

**USA VOLLEYBALL**  
**ATHLETE SELECTION PROCEDURES**  
**2020 Paralympic Games**  
**Women and Men**  
May 21, 2018

**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 Paralympic Committee (IPC) standards for participation:

- Athlete must have played in at least one international, sanctioned World ParaVolley Sitting competition between 1 January 2018 and 31 March 2020.
- Athlete must be internationally classified with a 'Confirmed' sport class status or a 'Review' sport class status with a review date after 31 December 2020.

1.1.3. Minimum International Federation World ParaVolley (WPV) standards for participation:

- Reference 1.1.2.

1.1.4. Other requirements (if any):

- Athletes must have successfully completed all Games Registration requirements by stated deadline.
- Current registrant in good standing of USA Volleyball including signed Code of Conduct (herein called "Code of Conduct". See by example: <http://www.teamusa.org/USA-Volleyball/Membership/Forms-and-Information>. Code of Conduct Form will be updated by USA Volleyball for 2019-2020).

- Signed Medical Release for participants under 18 years of age (See by example link above. Form will be updated by USA Volleyball for 2019-2020).
- Member of the Men’s or Women’s Sitting National Player Pool (per Section 1.2.1), hereinafter, “Pool”.

## 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.

Athletes are selected to the Pool by the respective Men’s or Women’s Sitting National Team Head Coach (with input from other Sitting National Team technical staff and Sitting National Team scouts / consultants identified by the Head Coach). Technical staff evaluates athletes throughout the Quadrennium such that athletes can be identified who perform, or are judged capable of performing, at a level justifying placement in the Pool per the criteria in Section 2.1 and 2.2 of these Procedures.

Athletes who are members of the Pool may include the following:

- Athletes selected as a member of a USA Volleyball Sitting Women’s or Men’s National Team or Sitting National Training Teams during the 2017 to 2020 Quadrennial.
- Athletes included on the roster of any of the following international events:
  - 2012 and 2016 Paralympic Games;
  - 2014 and 2018 World Championships;
  - 2015 and 2019 Parapan American Games;
  - 2015 and 2019 WPV (previously WOVD) Zone Qualifier;
  - 2013 and 2017 Parapan American Zone Championships;
  - 2013 and 2017 WPV (previously WOVD) Intercontinental Cup; and
  - Any other international competition during the period 2011 through 2020.
- Athletes identified through USA Volleyball’s Training Camp and Tryout program.
- Athletes identified through military and hospital programs.
- Athletes identified by USA Volleyball staff, scouts, consultants or other volleyball coaches.

- Athletes identified by submitting videos or other relevant data to the Sitting National Team Technical Staff.

Selection to the Pool at any time does not guarantee that an athlete will be selected to participate in any USA Volleyball programs / events during the quadrennium, including those programs described in these Selection Procedures. Athletes may be added to the Pool throughout the quadrennium. Athletes may be removed from the Pool at any time with the respective Sitting National Team Head Coach having the final decision on removal of an athlete from the Pool. Athletes may also voluntarily remove themselves from the Pool by notifying the Sitting High Performance Director and or the respective Sitting National Team Head Coach.

An athlete who is removed from the Pool by the Head Coach has the right to a hearing per USA Volleyball's Bylaws (reference Article XI and XIV) and per the USOC Bylaws Section 9.

- 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).

Reference for Women's Sitting <https://www.teamusa.org/usa-volleyball/usa-teams/sitting-volleyball/womens-sitting> and for Men's Sitting <https://www.teamusa.org/usa-volleyball/usa-teams/sitting-volleyball/mens-sitting>.

- 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 respective USA Sitting Women's and Men's coaching staffs will recommend the Final Rosters of 12 (unless changed by the IPC or WPV) athletes per gender, and replacement players to USAV's Selection Review Committee (Section 2.3), from among the members of the Pool. The recommendations will be based upon the Selection Criteria (Section 2) and include the cumulative statistical, videotape, written and observational evaluations from the USA Women's and Men's coaching staffs and consultants. USAV's Selection Review Committee will review the coach's recommendations and submit nominations for the Paralympic Games Team to the USOC for final approval.

