

**U.S. PARALYMPICS CYCLING
ATHLETE SELECTION PROCEDURES
2020 UCI PARA-CYCLING TRACK WORLD CHAMPIONSHIPS
10/4/2019**

1. SELECTION SYSTEM

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

1.1.1. Nationality/Passport Requirements

Athlete must hold a valid U.S. passport that will not expire for six months after the conclusion of the 2020 UCI Para-cycling Track World Championships.

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

Any competitor in the 2020 UCI Para-Cycling Track World Championships must be a national of the country of the National Federation (NF) 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 UCI Rules for world championships (<https://www.uci.org/inside-uci/constitutions-regulations/regulations>).

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

Athlete must hold a UCI International Racing License at the time of selection (www.usacycling.org).

At the time of selection an athlete must have an UCI International Classification with an international sport class status of R-Review, FRD-Review with a Fixed Review Date, or C-Confirmed. If there has been no opportunity for the athlete to be internationally classified, the athlete must be evaluated by USOPC/NGB/HPMO medical and/or Paralympics staff and determined likely to classify in the sport class in which he/she would be qualified for the team; provided that athletes who have not yet undergone international classification evaluation are allowable for submission on the official team entry into this competition. A description of sport-specific classification requirements and current athlete classification status can be found at the UCI website at www.uci.ch.

1.1.4. Other requirements (if any):

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 February 2, 2020 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.

U.S. Paralympics Track Cycling Cup & Los Angeles Para-cycling Open
December 7-8, 2019
Velo Sports Center, Carson, California

- 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).

No preliminary or qualifying events are required. Athletes must have either previously competed or trained at the Colorado Springs Velodrome or the Velo Sports Center in Carson, CA or taken the rider safety/orientation class provided by management at either location.

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

- A. Cycling Athletes: Three processes will be utilized to select cycling athletes to the team. team size will be determined by implementing the selection criteria set forth herein.

1. First, outgoing World Track Champions will be selected to the team per UCI Rule 9.2.065 (<http://www.uci.ch>). An athlete selected to the team pursuant to this process will be awarded a start right in the event(s) in which he/she qualified and may have the opportunity to compete in additional events where open start positions are available.
2. Second, athletes will be selected to the team based on the results of the U.S. Paralympics Track Cycling Cup & Los Angeles Para-cycling Open. Up to five (5) male and up to five (5) female athletes will be selected to the team pursuant to this process.
 - a. To be eligible under this step, athlete(s) must ride 100.00%, or better, compared to the 2019 U.S. Paralympics National Standard (Attachment A) in an event at the 2019 U.S. Paralympics Track Cycling Cup and/or Los Angeles Para-cycling Open.
 - b. Only the maximum number of athletes allowed as defined in the UCI qualifying ranking list for men and women respectively will be selected from any one racing sport class.

The UCI qualifying ranking list is available on the UCI website: <http://www.uci.ch>. Once the maximum number of athletes in a racing sport class has been reached, additional athletes from that sport class will not be selected to the team.

- c. Finish times in the 1k Time Trial and 3000m and 4000m Individual Pursuit for men, and the 500m Time Trial, 1k Time Trial (tandem women only) and the 3000m Individual Pursuit for women will be utilized to determine Results (defined in 1.3.A.ii.d) for all athletes competing in these events.
- d. Each finish time will be converted to a Result by expressing it as a percentage of the 2019 U.S. Paralympics National Standard (Attachment A) for the respective event (An event refers to the competition within a Paralympic racing sport class – e.g. the Men’s C5 4 km Individual Pursuit). Each Result will be rounded to the nearest one hundredth of a percent. Lower percentages are better than higher percentages (97.01% beats 99.02% beats 102.88%).

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

All Results will then be utilized to formulate a selection ranking list (“Ranking List”). The Ranking List will include all Results for all athletes (unless an athlete was selected to the team from Section 1.3.A.i above), ordered from lowest percentage (best) to highest percentage. An athlete with a finish in more than one event will have a corresponding number of Results on the Ranking List. All athletes selected to the team from the Ranking List must have a Result within 10% of the lowest percentage (best) on the list for their respective gender.

