

U.S. Paralympics Cycling
ATHLETE SELECTION PROCEDURES
2019 UCI Para-cycling Road World Championships

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 2019 UCI Para-cycling Road World Championships.

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

Any competitor in the 2019 UCI Para-Cycling Road 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 Olympic Charter (Rule 41), the IPC Handbook (Section 2, Chapter 3.1), or the PASO Statutes (Article XXII, Sections 4 and 5).

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

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

1.1.4. Other requirements (if any):

At the time of selection an athlete must have a UCI International Classification with an international sport class status of R-Review, FRD-Fixed Review Date or C-Confirmed, or if there has been no opportunity for the athlete undergo international classification evaluation, the athlete must be evaluated by USOC medical and/or Paralympic staff and determined likely to classify in the sport class in which he/she would be qualified for the

Team; provided that athletes without an international sport class status are allowable for submission on the official team entry into this competition. description of sport-specific classification requirements and current athlete sport class status can be found at the UCI website at www.uci.ch.

Athletes age 18 or older will be required to undergo a background screen in accordance with the current USOC Background Check Policy.

Athletes age 18 or older as of September 11, 2019 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.

Time Trial at the USA Cycling Para-cycling Road National Championships

Thursday, June 27, 2019, Knoxville, TN

2019 UCI Para-cycling Road World Cup #3

August 8-11, 2019, Baie-Comeau, Quebec (CAN)

- 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.

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

Team size will be determined by implementing the procedures herein.

- A. Cycling Athletes: Four processes will be utilized to select cycling athletes to the Team.

- i. **First**, outgoing Individual Road World 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.

ii. **Second**, up to seven (7) male and four (4) female athletes will be selected to the Team based on the results of the individual time trial at the USA Cycling Para-cycling Road National Championships in Knoxville, TN.

a. Only athletes who qualify in an event/sport class for which there is an open start right (per the UCI “Qualifying Places” table for the 2019 UCI Para-cycling Road World Championships) will be eligible for selection. These tables can be found at the following website:

<https://www.uci.org/news/2019/2019-uci-para-cycling-road-world-championships-official-documents>

b. Only athletes who have met the talent pool standard in the time trial will be eligible for selection (Attachment A). If fewer than seven (7) male or four (4) female athletes meet the talent pool standard in the selection time trial, the remaining spots under this step will not be filled.

c. Each athlete’s result from the selection time trial will be converted to a “TT rank” (separate ranking lists for men and for women) by expressing it as a percentage vs. the National Road Time Trial standard (Attachment A). Each result will be rounded to the nearest one hundredth of a second.

d. If necessary, to break a tie among two or more athletes for the final Team slot under this step, selection will be based on the discretionary process as outlined in Section 2 below.

iii. **Third**, up to a total of four (4) athletes of any gender *may* be nominated to the team based on a discretionary selection process. The discretionary selection criteria utilized to select these athletes is detailed in Section 2 below.

iv. **Fourth**, athletes who attain a podium finish in the road race at the UCI Para-cycling Road World Cup #3 will be named to the Team in the respective event/sport class, provided there are available road race start rights at the 2019 UCI Para-cycling Road World Championships for their sport class. Athletes

selected through this step may have the opportunity to compete in additional events where open start positions are available.

- v. **Fifth**, athletes *may* be nominated to fill any remaining discretionary slots not already used as outlined in section 1.3.A.iii, based on a discretionary selection process following the conclusion of the UCI Para-cycling Road World Cup #3. The discretionary selection criteria utilized to select these athletes is detailed in Section 2 below. The total number of athletes nominated from steps 1.3.A.iii *and* 1.3.A.v will not exceed four (4) athletes.

B. Team Nominations: Athletes selected under steps 1.3.A.i, 1.3.A.ii, or 1.3.A.iii will be notified within one week after the conclusion of the USA Cycling Para-cycling Road National Championships. Athletes selected under step 1.3.A.iv and 1.3.A.v will be notified within 48 hours after the conclusion of the UCI Para-cycling Road World Cup #3. The complete Team USA roster for the 2019 UCI Para-cycling Road World Championships will be announced within one week after the conclusion of the UCI Para-cycling Road World Cup #3 at www.usparalympics.org.