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

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

The sport of sitting volleyball is not a measured or timed event. In the selection of athletes who will compete together as a Team, it is difficult to make selection

decisions based solely upon objective criteria. It is the belief of USA Volleyball and the USA Sitting Women's and Men's Team coaching staffs that considering the mix of Selection Criteria set forth below, which includes subjective components as well as objective statistical measures in evaluation of performance ability, will result in selection of the best athletes who will work together as an effective Team and contribute to Team success.

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

In evaluating and selecting athletes the following criteria will be considered:

1. Preference will be given to those athletes with Sitting National Team and Sitting National Training Team experience.
2. Statistical, videotape, written and observational evaluations of athletes based on the following, in no particular order of priority:
  - a. Attack Efficiency
  - b. Blocking Efficiency
  - c. Digging Efficiency
  - d. Setting Efficiency (accuracy and selection)
  - e. Serving Efficiency
  - f. Passing Efficiency

The above listed criteria shall carry different importance depending upon the position the athlete is playing [e.g., Setter; Outside Attacker; Opposite Attacker; Defensive Specialist (Liberero); Serving Specialist; Blocking Specialist].

Other considerations shall include the following in no particular order of priority:

- i. Teamwork: The willingness to accept a role and contribute to the success of others on and off the court to provide the team the best opportunity to win.
- ii. Positive Attitude: Exhibiting enthusiasm, respect and support of teammates and staff.
- iii. Athleticism & Versatility: Demonstrates athletic characteristics which allows the player to exhibit a balance between offensive and defensive skills as well as the ability to play multiple positions and fulfill multiple roles.
- iv. Maturity: Exhibiting an ability to adjust to various situations and dealing with adversity. Adjusting to situations that are not going well and reacting appropriately.
- v. Coach Direction: Exhibiting the ability to process and incorporate input from the coaching staff.
- vi. Volleyball IQ: The ability to be aware or read what is happening on the court, adjusting to that stimuli or flow and making things happen on the court.

vii. Gold: The value a player has to the team in winning the Gold Medal.

- 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:

The USA Sitting Women's and Men's coaching staffs, and ultimately the respective Head Coach, is responsible for making all athlete recommendations for the respective Teams to the Selection Review Committee using the selection criteria identified in Section 2.

USAV's Selection Review Committee will review the coach's recommendations and submit nominations for the Paralympic Games Teams to the USOC for final approval.

The Selection Review Committee consists of the Chief Executive Officer, the Secretary General, the Paralympic USAV Board Member and the AAC 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, USA Volleyball has jurisdiction over potential nominees.

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

- 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the Chief Executive Officer (CEO) of USA Volleyball.
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by USA Volleyball. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA Volleyball, 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 USA Volleyball's Code of Conduct (See by example: <http://www.teamusa.org/USA-Volleyball/Membership/Forms-and-Information>. Code of Conduct Form will be updated by USA Volleyball for 2019-2020).
- 3.1.5. Re-classification of the athlete by the IPC such that the athlete's qualifying performance would not have qualified him/her for the Team.
- 3.1.6. Removal by the IPC of the event in which the athlete qualified for the Team from the program of the 2020 Paralympic Games.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per USA Volleyball's Bylaws (reference Article XI and XIV) and per 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 USA Volleyball 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:

<https://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman>

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

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

- 4.1. Describe the selection and approval process for determining replacement athlete(s) should a vacancy occur:
  - 4.1.1. prior to submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

In the event an athlete is removed from a Team, a replacement athlete shall be recommended from the identified replacement players by the respective USA Sitting Women's and Men's coaching staffs for final approval by the

Selection Review Committee. The selection shall be based upon the Selection Criteria (see Section 2).