- e. If necessary to break a tie among two or more athletes for the final team slot (respective to gender), each athlete’s next best Result from the Ranking List will be used to break the tie. If one athlete has a second Result and the other athlete does not have a second Result, the athlete with the second Result will be selected. If a tie persists, selection will be based on the discretionary process as outlined in Section 2 below.
3. Third, athletes will be selected to the team based on a discretionary selection process. Up to four (4) athletes, of any gender, will be selected pursuant to this process. The discretionary selection criteria utilized to select these athletes is detailed in Section 2 below.
 4. Athletes selected to the team will be notified no later than 8:00pm on

Sunday, December 8, 2019.

5. Athletes selected to the team must accept or refuse their participation electronically within 48 hours of notification that they have been selected.
 6. All athletes selected to the team, and who have accepted their participation as part of the Team USA roster for the event must sign and complete the National Team agreement, or the non-National Team agreement for the 2020 UCI Para-cycling Track World Championships, on or before Tuesday, January 7, 2020.
 7. The Team USA roster for the 2020 UCI Para-cycling Track World Championships will be published on or before Wednesday, January 8, 2020. www.usparalympics.org.
 8. Each athlete selected to the team based on the results of the U.S. Paralympics Track Cycling Open will get a start right in the event/sport class in which the athlete qualified for selection to the team.
- B. Pilot Athletes: If applicable, pilot athletes will be selected to the team utilizing the discretionary criteria for pilot athletes as set forth in Section 2.2.B.
- C. Team Event(s) & Scratch Race
The Discretionary Selection Committee (Section 2.3), in consultation with the Associate Director, Para Cycling High Performance, shall select the athletes for each team event and Scratch Race conducted at the 2020 UCI Para-cycling Track World Championships per the process outlined in Attachment E and Attachment F.

2. DISCRETIONARY SELECTION (if applicable)

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

The rationale for utilizing discretionary selection is to allow U.S. Paralympics Cycling the ability to select athletes based on their overall capabilities, performance and projected development, rather than on a single competition result.

Only athletes who have fulfilled the following requirements will be considered by the discretionary selection committee:

- Athlete(s) must have met the 2019 Talent Pool Standard (Attachment A) in an event at the 2019 U.S. Paralympics Track Cycling Cup, 2019 Los Angeles Para-cycling Open, 2019 UCI Para-cycling Track World Championships, or the 2019 USA Cycling Para-cycling Track National Championships, in order to be considered for discretionary nomination.
- Athlete(s) must complete and submit the online discretionary selection application outlined in Attachment B. Submissions must be received no later

than two hours following the completion of competition on Sunday, December 8th, in order to be considered.

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

A. Cycling athletes:

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

1. The athlete(s) most likely to win a medal in an individual event.
2. The athlete(s) most likely to support a medal-winning performance in a team event (team Sprint).
3. The athlete(s) experienced an injury or illness or there was another personal factor that impeded maximal performance or prevented the athlete from competing at the 2019 U.S. Paralympics Track Cycling Cup and/or Los Angeles Para-cycling Open
4. The athlete(s) experienced equipment failure, or other external factors, either natural or caused by others, at the 2019 U.S. Paralympics Track Cycling Cup and/or Los Angeles Para-cycling Open that impeded what otherwise likely would have been a qualifying result.
5. The athlete is the current world champion, or world record holder in the event for which he/she is being nominated.
6. The athlete won a medal in the event at the 2019 UCI Para-Cycling Track World Championships.
7. The athlete is one of the top two (2) ranked Americans in the respective event in the UCI athlete Ranking list or could maximize UCI Nations Ranking Points for their respective sport class.
8. The athlete met a 2018 or 2019 U.S. Paralympics National team Standard at a track event.
9. The athlete's performance at the 2019 U.S. Paralympics Track Cycling Cup and/or Los Angeles Para-cycling Open.
10. The athlete demonstrates a trend of improving performance in international competition, that when extended a reasonable distance into the future, intersects the current international performance standards for a top three (podium) finish.
11. The athlete can positively impact team performance.
12. The availability of an open start right for the athlete's event/sport class.

B. Pilot Athletes

Pilot athletes are used for the B classifications (visually impaired). A pilot athlete will typically work with one athlete during practice, competition and day-to-day activities; therefor accreditation allocation is typically provided for one pilot athlete per qualified athlete as outlined in the UCI Rules:

<https://www.uci.org/inside-uci/constitutions-regulations/regulations>

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

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

Pilot athletes will be held to the same standards and code of conduct as outlined in these Procedures.

