

**U.S. Paralympics Cycling
ATHLETE SELECTION PROCEDURES
2020 PARALYMPIC GAMES
ROAD & TRACK CYCLING
12/5/2019**

**CURRENTLY UNDER REVIEW FOR AMENDMENTS DUE TO QUALIFICATION EVENT
CANCELLATIONS/POSTPOSTMENTS FROM COVID-19 (3/17/2020)**

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 selection.

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:

Any competitor in the Paralympic Games must be a national of the country of the National Paralympic Committee (NPC) which is entering such competitor. For additional information regarding an athlete who is a national of two or more countries, has changed his or her nationality or acquired a new nationality, refer to the IPC Handbook (Section 2, Chapter 3.1).

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

To be eligible for selection by an NPC, athletes (including Tandem pilots) must:

- hold a UCI license issued by a national cycling federation;
- be at least 18 years of age by 31 December 2020;
- must have raced in at least one (1) sanctioned, international UCI Para-Cycling competition between 1 January 2018 and 15 July 2020;
- be internationally classified with a 'Confirmed' sport class status or a 'Review' sport class status with a review date after 31 December 2020 (not applicable to Tandem pilots).

1.1.4. Other requirements (if any):

- Athletes must have successfully completed all Games Registration

requirements by stated deadline.

- Athletes age 18 or older will be required to undergo a background screen in accordance with the current USOPC Background Check Policy.
- Athletes age 18 or older as of the Closing Ceremony will be required to complete the U.S. Center for SafeSport’s online training.

1.2. Tryout Events:

1.2.1. Provide the event names, dates and locations of all trials, events and camps to be used as part of the selection process.

TRACK:

- The 2020 UCI Para-cycling Track World Championships in Milton, Ontario (CAN), January 30 – February 2, 2020 will serve as a selection event for track athletes.

ROAD:

- The 2020 UCI Para-cycling Road World Championships in Ostend (BEL), June 4-7, 2020 will serve as a selection event for road athletes.
- The 2020 U.S. Paralympic Trials cycling time trial, June 27, 2020 will serve as a selection event for road athletes.

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).

TRACK:

- The 2019 U.S. Paralympics Track Cycling Cup and the 2019 Los Angeles Para-cycling Open (December 7-8, respectively) will serve as Team USA qualifying events for the 2020 UCI Para-cycling Track World Championships roster, per the selection procedures for the World Championships (<https://www.teamusa.org/USParalympics/Sports/Cycling/Selection-Procedures>)

ROAD:

- The 2020 Fort Wayne Para-cycling Open in Fort Wayne, IN (April 17-18, 2020) will serve as the Team USA qualifying event for the 2020 UCI Para-cycling Road World Championships roster, per the selection procedures for the World Championships (<https://www.teamusa.org/USParalympics/Sports/Cycling/Selection-Procedures>)

- There is no qualifying event for the cycling time trial at the 2020 Paralympic Trials.

- 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).
 - 1.3.1. Team Size: U.S. Paralympics Cycling will field the designated team size allocated by the IPC/UCI. The final team will be determined by implementing the selection criteria detailed herein
 - 1.3.2. Men’s and women’s slots will be allocated separately by the IPC/UCI, therefore for purposes of these Procedures, the men’s and women’s components of the team shall be considered separately.
 - 1.3.3. As team slots are filled, the corresponding start rights in the qualifying event will also be filled. The U.S. may enter a maximum of three (3) eligible athletes per individual medal event. For the road race medal events with combined sport classes, the U.S. may enter a maximum of three (3) eligible athletes per sport class and a maximum of five (5) eligible athletes per combined road race medal event.
 - 1.3.4. The USOPC will receive the number of allocated qualification slots and ring-fenced positions from the IPC/UCI on June 15, 2020.
 - 1.3.5. The Para-cycling Selection Committee will meet on June 27, 2020 to implement the selection processes as outlined below, in sequence.
 - 1.3.6. **Cycling Athletes:** Six processes will be utilized to select cycling athletes to the team, in priority order. If a process includes a reference to “percent of allocated slots,” the number of slots filled for that process equals the highest whole number.

-Example 1: 25% of 7 = 1.75, so the number of slots filled = 1

-Example 2: 40% of 5 = 2, so the number of slots filled = 2

-Example 3: 80% of 3 = 2.4, so the number of slots filled = 2

- a. **First**, up to 25% of allocated male slots, and up to 30% of allocated female slots will be filled for participation in track events (“Track Events”) as per the *Tokyo 2020 Track Worlds Ranking List* in Attachment C.
 - i. Slots for classifications that are designated as “ring-fenced” will be filled first. If no athletes in a ring-fenced classification appear on the *Tokyo 2020 Track Worlds Ranking List*, the ring-fenced classification(s) will not be filled via this step.
 - ii. If two athletes are tied for the final slot respective of gender (male or female), then discretionary selection (Section 2) will be used to break the tie.
- b. **Second**, up to 40% of remaining male slots, and up to 40% of remaining

female slots will be filled for participation in road events (“Road Events”) as per the *Tokyo 2020 Road Worlds Ranking List* in Attachment D.