- i. Athletes who are selected to the Team must notify U.S. Paralympics of their intention to compete in the 2019 UCI Para-cycling Road World Championships by signing and returning the Team USA Commitment form (Attachment E) via e-mail, fax or U.S. Mail, within one week of the notification of their Team selection.
- ii. Athlete selections to the Team will be finalized by U.S. Paralympics and submitted to the UCI and the World Championships Organizing Committee by the published entry deadline date, August 21, 2019.
- iii. Each athlete selected to the Team pursuant to sections 1.3.A.i, 1.3.A.ii, 1.3.A.iii, and 1.3.A.v will receive start rights in the time trial and the road race at the 2019 UCI Para-cycling Road World Championships, up to the maximum start rights published in the UCI World Championships Qualifying places document, per sport class and event. Athletes who earn a podium place in the road race at the UCI Para-Cycling Road World Cup #3 pursuant to section 1.3.A.iv, will only be named to the Team in the event that remaining start rights are available for the athlete's sport class in the road race.

C. Pilot Athletes: Pilot athletes will be selected to the Team utilizing the discretionary criteria for pilot athletes as set forth in Section 2.2.B.

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 complete and submit the Discretionary Selection Athlete Petition at the link listed in Attachment B will be considered by the Discretionary Selection Committee. Submissions must be received no later than 12pm CDT on Friday, June 28.

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

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

- i. 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 selection event(s).
- ii. The athlete was reclassified during the 2019 competition season and represents a potential medal in the new sport class.
- iii. The athlete(s) experienced equipment failure, weather, interference, or other external factors, either natural or caused by others, at the qualifying event(s), that impeded what otherwise likely would have been a qualifying result.
- iv. The athlete won a medal in the event at the 2018 UCI Para-cycling Road World Championships.
- v. The athlete met a 2019 U.S. Paralympics Cycling National Team Standard.
- vi. The athlete's performance at the 2019 USA Cycling Para-cycling National Road Championships (individual and/or team events)
- vii. The athlete is eligible and is likely to fill a position in the Handcycle Relay.
- viii. 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.
- ix. The athlete can positively impact Team performance.
- x. 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 (1) athlete during practice, competition

and day-to-day activities; therefore, accreditation allocation is typically provided for one pilot athlete per qualified athlete as outlined in UCI Rule 16.3.006.

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

- i. Preference of the qualified visually impaired athlete.
- ii. Ability to positively affect the performance of the visually impaired athlete.
- iii. Demonstrated expertise of the pilot athlete – must have expertise and experience in the assigned athlete’s specific event(s).
- iv. Knowledge and understanding of the UCI Rules pertaining to pilot athletes.

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 also loses his/her place on 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

Chief of Paralympic Sport

Associate Director, Para Cycling High Performance

Associate Director, Para Track and Field Sport Operations

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 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 submission by U.S. Paralympics to the UCI and the World Championships Organizing Committee, an athlete who is to be selected 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 Cycling. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by U.S. Paralympics Cycling, 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).
 - 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 2019 UCI Para-cycling Road World Championships.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the USOC Complaint Procedures for U.S. Paralympic National Teams and Paralympic Programs or the USOC's Bylaws, Section 9.

- 3.2. Once an athlete's name has been submitted to the UCI and the World Championships Organizing Committee, the athlete may be removed pursuant to the reasons as set forth in Section 3.1 above.
- 3.3. An athlete may be removed from the Team for an adjudicated violation of CADF, UCI, IPC, WADA, 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 UCI and World Championships Organizing Committee:

Replacement athletes will be selected pursuant to discretionary selection set forth in Section 2.2.