The pilot athlete position is contingent on the selection of the visually impaired athlete to be piloted. If the visually impaired athlete declines his/her selection or is subsequently removed from the team after selection, the pilot athlete will also be removed from the team.

- 2.3. Provide the name of the committee that will be responsible for making discretionary selections, along with a complete list of the members’ titles currently serving on the committee:

U.S. Paralympics Cycling Discretionary Selection Committee:

Director, U.S. Paralympics Cycling
Sr. Director, High Performance, U.S. Paralympics Sport Performance
Associate Director, U.S. Paralympics Cycling
Associate Director, U.S. Paralympics Track & Field
Athlete Representative

- 2.3.1. Specify the process that will be used to identify and handle any potential conflicts of interest involving a member of the committee.

Any member of the selection committee that has a possible conflict of interest must disclose it. If such conflict exists, the selection committee member must recuse him/herself from committee discussions and voting. Further, the committee member should not otherwise influence other members of the committee in the selection process. However, a committee member who recused him/herself, but who has relevant and necessary information with respect to athlete performance, for example a national team coach or 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 Cycling has jurisdiction over potential nominees.

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

- 3.1.1 Voluntary withdrawal. Athlete must submit a written letter to the Director, U.S. Paralympics Cycling.
- 3.1.2 Injury or illness as certified by a physician (or medical staff) approved by U.S. Paralympics. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by U.S. Paralympics, his/her injury will be assumed to be disabling and he/she may be removed.
- 3.1.3 Violation of the U.S. Paralympics Code of Conduct (Attachment C).
Violation of the U.S. Paralympics Cycling team rules (Attachment D).
- 3.1.4 Re-classification by the UCI such that the athlete's qualifying performance would not have qualified him or her for the team.
- 3.1.5 Removal by the UCI of the event in which the athlete qualified for the team from the program of the UCI Para-cycling Track World Championships.

An athlete who is removed from the team pursuant to this provision has the right to a hearing per the U.S. Paralympics Complaint Procedures or 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 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/Athlete-Resources/Athlete-Ombudsman/Resources/Code-of-Conduct>

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

- 3.3. An athlete may be removed as a nominee to the team or from the team for an adjudicated violation of, IPC, WADA, UCI, USADA and/or 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 UCI and World Championships Organizing Committee, including any applicable group or committee:

Replacement athletes will be selected pursuant to discretionary selection set forth in Section 2.3.

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

No replacing of athletes will occur.

5. SUPPORTING DOCUMENTS

U.S. Paralympics Cycling will retain the approved Selection Procedures and all supporting documents, including scouting or evaluation forms, etc., and data from the selection process for six months past the date of the Closing Ceremony of the 2020 UCI Para-Cycling Track World Championships.

6. REQUIRED DOCUMENTS

- USOPC Code of Conduct for U.S. Paralympics National teams and Paralympic Programs (Attachment C)
- U.S. Paralympics Complaint Procedures (Attachment G)

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

The USOPC approved Selection Procedures (complete and unaltered) will be posted/published by the U.S. Paralympics Cycling in the following locations:

- 7.1. NGB/HPMO Web site:

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

8. DATE OF ENTRY

Athlete selections to the team will be finalized by U.S. Paralympics and submitted to the UCI and the World Championships Organizing Committee on or before Tuesday, January 7, 2020.

9. MANDATORY TRAINING AND/OR COMPETITION

- December 9-14, 2019: **Optional** Training Camp (partially funded) in Carson, CA
- January 9-21, 2020: **Mandatory** Training Camp (fully funded) in Chula Vista & Carson, CA

10. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IPC, WADA, UCI/CADF, 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, UCI, CADF, 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:

Ian Lawless – Director, U.S. Paralympics Cycling
Matt Cramer –Senior Director, High Performance, U.S. Paralympics
Kyle McKinnis – Associate Director, Sport Operations, U.S. Paralympics Cycling
Sarah Hammer – Associate Director, High Performance, U.S. Paralympics Cycling
Will Groulx – Athlete Representative

12. NGB/HPMO BYLAWS AND GRIEVANCE PROCEDURES

The U.S. Paralympics Complaint Procedures are included with this document as Attachment G.

13. INTERNATIONAL DISCLAIMER

These procedures are based on IPC, as applicable, and/or UCI rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IPC, as applicable, and/or UCI rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to U.S. Paralympics Cycling. However, the selections are always subject to unforeseen, intervening circumstances, and realistically may not have accounted for every possible contingency.