- i. Slots for classifications that are designated as “ring-fenced” will be filled first. If no athletes in a ring-fenced classification appear on the *Tokyo 2020 Road Worlds Ranking List*, the ring-fenced classification(s) will not be filled via this step.
 - ii. If two athletes are tied for the final slot respective of gender (male or female), then discretionary selection (Section 2) will be used to break the tie.
- c. **Third**, up to 80% of the remaining male slots and up to 80% of the remaining female slots will be filled based on performances at the 2020 U.S. Paralympic Team Trials (cycling road time trial) as per the *Tokyo 2020 Paralympic Road Trials Ranking List* outlined in Attachment G.
 - i. Only athletes with a result on the *Tokyo 2020 Paralympic Road Trials Ranking List* will be eligible to be selected to the team under this step.
 - ii. Slots for classifications that are designated as “ring-fenced” (if any are remaining) will be filled first. If no athletes in a ring-fenced classification appear on the *Tokyo 2020 Paralympic Road Trials Ranking List*, the ring-fenced classification(s) will not be filled via this step.
 - iii. If two athletes are tied for the final slot respective to gender (male or female), then discretionary selection will be used (Section 2) to break the tie.
- d. **Fourth**, any remaining slots, both male and female, following completion of all of the steps above, will be filled utilizing the discretionary selection criteria outlined in Section 2 below.
 - i. Athletes selected to the team via steps a through e above will be announced during the Team USA naming ceremony, and on the USOPC website on June 28, 2020.
- e. **Fifth**, any athlete invited by name by the IPC/UCI (“Bipartite”) will be selected to the team provided he or she meets all eligibility provisions and other requirements set forth in these Procedures. USOPC will be notified of any bipartite invitations from IPC/UCI on July 6, 2020.

- i. Athletes selected to the team via this step will be announced on the USOPC website on or before August 3, 2020

Bipartite Commission Invitation

The IPC may award Bipartite slots for the 2020 Paralympic Games using the Bipartite Commission Invitation method. The IPC awards these Bipartite slots by name. Bipartite slots are allocated by the IPC based on the principles below (in no particular priority order):

- to ensure participation of top athletes who may have not had the opportunity to formally qualify through other methods due to extraordinary circumstances;
- to ensure the representation of athletes with high support needs;
- to ensure medal events will have sufficient representation for viability; and/or
- to enable greater representation by gender.

Prior to awarding Bipartite slots the IPC may invite each National Paralympic Committee to submit an application requesting that an athlete or athletes be considered for a Bipartite slot. U.S. Paralympics may, but is not required to, submit an application for a Bipartite slot depending on whether or not, as determined by the Discretionary Selection Committee, there are athlete candidates who meet the above principles and who are capable of a top three (podium) result, can positively impact team performance, or are considered to be on track to produce a top three (podium) result in the near future. The selection of a particular athlete for submission to the IPC for a Bipartite slot will be based on the above and on the discretionary selection criteria set forth in Section 2.1. The Discretionary Selection Committee shall be responsible for making any such selection. U.S. Paralympics will disclose on its website at www.usparalympics.org the submission of a particular athlete to the IPC for a Bipartite slot.

If the IPC awards a Bipartite slot to an athlete by name, U.S. Paralympics will accept such athlete to the Team. U.S. Paralympics will disclose on its website at www.usparalympics.org the name of any athlete named to the Team through the Bipartite Commission Invitation Method.

- f. **Sixth**, any remaining slots, both male and female, including the reallocation of unused slots by the UCI, will be filled utilizing the discretionary selection criteria outlined in Section 2 below.

1.3.7 Pilot Athletes: Pilot athletes will be selected to the team utilizing the discretionary criteria for pilot athletes as set forth in Section 2.

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.

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

A. Cycling athletes

The following criteria (which are not in priority order) will be used for selecting athletes by discretion:

- a. The athlete(s) most likely to win a medal in an individual event.
- b. The athlete(s) most likely to support a medal-winning performance in a team event (Team Sprint or Handcycle Relay).
- c. The athlete(s) most likely to help another athlete win a medal in the road race.
- d. The U.S. Paralympics Cycling Discretionary Selection Committee will consider the following performance-related factors (which are not in priority order) in selecting athletes to the team.
 - 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(s) experienced equipment failure, or other external factors, either natural or caused by others, at the selection event(s), that impeded what otherwise likely would have been a qualifying result.
 - iii. 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 in an event at the 2020 Paralympic Games.
 - iv. The athlete can positively impact team performance.
 - v. 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; therefore accreditation allocation is typically provided for one pilot athlete per qualified athlete as outlined in the UCI Rules: <http://www.uci.ch>

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. <http://www.uci.ch>

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:

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

Any member of the selection committee that has a possible conflict of interest must disclose it. If such conflict exists, the selection committee member must recuse him/herself from committee discussions and voting. Further, the committee member should not otherwise influence other members of the committee in the selection process. However, a committee member who recused him/herself, but who has relevant and necessary information with respect to athlete performance, for example a national team coach or high performance director, may, if requested by the selection committee, provide such information to the committee so long as such information is provided in a fair and unbiased manner and the committee member who declared the conflict of interest does not vote toward the final decision.

3. REMOVAL OF ATHLETES

3.1. Prior to entry by name to the Local Organizing Committee by the USOPC, U.S. Paralympics Cycling has jurisdiction over potential nominees.

An athlete who is to be nominated to the team by the 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 the U.S. Paralympics Cycling, 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 the U.S. Paralympics Code of Conduct (Attachment D).
- 3.1.5. Re-classification of the athlete by the UCI, such that the athlete's qualifying performance would not have qualified him/her for the team.
- 3.1.6. Removal by the UCI/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 the U.S. Paralympics Complaint Procedures and the USOPC's Bylaws, Section 9.