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

Provided that replacements are allowed by the LOC: in the event an athlete is removed from a Team, a replacement athlete shall be recommended from the identified replacement players by the respective USA Sitting Women's and Men's Head Coach for final approval by the Selection Review Committee. The selection shall be based upon the Selection Criteria (see Section 2).

## **5. SUPPORTING DOCUMENTS**

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

## **6. REQUIRED DOCUMENTS**

In addition to the USOC Code of Conduct, the following documents are required to be signed by an athlete as a condition of nomination to the Paralympic Games and are included as attachments:

USAV's Registration Form including Code of Conduct (See by example: <http://www.teamusa.org/USA-Volleyball/Membership/Forms-and-Information>. Code of Conduct Form will be updated by USA Volleyball for 2019-2020).

Signed Medical Release for participants under 18 years of age (See by example link above. Form will be updated by USA Volleyball for 2019-2020).

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

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

- 7.1. USA Volleyball Web site: [www.usavolleyball.org](http://www.usavolleyball.org)

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

- 7.2. Other: N/A

**8. DATE OF NOMINATION**

The Nomination of Athletes form, including replacements, will be announced to all athletes and submitted to the USOC on or before: July 10, 2020

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

The USA Women’s and Men’s Paralympic Games coaching staffs develop a program of mandatory training for those athletes selected to the Team. Each member of the Team is required to participate in the program of training developed and to participate in any competition for which they are selected, unless excused by the Head Coach for medical or other justifiable reason. Athletes will be notified of any programs of training and/or competition at least 30 days prior to the start of the mandatory training/competition.

**10. ANTI-DOPING REQUIREMENTS**

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

**11. DEVELOPMENT OF SELECTION PROCEDURES**

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

- Kerry Klostermann – USAV Secretary General
- Bill Hamiter – Sitting Program High Performance Director and Women’s Head Coach
- Brent Rasmussen – Paralympic Athlete Board Member
- Chris Seilkop - AAC Representative

**12. USA VOLLEYBALL BYLAWS AND GRIEVANCE PROCEDURES**

USA Volleyball’s Bylaws and Grievance Procedures can be found at:

<http://www.teamusa.org/USA-Volleyball/About-Us/Governance.aspx>

**13. INTERNATIONAL DISCLAIMER**

These procedures are based on IPC and/or World ParaVolley (WPV) rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IPC and/or WPV rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USA Volleyball. However,



the selections are always subject to unforeseen, intervening circumstances, and realistically may not have accounted for every possible contingency.

If any force of nature, or force majeure, should cause the alteration or cancellation of any of the selection events listed in this document, these selection procedures will be revised, pursuant to their resubmission to the USOC.

**14. ATHLETE OMBUDSMAN**

Athletes who have questions regarding their opportunity to compete that are not answered by USA Volleyball may contact the USOC Athlete Ombudsman, Kacie Wallace, by:

- Telephone at (719) 866-5000
- Email at [Kacie.wallace@usoc.org](mailto:Kacie.wallace@usoc.org)
- <http://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman>

**15. USA VOLLEYBALL 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 Volleyball.**

Position	Print Name	Signature	Date
Chief Executive Officer	Jamie Davis		
Women’s National Team Head Coach & High Performance Director	Bill Hamiter		
Secretary General	Kerry J.W. Klostermann		
USOC Athletes’ Advisory Council Representative*	Chris Seilkop		

\* 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.

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Position	Print Name	Signature	Date
Chief Executive Officer	Jamie Davis		6/11/18
Women's National Team Head Coach & High Performance Director	Bill Hamiter		6-6-18
Secretary General	Kerry J.W. Klostermann		6/11/18
USOC Athletes' Advisory Council Representative*	Chris Seilkop		

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Chief Executive Officer	Jamie Davis		
Women's National Team Head Coach & High Performance Director	Bill Hamiter		
Secretary General	Kerry J.W. Klostermann		
USOC Athletes' Advisory Council Representative*	Chris Seilkop		5/22/18

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