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

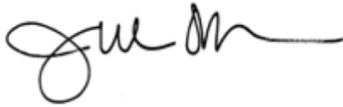


14. ATHLETE OMBUDSMAN

Athletes who have questions regarding their opportunity to compete that are not answered by U.S. Paralympics Cycling 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>

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 Cycling.

Position	Print Name	Signature	Date
NGB/HPMO President or CEO/Executive Director	Julie Dusliere		10/4/2019
Nat. team Coach, Head Coach, or Nat. Program Director	Ian L. Lawless		10/4/2019
USOPC Athletes' Advisory Council Representative*	William Groulx		10/4/2019

* 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

2019 U.S. Paralympics Track Cycling Standards, Per Classification and Event

	National Std	Talent Pool (105%)	Emerging (110%)
Men C1 3-kilometer Pursuit	04:08.87	04:21.32	04:46.20
Men C2 3-Kilometer Pursuit	03:59.06	04:11.01	04:34.92
Men C3 3-kilometer Pursuit	03:45.76	03:57.05	04:19.63
Men C4 4-kilometer Pursuit	04:48.14	05:02.55	05:31.36
Men C5 4-kilometer Pursuit	04:46.72	05:01.06	05:29.73
Men B 4-kilometer Pursuit	04:30.24	04:43.75	05:10.77
Women C1 3-kilometer Pursuit	05:00.10	05:15.10	05:45.11
Women C2 3-kilometer Pursuit	04:30.60	04:44.13	05:11.19
Women C3 3-kilometer Pursuit	04:27.11	04:40.46	05:07.18
Women C4 3-kilometer Pursuit	04:13.30	04:25.96	04:51.29
Women C5 3-kilometer Pursuit	04:04.38	04:16.60	04:41.04
Women B 3-kilometer Pursuit	03:43.66	03:54.84	04:17.21

	National Std	Talent Pool (105%)	Emerging (110%)
Men C1 1-Kilometer TT	01:18.92	01:22.86	01:30.75
Men C2 1-Kilometer TT	01:19.05	01:23.00	01:30.90
Men C3 1-Kilometer TT	01:13.45	01:17.13	01:24.47
Men C4 1-Kilometer TT	01:09.27	01:12.73	01:19.66
Men C5 1-Kilometer TT	01:08.94	01:12.39	01:19.28
Men B 1-Kilometer TT	01:04.34	01:07.56	01:13.99
Women C1 500-meter TT	00:48.81	00:51.25	00:56.13
Women C2 500-meter TT	00:44.43	00:46.65	00:51.09
Women C3 500-meter TT	00:45.02	00:47.27	00:51.77
Women C4 500-meter TT	00:41.52	00:43.59	00:47.74
Women C5 500-meter TT	00:39.88	00:41.88	00:45.87
Women B 1-Kilometer TT	01:11.70	01:15.29	01:22.46

Attachment B

Discretionary Selection Athlete Application

The U.S. Paralympics Discretionary Selection Committee will consider the performance-related factors outlined in section 2.2 in selecting athletes to the team.

Only athletes who have fulfilled the following requirements will be considered by the discretionary selection committee:

- Athlete(s) must have met the 2019 Talent Pool Standard (Attachment A) in an event at the 2019 U.S. Paralympics Track Cycling Cup, 2019 Los Angeles Para-cycling Open, 2019 UCI Para-cycling Track World Championships, or the 2019 USA Cycling Para-cycling Track National Championships, in order to be considered for discretionary nomination.
- Athlete(s) must complete and submit the online discretionary selection via the link below. Submissions must be received no later than two hours following the completion of competition on Sunday, December 8th, in order to be considered.

https://usoc.az1.qualtrics.com/jfe/form/SV_0CIEq4ys2hgqPuR

Attachment C

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

ATHLETE PLEDGE AND AGREEMENT

I pledge to uphold the spirit of this Code of Conduct (the “Code”), which offers a guide to my conduct as a member of a U.S. Paralympics National Team or a U.S. Paralympics Team to international competition (the “Team”). This Code applies to those Paralympic sports in which the United States Olympic & Paralympic Committee (USOPC) 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 USOPC;
- 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 USOPC and authorize the submission of the physical examination/medical information to US Paralympics and the USOPC; 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 U.S. Center for SafeSport’s SafeSport Code for the U.S. Olympic and Paralympic Movements and all other athlete safety policies, procedures and protocols of the USOPC;
- 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 USOPC 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 by either the U.S. Center for SafeSport or a National Governing Body due to a violation of the SafeSport Code,

and I have disclosed to the USOPC Office of Athlete Safety any temporary measure(s) by the U.S. Center for SafeSport or a National Governing Body.