- 3.2. Once athlete entries have been submitted to the Local Organizing Committee by the USOPC, the USOPC has jurisdiction over the team, at which time, in addition to any applicable NGB/HPMO 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, CADF, USADA and/or USOPC anti-doping protocol, policies and procedures, as applicable.

4. REPLACEMENT OF ATHLETES

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

Replacement athletes will be selected pursuant to the discretionary selection process outlined in section 2.

- 4.1.2. after submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:
No replacement athletes will be selected after submission of Entries by Name to the Local Organizing Committee.

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 Games.

6. REQUIRED DOCUMENTS

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

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

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

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

- 7.1. NGB/HPMO Web site:

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

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

8. DATE OF NOMINATION

The Nomination of Athletes form, including replacements, will be announced to all athletes and submitted to the USOPC on or before: July 15, 2020.

9. MANDATORY TRAINING AND/OR COMPETITION

All athletes nominated to the team are required to attend the following mandatory training camps:

- **TRACK ATHLETES:**
 - 7/24 – 7/31/2020 – Tokyo Track Prep Camp #1 - Chula Vista Elite Athlete Training Center
 - 8/1 – 8/7/2020 – Tokyo Prep Camp #2 – Carson, CA
- **ROAD ATHLETES:**
 - 8/1 – 8/15/2020 – Tokyo Prep Camp #1 – Greenville, CA

Athletes who are anticipated to compete on both the road and the track programs at the Paralympic Games *may* have a modified camp schedule in order to attend both track and road training camps.

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 L. Lawless, Director, U.S. Paralympics Cycling
Kyle McKinnis, Associate Director, Operations, U.S. Paralympics Cycling
Julie Dussliere, Chief of Paralympic Sport, U.S. Paralympics
Allison Jones, Athlete Representative

12. NGB/HPMO BYLAWS AND GRIEVANCE PROCEDURES

The U.S. Paralympics Complaint Procedures can be found at the following url:

https://www.teamusa.org/US-Paralympics/Sports/Cycling/-/media/USA_Paralympics/Documents/cycling/US-Paralympics-Complaint-Procedures-May-2018-FINAL.PDF

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.


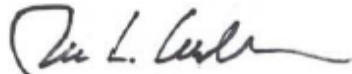

14. ATHLETE OMBUDSMAN

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 Chief of Paralympics		12/5/2019
Nat. Team Coach, Head Coach, or Nat. Program Director	Ian L. Lawless Director, Paralympic Cycling		12/5/2019
USOPC Athletes' Advisory Council Representative*	Allison Jones Athlete Representative		12/5/2019

* 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
Tokyo 2020 Paralympic Games Medal Events**

TRACK (16)		
<p><u>WOMEN (7)</u></p> <ul style="list-style-type: none"> • Women C1-2-3 500 meter Time Trial* • Women C4-5 500 meter Time Trial* • Women B (tandem) 1 Kilometer Time Trial • Women C1-2-3 Pursuit • Women C4 Pursuit • Women C5 Pursuit • Women B (tandem) Pursuit Women 	<p><u>MEN (8)</u></p> <ul style="list-style-type: none"> • Men C1-2-3, 1 Kilometer Time Trial* • Men C4-5, 1 Kilometer Time Trial • Men B (tandem) 1 Kilometer Time Trial • Men C1 Pursuit • Men C2 Pursuit • Men C3 Pursuit • Men C4 • Men C5 Pursuit 	<p><u>MIXED (1)</u></p> <ul style="list-style-type: none"> • Mixed Team Sprint

ROAD (34)		
<p><u>WOMEN (13)</u></p> <ul style="list-style-type: none"> • Women H1-2-3 Time Trial* • Women H4-5 Time Trial* • Women C1-2-3 Time Trial* • Women C4 Time Trial • Women C5 Time Trial • Women B (tandem) Time Trial • Women T1-2 Time Trial • Women H1-2-3-4 Road Race • Women H5 Road Race • Women C1-2-3 Road Race • Women C4-5 Road Race • Women B (tandem Road Race) • Women T1-2 Road Race 	<p><u>MEN (20)</u></p> <ul style="list-style-type: none"> • Men H1 Time Trial • Men H2 Time Trial • Men H3 Time Trial • Men H4 Time Trial • Men H5 Time Trial • Men C1 Time Trial • Men C2 Time Trial • Men C3 Time Trial • Men C4 Time Trial • Men C5 Time Trial • Men B (tandem) Time Trial • Men T1-2 Time Trial* • Men H1-2 Road Race • Men H3 Road Race • Men H4 Road Race • Men H5 Road Race • Men C1-2-3 Road Race • Men C4-5 Road Race • Men B (tandem) Road Race • Men T1-2 Road Race 	<p><u>MIXED (1)</u></p> <ul style="list-style-type: none"> • Mixed Handcycle Relay

**Factored Event*

Attachment B
U.S. Paralympics Cycling Tokyo 2020 Paralympic Games Standards

Road and Track standards will be included here following the conclusion of the 2019 racing season.

Attachment C
Tokyo 2020 Track Worlds Ranking List

Two ranking lists will be created – a men's ranking and women's ranking – following the conclusion of the 2020 UCI Para-cycling Track World Championships.

Each athlete will be given one or more result on the ranking list based on performance(s) in published Tokyo 2020 medal events (see Attachment A) at the 2020 UCI Para-cycling Track World Championships. Results are not included per individual sport class, regardless of how the event is scored by the UCI, except in cases where there is a published Tokyo 2020 medal event for a single sport class.