4.1.2. after submission of Entries by Name to the UCI and World Championships Organizing Committee:

No replacement 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 2019 UCI Para-cycling Road World Championships

6. REQUIRED DOCUMENTS

USOC Code of Conduct for U.S. Paralympics National Teams and Paralympic Programs (Attachment C)

USOC Complaint Procedures for U.S. Paralympics National Teams and Paralympic Programs (Attachment D)

Team USA Commitment Form (Attachment E)

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

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

7.1. U.S. Paralympics Web site: <http://www.usparalympics.org/cycling>

These procedures will be posted as soon as possible, but not more than five business days following their approval.

7.2. Other: n/a

8. DATE OF ENTRY TO THE UCI AND THE WORLD CHAMPIONSHIPS ORGANIZING COMMITTEE

The Athlete Entry Form, including replacements, will be submitted to the UCI and the World Championships Organizing Committee on or before:

Wednesday, August 21, 2019 at 12:00 noon, Central European Time

9. MANDATORY TRAINING AND/OR COMPETITION

There are no Team USA mandatory training camps for the 2019 UCI Para-cycling Road World Championships. However, an optional “mini-camp” will be available to interested athletes.

All athletes selected to the Team USA roster for the World Championships are required to share training logs and data with U.S. Paralympics Cycling via Training Peaks. In addition, athletes and their individual coaches will be contacted by the U.S. Paralympics Cycling Associate Director of High Performance to develop an agreed-upon training plan in preparation for the World Championships.

10. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all CADF, UCI, IPC, WADA, USADA and/or USOC anti-doping protocols, policies and procedures, as applicable. This includes participation in Out-of-Competition Testing as required by the CADF, UCI, IPC, WADA, USADA and/or USOC 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
Julie Dussliere – Chief of Paralympic Sport
Kyle McKinnis – Associate Director, Para Cycling Sport Operations
William Groulx – Athlete Representative

12. NGB/HPMO BYLAWS AND GRIEVANCE PROCEDURES

The USOC Complaint Procedures for U.S. Paralympics National Teams and Paralympic Programs are included with this document as Attachment D.

13. INTERNATIONAL DISCLAIMER

These procedures are based on IPC, as applicable, and IF rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IPC, as applicable, and/or IF 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. 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 by U.S. Paralympics.

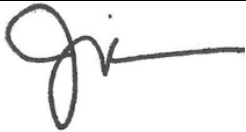


14. ATHLETE OMBUDSMAN

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

- Telephone at (719) 866-5000
- E-mail at Kacie.Wallace@usoc.org
- <http://www.athleteombudsman.org>

15. NGB/HPMO SIGNATURES

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

Position	Print Name	Signature	Date
NGB/HPMO President or CEO/Executive Director	Julie Dussliere		6/5/19
Nat. Team Coach, Head Coach, or Nat. Program Director	Ian Lawless		6/5/19
USOC Athletes' Advisory Council Representative*	William Groulx		6/20/19

- * 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.

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

ATTACHMENT A
U.S. Paralympics Cycling National Road Standards

2019 Road Standards: Time Per Kilometer (Individual Time Trial)			
Men	National Standard	Talent Pool Standard (105%)	Emerging Standard (115%)
H1	02:30.81	02:38.35	02:53.43
H2	01:48.61	01:54.04	02:04.90
H3	01:35.07	01:39.83	01:49.33
H4	01:31.01	01:35.56	01:44.66
H5	01:33.32	01:37.98	01:47.31
C1	01:30.73	01:35.27	01:44.34
C2	01:27.43	01:31.80	01:40.55
C3	01:24.58	01:28.81	01:37.27
C4	01:21.04	01:25.09	01:33.19
C5	01:18.82	01:22.76	01:30.64
T1	02:06.97	02:13.32	02:26.02
T2	01:45.83	01:51.12	02:01.70
B	01:14.38	01:18.10	01:25.54
Women	National Standard	Talent Pool Standard (105%)	Emerging Standard (115%)
H1*	04:10.41	04:22.93	04:47.97
H2	02:58.86	03:07.81	03:25.69
H3	01:52.34	01:57.96	02:09.20
H4	01:53.38	01:59.05	02:10.38
H5	01:46.29	01:51.61	02:02.23
C1*	01:48.32	01:53.74	02:04.57
C2	01:44.15	01:49.36	01:59.77
C3	01:39.24	01:44.20	01:54.12
C4	01:38.20	01:43.11	01:52.93
C5	01:31.84	01:36.43	01:45.61
T1	02:33.80	02:41.49	02:56.87
T2	02:00.79	02:06.83	02:18.90
B	01:25.14	01:29.40	01:37.91
* Calculated based off of men's standards due to insufficient data			