- 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 USOPC;
- 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 USOPC 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 USOPC, 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 USOPC 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 USOPC ; in no event may U.S. Paralympics or the USOPC 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 USOPC or Paralympic Team apparel or equipment or the use of any USOPC 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 USOPC, 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 USOPC 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 D

U.S. Paralympics Cycling Team Rules

The following rules apply to all official National Team and Team USA para-cycling activities and events (additional rules may be implemented on a per-event basis as needed):

- The possession or use of weapons, tobacco products or controlled substances by any athlete or staff member is prohibited.
- Daily Curfews (“lights out” times) established by the Team Staff and published in the daily schedule must be observed by all athletes.
- Team members and staff will attend all team functions including meetings, practices, exhibitions, press conferences, competitions, etc., unless otherwise excused or instructed by U.S. Paralympics staff.
- Team members and staff will wear USOC and/or U.S. Paralympics Cycling provided apparel as required and as designated by Team leadership (Director, Associate Director of High Performance, Associate Director of Operations).
- Team members and staff will cooperate with team leadership and U.S. Paralympics staff.
- Team members and staff will refrain from behavior that would detract from a positive image of the U.S. Paralympics Cycling National Team or that would be detrimental to its performance objectives.
- Team members and staff will display proper respect and sportsmanship toward coaches, officials, administrators, fellow competitors and the public.
- Team members are required to sleep in their assigned rooms and are not permitted to switch rooms – even temporarily – without prior approval from team staff.
- An open and observable environment should be maintained for all interactions between staff and athletes. Private, or one-on-one situations should be avoided unless open and observable. Common sense should be used to move a meeting to an open and observable location if the meeting inadvertently begins in private.
- Bullying, harassment, disparagement, or defamation of teammates, fellow competitors, team staff, event organizers, or UCI/IPC representatives – verbally, through social media, email, or text – is prohibited.
- Public intoxication or consuming alcohol to excess is prohibited.
- Staff drinking with athletes is not allowed. This includes being in the same establishment or in the same room together.
- Friends and family are not permitted in athlete rooms or beyond the hotel lobby.
- Team USA staff *only* on the field of play (including team pits/cabins). No friends/family/personal coaches.
- For athletes who need help putting on competition apparel (i.e. speedsuits):
 - Athletes are not required to have assistance and should request it of the staff if/when they require it.
 - There will always be at least three persons present when assisting with suits:

- Three persons can be defined as two athletes (including the athlete putting on the suit) and one staff member, or one athlete and two staff members. The make-up of staff and athletes when assisting with suits should be the same gender whenever possible.
- Staff will be considerate of the athlete and will avoid all but inadvertent touching of the groin, buttocks, and breast area.

Attachment E

2020 UCI Para-cycling Track World Championships Team Sprint Long Team

U.S. Paralympics Cycling will name a **Team Sprint** long team for the 2020 UCI Para-cycling Track World Championships based on results from the 2019 U.S. Paralympics Track Cycling Cup (December 7, 2019 in Carson, CA). Eight (8) athletes will be named to the long team.

Eligibility: Only athletes who have already been named to the team USA roster for the event per section 1.3 or section 2.2 are eligible.

- First, results for athletes in eligible classes, per UCI Rule 16.8.009, who are named to the Track World Championships roster per the Selection Procedures (www.usparalympics.org/cycling/Selection-Procedures) will be included in a ranking list, as follows:
 - Each eligible athlete, per UCI rule 16.8.009, will be ranked based on the fastest lap from their 1 Kilometer or 500 meter Time Trial result at the 2019 U.S. Paralympics Track Cycling Cup. Athletes with faster times are ranked higher than slower times.
- Second, the top eight (8) athletes on the ranking list will be named to the long team. A maximum of three athletes per point group from the table below (table excerpt from UCI Rule 16.8.009) will be named to the team Sprint long.
 - In the event the UCI allows team USA to enter a second, all female team sprint, a second ranking list will be created using the same system, but with only female athletes appearing on the list.