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” for all athletes competing in these events.

Each finish time will be converted to a “Result” by expressing it as a percentage of the 2020 U.S. Paralympics Tokyo Paralympic Games Standards (Attachment B) for the respective Tokyo 2020 medal event. (An event refers to the competition at the 2020 Tokyo Paralympic Games – e.g. the Women’s C1-2-3 500m Time Trial.) 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 103.03%). $\text{Result} = (\text{finish time}/\text{National Standard}) \times 100$

All Results will then be utilized to formulate two selection ranking lists – a men's ranking and a women's ranking. Each ranking list will include all results for all athletes, 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.

***Factored Event per UCI rule 16.01.005.** In cases of factored events, the factor will be applied to individual results and each result will be rounded to the nearest one hundredth of a second before the percentage vs. 2020 U.S. Paralympics Tokyo Paralympic Games Standard is calculated.

Attachment D Tokyo 2020 Road Worlds Ranking List

Two ranking lists will be created – a men's ranking and women's ranking – following the conclusion of the 2020 UCI Para-cycling Road World Championships.

Each ranking list will be sorted by athlete highest to lowest totals, as per points earned from the *2020 Road World Championships Points Tables* in Attachments E and F.

Points are awarded based on each athlete's performance(s) from the 2020 UCI Para-cycling Road World Championships (“Road Worlds”) in the individual time trial and/or road race, as follows:

Individual Time Trial (ITT):

Points will be awarded for ITT results at Road Worlds, per the medal events on the Tokyo 2020 Paralympic Games Competition Program (Attachment A).

- Example: Results from the Women’s C1, Women’s C2, and Women’s C3 time trial(s) at Road Worlds will be combined in to one results sheet for “WC1-2-3”
- The current factor as published in UCI rule 16.01.005 on June 15, 2020, will be applied to individual ITT results from Road Worlds *before* the results sheet is sorted
- Each athlete with an ITT result at Road Worlds may be given points, provided:
 - The result is within the top 8 places on the combined results sheet; and
 - The athlete was not the last finisher on the combined results sheet, in which case no points will be awarded.

Road Race:

Points will be awarded for road race results at Road Worlds, per individual sport class, regardless of published road race events on the Tokyo 2020 Paralympic Games Competition Program. However, the points for each classification are weighted in the points table below, for combined road race events, based on the Tokyo 2020 Paralympic Games Competition Program.

- Each athlete with a road race result at Road Worlds may be given points, provided:
 - The result is within the top 8 places in their sport class
 - The athlete was not the last finisher in their sport class, in which case no points will be awarded.

Final Ranking Lists:

Points for each athlete will be totaled, and the ranking lists, respective to each gender, will be sorted from highest to lowest point totals to create the final men's and women's ranking lists.

Attachment E
2020 Road World Championships Points Table: Time Trial

TIME TRIAL, 2020 UCI PARA-CYCLING ROAD WORLD CHAMPIONSHIPS								
Racing Category	1st	2nd	3rd	4th	5th	6th	7th	8th
Women T1-2 Time Trial*	30	27	24	18	14	12	10	8
Women H1-2-3 Time Trial*	30	27	24	18	14	12	10	8
Women H4-5 Time Trial*	30	27	24	18	14	12	10	8
Women C1-2-3 Time Trial*	30	27	24	18	14	12	10	8
Women C4 Time Trial	30	27	24	18	14	12	10	8
Women C5 Time Trial	30	27	24	18	14	12	10	8
Women B (tandem) Time Trial	30	27	24	18	14	12	10	8
Men T1-2 Time Trial*	30	27	24	18	14	12	10	8
Men H1 Time Trial	30	27	24	18	14	12	10	8
Men H2 Time Trial	30	27	24	18	14	12	10	8
Men H3 Time Trial	30	27	24	18	14	12	10	8
Men H4 Time Trial	30	27	24	18	14	12	10	8
Men H5 Time Trial	30	27	24	18	14	12	10	8
Men C1 Time Trial	30	27	24	18	14	12	10	8
Men C2 Time Trial	30	27	24	18	14	12	10	8
Men C3 Time Trial	30	27	24	18	14	12	10	8
Men C4 Time Trial	30	27	24	18	14	12	10	8
Men C5 Time Trial	30	27	24	18	14	12	10	8

***Factored Event per the Paralympic Games Competition Program.** In cases of factored events, the current factor as published in UCI rule 16.01.005 on June 15, 2020, will be applied to individual results from the 2020 Road World Championships **before** points are assigned.

Athletes who finished last in their respective **racing category** as listed above, will not receive points, regardless of their place within racing category.

