Other Considerations and then will determine the needs of the team based upon the core group selected as to utility players, other position players or backup players and evaluate the remaining candidates based upon the Selection Criteria and the roles for athletes which remain to be filled.

C.. Provide the names of all committees/groups who oversee the selection process, including the name(s) and role(s) of their members.

The WNTSC, which includes two (2) duly elected athlete representatives, is responsible for making all athlete selections for the Teams. The World

Championship Team elections are subject to final approval by the USA Softball Board of Directors. The members of the WNTSC include:

<u>Name</u>	<u>Position</u>
Sam Ducato	USA Softball of Northern California Player Representative
Karen Johns	NFCA Representative
Bev Wiley	USA Softball of Rhode Island Commissioner
Lovie Jung	Athlete Representative
Destine Martinez	Athlete Representative
Crystal Dombkowski	USA Softball of Indiana Player Representative

## II. REMOVAL OF ATHLETES

### A. USA Softball has jurisdiction over potential nominees.

An athlete who is to be nominated to the Team by the USA Softball may be removed as a nominee for any of the following reasons, as determined by the USA Softball:

- Voluntary withdrawal. Athlete must submit a written letter to the USA Softball CEO/Executive Director.
- Injury or illness as certified by an approved USA Softball physician (or medical staff). If an athlete refuses verification of his illness or injury by an approved USA Softball physician (or medical staff), his injury will be assumed to be disabling and he may be removed.
- Violation of the USA Softball Code of Conduct (Attachment A) (also see below).
- If USA Softball has any other specific reason, list those reasons here:
  1. Player's Pool. An athlete selected as a member of the Pool participates in the Pool at the discretion of the WNTSC and may be recommended for removal from the Pool by the WNTSC for any action determined by the WNTSC to be detrimental to a Team, USA Softball or any USA Softball athlete, coach or staff. If an athlete is recommended for removal from the Pool, he will receive written notification of such removal recommendation from the WNTSC. An athlete recommended for removal from the Pool pursuant to this provision has the right to a hearing based on the recommended decision of the WNTSC pursuant to the USA Softball Board of Directors Policy – National Teams.
  2. Pool – Voluntary Withdrawal. An athlete may voluntarily withdraw from membership in the Pool by submitting a written letter to the USA Softball Director of National Teams.
  3. Teams – Code of Conduct Violation. An athlete selected as a member of one of the Teams may be recommended for removal due to violation of any WBSC or USA Softball rule which purports to

govern team conduct or violation of the USA Softball Code of conduct (see Attachment A). Any member of the coaching Staff, the WNTSC, the USA Softball National Office Staff, or a team member may report to the WNTSC a circumstance, which he believes to warrant removal of an athlete from the team. The WNTSC shall determine whether or not such removal is warranted. The WNTSC would then recommend removal of the athlete to the USA Softball Board of Directors. An athlete who may be removed from a Team pursuant to this provision has the right to a hearing based on the recommended decision of the WNTSC pursuant to the USA Softball Board of Directors Policy – National Teams.

4. Teams – Illness/Injury. In the event, an athlete selected as a member of one of the Teams suffers from an injury or illness which, in the opinion of an USA Softball approved physician selected by the athlete, renders the athlete unable to participate in Team events, the athlete can be recommended for removal from the Team, either permanently or temporarily, by the WNTSC. If an athlete refuses verification of an illness or injury by an USA Softball approved physician, the injury will be assumed to be disabling and the athlete may be removed from the Team.
5. Teams – Voluntary Withdrawal. An athlete may voluntarily withdraw from membership on one of the Teams by submitting a written letter to the USA Softball Director of National Teams.
6. An athlete who may be removed from the Team pursuant to this provision has the right to a hearing pursuant to the USA Softball Board of Directors Policy – National Teams.

- B. An athlete may be removed from Nomination or from the Team at any time for violation of IOC (for the Olympics), PASO (for the Pan American Games), WBSC, USOC, USADA and/or WADA anti-doping protocol, policies and procedures. In such instances, the adjudication process will be managed through the United States Anti-Doping Agency.

### **III. REPLACEMENT OF ATHLETES**

- A. Describe the process by which the replacement pool of athletes will be identified:

Replacement players will be members of the Player Pool as defined in Section I(A)(3).