Gender, Sport Class	Points
Men C5	4
Men C4	4
Men C3	3
Men C2	2
Men C1	1
Women C5	3
Women C4	3
Women C3	2
Women C2	1
Women C1	1

Final Team

The discretionary selection committee, in consultation with the Associate Director, High Performance shall select the final team of athletes to be entered in to the Team Sprint at the 2020 UCI Para-cycling Track World Championships.

The final team to start the event will be comprised of the best combination of athletes who are most likely to medal in the event, based on results from the following events:

- 2018 UCI Para-cycling Track World Championships
- 2019 UCI Para-cycling Track World Championships
- 2019 U.S. Paralympics Track Cycling Cup and/or Los Angeles Para-cycling Open

As well as data collected at the Track Worlds Preparation Camp (January 9-21, 2020). Factors used to name the final team may include, but are not limited to:

1. Single lap split times (standing or flying start)
2. ½ lap split times (standing or flying start)
3. 500 meter TT times (standing or flying start)
4. 1 kilometer TT times (standing or flying start)
5. Fastest possible team combinations and sequences

The final three (3) athletes to race the Team Sprint at the World Championships will be named per UCI rule 16.8.009, following the conclusion of the Track Worlds preparation camp.

Replacement

The Director, Paralympic Cycling may replace an athlete named to the 3-rider roster, up until the submission deadline for the Team Sprint roster at the World Championships. Only athletes from the long list are eligible to replace another athlete.

An athlete may be replaced for any of the following reasons:

- Injury or illness that renders the athlete unable to start the Team Sprint
- Violation of the Code of Conduct
- Violation of the team Rules
- Inadequate racing form or fitness demonstrated through poor results in preceding races at the World Championships

In the event of a replacement, the Director, Paralympic Cycling will consult with the discretionary selection committee and the Associate Director, High Performance before finalizing the replacement.

Attachment F

2020 UCI Para-cycling Track World Championships Scratch Race

U.S. Paralympics Cycling will select athletes to participate in the Scratch Race(s) at the 2020 UCI Para-cycling Track World Championships based on results from the 2019 U.S. Paralympics Track Cycling Cup and/or Los Angeles Para-cycling Open (December 7-8, 2019 in Carson, CA), as well as historical international results, and information collected from the Track Worlds Preparation Camp, January 9-21, 2020.

Eligibility: Only athletes who have already been named to the Team USA roster for the event per section 1.3 or section 2.2 are eligible.

- First, the rider who places first in each Scratch Race class or category to be held at the World Championships as listed below, will be automatically selected to participate in the Scratch Race at the World Championships:
 - The UCI has not yet published the scratch race categories for the World Championships. This list will be updated once the competition schedule has been published by the UCI.
- Second, all remaining start rights for each Scratch Race “event” at the World Championships will be filled via discretion. The discretionary selection committee, in consultation with the Associate Director, High Performance shall select the final athletes to be entered.

Factors used to name athletes in the final, discretionary slots may include, but are not limited to:

1. History of podiums at international, Para-cycling scratch races
2. Demonstrated ability to employ team tactics and work cooperatively with the express goal to maximize team USA medals in a scratch race
3. Demonstrated ability to produce a high result in a group/sprint finish
4. Demonstrated competence in mass-start track races, evidenced by the athlete’s conduct and performance at the U.S. Paralympics Track Cycling Cup, and in select workouts at the Track Worlds Preparation Camp in Carson, CA (January 9-21).

Replacement

The Director, Paralympic Cycling, may replace athletes entered in to the Scratch Race, up until the submission deadline for the Scratch Race at the World Championships.

An athlete may be replaced for any of the following reasons:

- Injury or illness that renders the athlete unable to start the Scratch Race.
- Violation of the Code of Conduct
- Violation of the team Rules
- Inadequate racing form or fitness demonstrated through poor results in preceding races at the World Championships

In the event of a replacement, the Director, Paralympic Cycling will consult with the discretionary selection committee and the Associate Director, High Performance before finalizing the replacement.

Attachment G
U.S. Paralympics
COMPLAINT PROCEDURES
May 15, 2018

Section 1. Jurisdiction.

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

Section 2. Designation of Complaints.

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

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

Section 3. Manner of Filing.

The complainant shall file the complaint with the 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 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.

Section 14. Arbitration.

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