Attachment F
2020 Road World Championships Points Table: Road Race

Points Table: ROAD RACE, 2020 UCI PARA-CYCLING ROAD WORLD CHAMPIONSHIPS								
Racing Classification	1st	2nd	3rd	4th	5th	6th	7th	8th
Women T1 Road Race*	15	12	9	7	5	3		
Women T2 Road Race*	20	17	15	12	9	7	5	3
Women H1 Road Race*	9	7	5	3				
Women H2 Road Race*	15	12	9	7	5	3		
Women H3 Road Race*	17	15	12	9	7	5	3	
Women H4 Road Race*	20	17	15	12	9	7	5	3
Women H5 Road Race	20	17	15	12	9	7	5	3
Women C1 Road Race*	9	7	5	3				
Women C2 Road Race*	15	12	9	7	5	3		
Women C3 Road Race*	20	17	15	12	9	7	5	3
Women C4 Road Race*	15	12	9	7	5	3		
Women C5 Road Race*	20	17	15	12	9	7	5	3
Women B Road Race	20	17	15	12	9	7	5	3
Men T1 Road Race*	15	12	9	7	5	3		
Men T2 Road Race*	20	17	15	12	9	7	5	3
Men H1 Road Race*	15	12	9	7	5	3		
Men H2 Road Race*	20	17	15	12	9	7	5	3
Men H3 Road Race	20	17	15	12	9	7	5	3
Men H4 Road Race	20	17	15	12	9	7	5	3
Men H5 Road Race	20	17	15	12	9	7	5	3
Men C1 Road Race*	9	7	5	3				
Men C2 Road Race*	15	12	9	7	5	3		
Men C3 Road Race*	20	17	15	12	9	7	5	3
Men C4 Road Race*	15	12	9	7	5	3		
Men C5 Road Race*	20	17	15	12	9	7	5	3
Men B Road Race	20	17	15	12	9	7	5	3

***Combined event per the Paralympic Games Competition Program.** Points from results in the road race at the 2020 UCI Para-cycling Road World Championships may be earned per individual class, however the points for each classification are weighted based on the potential for a high-placing in road races with combined classifications.

Athletes who finish last in their respective **racing classification** as listed above, will not receive points, regardless of their place within racing classification.

Attachment G
Tokyo 2020 Paralympic Road Trials Ranking List

Two ranking lists will be created – a men's ranking and women's ranking – following the conclusion of the 2020 U.S. Paralympics Cycling Team Trials (Road).

Each athlete will be given a Time Trial result on the ranking list based on performance(s) in published Tokyo 2020 medal events (see Attachment A) at the 2020 U.S. Paralympics Cycling Team Trials (Road). Results are not included per individual sport class, regardless of how the event is scored by USA Cycling or the UCI, except in cases where there is a published Tokyo 2020 medal event for a single sport class.

Each finish time will be converted to a “Result” by expressing it as a percentage of the 2020 U.S. Paralympics Tokyo Paralympic Games Standards (Attachment B) for the respective Tokyo 2020 medal event. (An event refers to the competition at the Tokyo 2020 Paralympic Games – e.g. the Women’s C1-2-3 Time Trial, as outlined in Attachment A). 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 103.03%). $\text{Result} = (\text{finish time}/\text{National Standard}) \times 100$

All Results will then be utilized to formulate two selection ranking lists – a men's ranking and a women's ranking. Each ranking list will include all results for all athletes, ordered from lowest percentage (best) to highest percentage. All athletes selected to the team from the ranking list must have a performance (result) within 10% of the lowest percentage (best) on the list for their respective gender.

***Factored Event per UCI rule 16.01.005.** In cases of factored events, the factor will be applied to individual results and each result will be rounded to the nearest one hundredth of a second before the percentage vs. 2020 U.S. Paralympics Tokyo Paralympic Games Standard is calculated from the 2020 U.S. Paralympics Cycling Team Trials (Road).

**Attachment H
Code of Conduct**

**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 _____

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

Signature _____ Date _____

Relationship (Parent or Guardian) _____

Attachment I Complaint Procedures

ARTICLE I. ADMINISTRATION OF COMPLAINTS

Section 1. Types of Complaints.

U.S. Paralympics has the authority to hear and render decisions on the following types of complaints:

- a. Administrative Grievances. Any alleged violation of or grievance concerning: any U.S. Paralympics rule, regulation, or any U.S. Paralympics program or service;
- b. Opportunity to Participate Complaints. Any alleged denial, or alleged threat of denial, of an athlete, coach, trainer, manager, administrator or official's opportunity to participate in competition or activity authorized or organized by U.S. Paralympics;
- c. Disciplinary Actions. Any alleged violation of U.S. Paralympics Code of Conduct, or any other rule or regulation relating to conduct, other than alleged violations of the U.S. Center for SafeSport's ("USCSS") SafeSport Code.

Complaints must be filed pursuant to the specific procedures set forth for each type of complaint and on the form provided by U.S. Paralympics.

Section 2. USOPC Dispute Resolution Unit.

The United States Olympic & Paralympic Committee's ("USOPC") Dispute Resolution Unit ("DRU") will generally administer and oversee all complaints. The DRU will be responsible to ensure that all complaints are heard in a timely, fair and impartial manner. Respondents will be afforded basic due process rights as described in the procedures below. The DRU may promulgate procedures in addition to those set forth in these Complaint Procedures for the effective administration of reports or complaints filed with or referred to U.S. Paralympics.

The DRU will be responsible for determining if a complaint filed with the DRU (1) was properly filed; (2) satisfies the minimum requirements for that type of complaint; (3) should be redesignated as a different type of complaint; and (4) if the applicable filing fee has been submitted. If the DRU determines that a complaint was not filed properly or failed to satisfy the minimum requirements for such complaints, then the DRU will provide the parties the opportunity to remedy the deficiencies and re-file. When making this initial determination of the propriety of filing and the adequacy of the complaint, the DRU may not make any decisions or judgments based on the merits of the complaint, nor may the DRU make any determination that the complaint was frivolous. If the DRU determines that a complaint was filed using the improper designation (e.g., an opportunity to participate complaint was filed as an administrative grievance), then the DRU will notify the parties of the mis-designation and treat it according to the proper designation. If any deficiencies in the filing are identified as a result of the re-designation, then the DRU will provide the parties the opportunity to remedy the deficiencies and re-file.