- B. Describe how the replacement athletes(s) will be selected to replace a previously nominated athlete, should a vacancy occur:

In the event an athlete is removed from the National, Futures, World Cup or Pan Am Championship Team, the WNTSC or its designee shall choose a replacement player from the Pool. The selection shall be made based upon the Selection Criteria outlined in this document.

C. Identify the group or committee that will be responsible for making athlete replacement determinations:

1. Group or committee who determines the replacement prior to acceptance by USOC:

Women's National Team Selection Committee

#### **IV. SUPPORTING DOCUMENTS**

USA Softball will retain all supporting documents, including scouting or evaluation forms, etc., and data from the selection process for six months past the date of the last event. Such documentation will include the forms and reports referred to in these selection procedures, any summary forms prepared by the WNTSC in the selection process, and any statistics or other data compilations used by the WNTSC in the selection process.

## **V. REQUIRED DOCUMENTS**

The following documents are required to be signed by an athlete as a condition of participation in the World Championship, Olympic or Pan American Games and are included as attachments:

USA Softball Code of Conduct, attached as Attachment A.  
National Team Letter of Agreement Attachment B  
Medical Treatment Consent Form Attachment C  
Travel Form Attachment

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

The approved Selection Procedures (complete and unaltered) will be posted/published by the USA Softball in the following locations:

- A. USA Softball Web site: [www.usasoftball.com](http://www.usasoftball.com)  
These procedures will be posted as soon as possible.
- B. USA Softball Official Publication (if any): N/A
- C. Other: N/A

## **VII. MANDATORY TRAINING AND / OR COMPETITION**

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

A mandatory training program will be created for the Team in preparation for the 2020 World Cup Team. Once the program is developed, the affected athletes will be informed no later than 45 days prior to each mandatory training, competition and event. Each member of a Team is expected to participate in the program of training developed.

All requests for waivers from participation in mandatory events must be presented to the WNTSC in writing prior to the event. As soon as practical after receipt of the request, the WNTSC will review the request and approve or deny it. All waivers must be granted by the WNTSC in writing. The athlete understands fully and clearly that it is his responsibility to provide the WNTSC with a written verification of any emergency, illness, or injury (illness or injury to be verified by USA Softball approved physician selected by the athlete). Should verification of athlete injury or illness signed by the approved physician not be received by the WNTSC within five (5) business days of the initial written waiver request, the waiver request shall become null and void.



The WNTSC will provide the athlete written approval or denial of the waiver request within five (5) business days of receiving verification, unless it is a time sensitive issue, in which case the decision will be made immediately. Any mandatory event missed during that time shall be deemed by USA Softball to have been missed without excuse.

### **VIII. ANTI-DOPING REQUIREMENTS**

Athletes must adhere to all IOC (for the Olympics), PASO (for the Pan American Games), WBSC, USOC, USADA and/or WADA anti-doping protocols, policies and procedures. This includes participation in out of competition testing as required by the IOC (for the Olympics), PASO (for the Pan American Games), WBSC, USOC, USADA and/or WADA Rules.

### **IX. DEVELOPMENT OF SELECTION PROCEDURES**

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

<u>Name</u>	<u>Position</u>
Sam Ducato (WNTSC)	USA Softball of Northern California Player Representative
Karen Johns (WNTSC)	NFCA Representative
Bev Wiley (WNTSC)	USA Softball of Rhode Island Commissioner
Lovie Jung (WNTSC)	Athlete Representative
Destine Martinez (WNTSC)	Athlete Representative
Crystal Dombkowski (WNTSC)	USA Softball of Indiana Player Representative

These selection procedures were developed by the Director National Teams Chris Sebrén in consultation with the WNTSC, including one (1) duly elected Athlete Representative.

### **X. NGB BYLAWS AND GRIEVANCE PROCEDURES**

Any athlete not selected as a member of one of the Teams can submit specific questions in writing to the WNTSC with regard to their individual selection decision within five (5) business days of notification of the selection decision. The WNTSC will respond to the inquiry in writing within ten (10) business days of receipt of the inquiry. There is an athlete appeal process set out in Board of Directors Policy-National Team. If an aggrieved athlete institutes an appeal, the athlete shall have the right to receive copies of the documentation referred to in Section IV, above, which pertains solely to that particular athlete.

## **XI. INTERNATIONAL DISCLAIMER**

These procedures are based on WBSC Americas and regulations as presently known and understood. Any change in the selection procedures caused by a change in WBSC Americas rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USA Softball. 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.