*For more information about the 2019 U.S. Paralympic Road Cycling Standards, please see the 2019 Athlete & Sport Program Plan at <http://www.teamusa.org/US-Paralympics/Sports/Cycling/Athlete-and-Sport-Program>

ATTACHMENT B

Discretionary Selection Athlete Petition

Athletes who wish to be considered for discretionary selection must complete the petition at the following link no later than 12pm CDT on Friday, June 28:

https://usoc.az1.qualtrics.com/jfe/form/SV_6YiUAsLYXfEQHPf

ATTACHMENT C

UNITED STATES OLYMPIC 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 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

<p>PARENT/GUARDIAN CERTIFICATION (For Participants Under the Age of 18 as of Date of Signature)</p>

Signature Date

Relationship (Parent or Guardian)

ATTACHMENT D

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 USOC 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 complaint, 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 USOC Chief Executive Officer shall appoint a hearing panel consisting of three (3) disinterested individuals to hear the complaint. The USOC 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 USOC 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.

ATTACHMENT E
Team USA Commitment Form

I, _____, accept my nomination to the 2019 Team USA UCI Paracycling Road World Championship Team. I will adhere to the United States Olympic Committee Code of Conduct for U.S. Paralympics National Teams and U.S. Paralympics Programs and all team rules and regulations. I will maintain a level of fitness and competitive readiness that will permit my performance to be at the maximum of my abilities.

Athlete Name (Print)

Athlete Signature

Date

ATTACHMENT F
2019 UCI Para-cycling Road World Championships
Handcycle Relay Selection Process

U.S. Paralympics Cycling will name a Handcycle Relay team for the 2019 UCI Para-cycling Road World Championships based on results from a tryout, to be held in Emmen, Netherlands on Monday, September 9, 2019.

Eligibility: Only athletes in eligible sport classes (men or women H1-5), who have already been named to the Team USA roster for the World Championships per section 1.3 or section 2.2 are eligible.

Ranking List: First, results from the selection event will be used to create a ranking list, as follows:

- Each athlete will receive two split times at the tryout
- Split times may be from the same circuit (or section of road), or from separate circuits
- A ranking list will be created, and sorted as follows:
 - First: each athlete's two (2) split times will be combined to create one overall time ("results"), which will be included on the ranking list
 - Second: The list will be sorted:
 - Primarily by each athlete's point category per UCI rule 16.7.012
 - Secondarily by the results within each point group, fastest to slowest
- The three athletes with the fastest combination of times that do not exceed the 6 points per UCI rule 16.7.012, will be named to the relay team for the World Championships.

Replacement Athletes: In the event of an illness or injury which would a) render an athlete unable to compete, or b) limit the medal potential of the team, The Director, Paralympic Cycling, in consultation with the Associate Director, High Performance and the coaching staff shall select replacement athlete(s) based on results from the following events that would indicate an athlete has the potential to help team USA attain a high finish at the World Championships:

- 2019 USA Cycling National Road Championships (TT, RR, or handcycle relay)
- 2018 UCI Para-cycling Road World Championships (handcycle relay)
- 2018 and 2018 UCI Para-cycling World Cups (handcycle relay)

Factors used to name replacement athletes may include, but are not limited to:

- Single or multiple lap split times from handcycle relays
- Per kilometer times from time trials
- Results attained in road races due to race awareness and tactical expertise