ARTICLE II. GENERAL HEARING PROCEDURES

Section 1. Hearing Panel Appointment.

Upon the filing of a complaint, the DRU will appoint a Hearing Panel consisting of three (3) disinterested individuals to hear the complaint. The DRU will also appoint a chair of the Hearing Panel from the three individuals selected. At least one (1) member of the Hearing Panel will be an Athlete Representative. An Athlete Representative must have (1) within the ten (10) years preceding election, represented the United States in the Olympic, Pan American, Paralympic, or Parapan American

Games, World Championships, event designated as an Operation Gold event, or, in a team sport, an international championship recognized by the International Federation of the sport; or (2) within the twenty-four (24) months preceding election demonstrated that they are actively engaged in amateur athletic competition by finishing in the top half of U.S. Paralympics national championships or, in a team sport, have been a member of U.S. Paralympics national team. Members of the panel need not be involved in the respective sport.

The complaining party or responding party may object to the appointment of any member of the Hearing Panel on the grounds of bias, conflict of interest, or such other grounds on which the party believes the panel member should be disqualified. The objection, along with relevant information, will be provided to the USOPC Ethics Officer to review any potential grounds for disqualification. The USOPC Ethics Officer will timely render a determination of whether the appointed panel member should be disqualified, and, if the panel member is disqualified, a replacement panel member will be appointed promptly.

Section 2. Notice of the Complaint.

Upon the filing of a complaint, the chair of the DRU will provide acknowledgement of receipt of the complaint to the complainant.

Upon determining that the complaint was properly filed and satisfied the minimum requirements of a complaint of the type asserted, the DRU will promptly provide written notice to the respondent that a complaint against him or her has been received, along with a copy of the complaint. The notice will include an explanation of the allegations or charges made against the respondent, the respondent's opportunity to provide a response, any potential consequences if applicable and the right to have a representative present and provide assistance throughout the proceedings. For cases involving the opportunity to participate, written notice will be provided to all known affected parties.

Section 3. Right to a Representative

Any party to a proceeding under these Complaint Procedures has the right to have a representative present during such proceedings at his or her own expense.

Section 4. Conduct of the Proceedings.

The Hearing Panel will rule on all motions and other matters raised in the proceeding.

A respondent may file a motion to dismiss a complaint against him or her on if:

(a) the complaint was filed after the applicable statute of limitations for such complaints has expired;

or

(b) the complaint fails to allege any conduct that could be construed as constituting a violation of any applicable rule, policy, or procedure of U.S. Paralympics.

If the complaint is not dismissed, the Hearing Panel will hold a hearing on the complaint. The Hearing Panel will provide to all parties a schedule for the proceeding. The Hearing Panel also will set such other rules regarding the proceeding and the conduct of the hearing as it deems necessary.

In advance of the hearing, the parties may exchange a list of anticipated witnesses, with a brief description of their expected testimony, and any exhibits that the parties anticipate using at the hearing. The hearing will be informal, except that testimony will be taken under oath. The hearing may be conducted by teleconference or videoconference, if necessary or convenient to the parties. Each party will have the right to appear personally or through a representative.

The Hearing Panel will be required to determine whether, based on the evidence presented, the party seeking relief has proven its entitlement to relief by a preponderance of the evidence.

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 will be paid for by the party requesting the court reporter, or if mutually agreed, the cost may be equally divided. Any transcript will be paid for by the party requesting the transcript.

Section 5. Written Decisions.

A decision will be determined by a majority of the Hearing Panel. The Hearing Panel's decision will be in writing and distributed to the parties promptly following the close of the hearing.

Section 6. Statute of Limitations.

All complaints must be filed within one hundred and eighty (180) days of the occurrence of the alleged violation, grievance, denial or threat to deny.

Section 7. Informal Resolution/Mediation.

For all reports and complaints, U.S. Paralympics may attempt to informally resolve the dispute at any time. An informal resolution will be in writing and will be considered a final disposition of the matter. For any report involving allegations of violations of U.S. Paralympics Code of Conduct that is resolved informally, U.S. Paralympics will notify the reporting party that the matter has been resolved. U.S. Paralympics may, but is not required to, provide the reporting party with the details of the resolution. If an informal resolution is reached and the matter is final, the reporting party cannot pursue the complaint further.

Section 8. Due Process.

The parties will be afforded basic due process rights, including, but not limited to, the following:

- (a) each party will have the right to appear personally or through a representative.
- (b) Respondents will receive written notice of any alleged violation or complaint against them, along with an explanation of the potential consequences.
- (c) Respondents will be given a reasonable time before a hearing in which to prepare a defense.
- (d) The Hearing Panel will hold the hearing in a prompt and timely manner. The Hearing Panel will use best efforts to hold the hearing within thirty (30) days of receipt of the complaint, and to issue its written decision within fifteen (15) days thereafter.
- (e) All parties will be given a reasonable opportunity to present and examine evidence, cross-examine witnesses and to present argument.
- (f) Members of the Hearing Panel will have the right to question witnesses or the parties to the proceeding at any time.
- (g) All parties will receive a written decision from the Hearing Panel, which will include notice of the applicable appeal procedures.

Section 9. 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

DRU 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 10. Interim Measures.

In the case of Disciplinary Actions, prior to the matter being heard on the merits, it may be necessary to implement interim measures against the respondent in the following circumstances: (i) to ensure the safety or well-being of others, or (ii) where an allegation is sufficiently serious. Where either such circumstance exists, U.S. Paralympics may immediately implement interim measures to protect others, provided the respondent is afforded an opportunity for a provisional hearing within a reasonable amount time, including allowing to request expedited procedures if it affects an individual's opportunity to participate. The provisional hearing is not a full hearing on the merits. The sole issue before the Hearing Panel is whether there is reasonable cause to impose an interim measure. Interim measures may include, but are not limited to, altering training schedules, providing chaperones, limiting contact, removal from the venue and suspensions. The respondent will still be afforded with a hearing on the merits in a timely manner thereafter.

ARTICLE III. ADMINISTRATIVE GRIEVANCES

Section 1. Jurisdiction.

Any individual subject to the rules and regulations of U.S. Paralympics, as evidenced through signing any U.S. Paralympics agreement or Code of Conduct, may file an administrative grievance and agrees to be subject to these Complaint Procedures and to be bound by any decision rendered pursuant to these Complaint Procedures.

Section 2. Filing Requirements.

a. Manner of Filing. A complainant will file an Administrative Grievance Complaint with the DRU at DRU@usopc.org using the form provided by U.S. Paralympics.

b. Requirements For Complaint. The complaint will set forth in clear and concise language, preferably in numbered paragraphs: (i) the alleged violation or grievance; (ii) the identity of the rule, regulation, policy, or other U.S. Paralympics requirement alleged to have been violated; (iii) the identity of any parties claimed to have been aggrieved by the violation; (iv) the identity of any parties claimed to have been involved in or to have caused the alleged violation or grievance; and (v) the remedy requested. The complainant will sign the complaint and provide his or her current contact information on the form, including a preferred email address.

c. Filing Fee. A filing fee of \$100 must be submitted with any administrative grievance filed with the DRU. The filing fee may be waived by the DRU for individual complainants upon a showing of hardship or other good cause.

Section 3. Hearing.

The hearing will be conducted in accordance with Article II of these Complaint Procedures.

Section 4. Appeal

A party not satisfied with the decision may appeal the decision to the American Arbitration Association (AAA) pursuant to the Commercial Rules of Arbitration for a final and binding decision. The arbitrator appointed by the AAA will have the authority to hear the matter anew or, if requested by a party, to render a decision based on a more limited scope of review of the matter.

ARTICLE IV. OPPORTUNITY TO PARTICIPATE COMPLAINTS

Section 1. Jurisdiction.

Any athlete, coach, trainer, manager, administrator or other official participating in, or believes should participate in, any competition or activity authorized or organized by U.S. Paralympics may file an opportunity to participate complaint and agrees to be subject to these Complaint Procedures and to be bound by any decision rendered pursuant to these Complaint Procedures.

Section 2. Filing Requirements.

a. Manner of Filing. A complainant will file an Opportunity to Participate Complaint with the DRU at DRU@usopc.org on the form provided by the U.S. Paralympics.

b. Requirements For Complaint. The complaint will set forth in clear and concise language, preferably in numbered paragraphs: (i) the grievance, violation, or conduct that impacts or could impact the individual's opportunity to participate; (ii) the identity of the respondent and any affected parties; (iii) the particular competition, event, or activity in which the individual's or affected parties' participation could be impacted; and (iv) the remedy requested. The complainant will sign the complaint and provide his or her current contact information in the signature block, including a preferred email address.

c. Filing Fee. A filing fee of \$100 must be submitted with any opportunity to participate complaint filed with the DRU. The filing fee may be waived by the DRU for individual complainants upon a showing of hardship or other good cause.

Section 3. Hearing.

The hearing will be conducted in accordance with Article II of these Complaint Procedures. In addition, all affected athletes will be treated as parties to the case, and will be provided an opportunity to participate in the hearing.

Section 4. No Exhaustion Requirement for Complaints Involving a Protected Competition

If the competition in question is a protected competition, as defined in Section 1.3 of the USOPC Bylaws, an individual is not required to exhaust internal remedies and first go through U.S. Paralympics Complaint Procedures and may proceed directly through the process set forth in Section 9 of the USOPC Bylaws.

Section 5. Appeal.

If a complainant is not satisfied with a decision rendered under these Complaint Procedures, and the competition involves a protected competition, the individual may file a complaint with the USOPC under Section 9 of the USOPC Bylaws. After the filing of a Section 9 complaint with the USOPC, or simultaneously thereto, the individual may file a demand for arbitration with the AAA pursuant to the AAA's Commercial Arbitration Rules. The AAA's decision will be a final and binding decision.

For all other competitions, the complainant may appeal a decision of the Hearing Panel to the AAA pursuant to the AAA's Commercial Arbitration Rules for a final and binding decision. The arbitrator appointed by the AAA will have the authority to hear the matter anew or, if requested by a party, to render a decision based on a more limited scope of review of the matter. Either party may submit the decision of the Hearing Panel to the arbitrator for the arbitrator's consideration.

ARTICLE V. DISCIPLINARY ACTIONS

Section 1. Jurisdiction.

Any individual may file a report against any other individual of the Paralympic sport who has signed and agreed to abide by the U.S. Paralympics Code of Conduct while the action occurred, for alleged violations of U.S. Paralympics Code of Conduct or any other rule or regulation relating to conduct.

Section 2. Reporting.

a. Reporting to U.S. Paralympics. Any individual may report alleged misconduct to U.S. Paralympics. Individuals may report alleged misconduct either verbally or in writing to the U.S. Paralympics. In a report, the individual is encouraged, but not required, to provide the following information: (i) the identity of the individual or individuals alleged to have violated the U.S. Paralympics Code of Conduct, other rule or regulation related to Conduct; (ii) details regarding the complained of misconduct, including, to the extent possible, the identity of any alleged victims or witnesses; and (iii) the reporting or complaining party's contact information, including a preferred email address, unless the report or complaint was made anonymously.

U.S. Paralympics may also pursue a possible violation of the Code of Conduct based on information received other than by a report described here.

b. Anonymous Reporting. All reports can be made anonymously.

Section 3. Filing Fee.

There will be no filing fee associated with the filing of a report or complaint of alleged violations of U.S. Paralympics Code of Conduct or other rule or regulation related to conduct.

Section 4. Interim Measures.

U.S. Paralympics may impose interim measures at any time pursuant to Article II Section 10.

Section 5. Preliminary Inquiry/Investigation.

Upon receipt of a report of an alleged violation of U.S. Paralympics Code of Conduct or other rule or regulation related to conduct, U.S. Paralympics will promptly undertake a preliminary inquiry into the matter and gather any relevant information it can regarding the alleged misconduct.

If U.S. Paralympics determines that a formal investigation is required before proceeding with the case, then U.S. Paralympics will conduct, or direct to be conducted, an unbiased and impartial investigation of the report and prepare an investigative report that provides a comprehensive description of the investigator's findings.

Section 6. Informal Resolution

At any time prior to a final decision, the U.S. Paralympics has the authority to reach an informal resolution of any matter. An informal resolution is a final decision and will not be appealable. U.S. Paralympics will notify the reporting party, if any, that an informal resolution has been reached. U.S. Paralympics may, but is not required to, provide the reporting party with the details of the resolution. If an informal resolution is reached and the matter is final, the reporting party cannot pursue the complaint further.

Section 7. Party Responsible For Pursuit Of Case.

a. U.S. Paralympics Pursues Case. After review of the initial report, any preliminary information gathered, and the investigative report (if one has been issued), U.S. Paralympics may initiate a complaint by filing a complaint with the DRU and requesting that a hearing on the complaint be

conducted. Unless U.S. Paralympics, either through the preliminary inquiry and/or investigative report, determines with certainty that there is no basis to the report, or if an informal resolution has not been reached, U.S. Paralympics will pursue a complaint based on the reported misconduct. U.S. Paralympics will notify the reporting party that the NGB is pursuing the complaint.

b. U.S. Paralympics Declines the Case.

i. If U.S. Paralympics declines to file a complaint on behalf of U.S. Paralympics based on the preliminary inquiry and/or investigative report or other reasons, then U.S. Paralympics must advise the reporting party (if the report was not made anonymously) that, while U.S. Paralympics will not initiate a complaint in its own name, the reporting party may still file his/her complaint directly with the DRU.

ii. If the reporting party elects to file a complaint with the DRU, then the reporting party is responsible for all aspects of pursuing the case that otherwise would have been the responsibility of U.S. Paralympics.

iii. The reporting party who elects to move the case forward will be provided with any relevant information collected by the U.S. Paralympics.

Section 8. Filing Requirements.

a. Manner of Filing. A complainant (either U.S. Paralympics, or the reporting party only if U.S. Paralympics declines to pursue the case) will file a Disciplinary Action Complaint with the DRU at DRU@usopc.org.

b. Requirements for Disciplinary Action Complaints. The Disciplinary Action Complaint will set forth in clear and concise language, preferably in numbered paragraphs: (i) the identity of the individual or individuals alleged to have violated U.S. Paralympics Code of Conduct or other rule or regulation related to conduct; (ii) details regarding the misconduct, including, to the extent possible, the identity of any alleged victims or witnesses; (iii) the initial report of the alleged misconduct; (iv) any relevant information gathered from any preliminary inquiry or investigation conducted by U.S. Paralympics or third parties, including any investigative report; and (v) if U.S. Paralympics is the complainant, the reporting party's contact information, including a preferred email address, if known.

c. Filing Fee. There will be no filing fee associated with Disciplinary Actions.

Section 9. Hearing.

The hearing will be conducted in accordance with Article II of these Complaint Procedures. However, minors will not be required to submit to cross-examination by the respondent or the respondent's representative, and may instead be examined by the members of the Hearing Panel, including based on written questions submitted by the respondent and/or respondent's representative.

Section 10. Appeal.

A party may appeal the Hearing Panel's decision to the AAA pursuant to the AAA's Commercial Arbitration Rules for a final and binding decision. If the Hearing Panel's decision affects a party's opportunity to participate in a protected competition as defined in Section 1.3 of the USOPC Bylaws, then the party may proceed through the process as set forth in Section 9 of the USOPC Bylaws.

ARTICLE VI. EXCLUDED PROCEEDINGS

Section 1. Scope of Jurisdiction.

The jurisdiction of these proceedings is limited as follows:

- a. Anti-Doping Violations. A decision concerning a doping violation adjudicated by the independent anti-doping organization designated by the USOPC to serve as the U.S. National Anti-Doping Organization (currently the United States Anti-Doping Agency) will not be reviewable through, or the subject of, these complaint procedures.
- b. SafeSport Decisions. A decision concerning a SafeSport Code violation adjudicated by the independent safe-sport organization designated by the USOPC (currently the USCSS) will not be reviewable through, or the subject of, these complaint procedures.
- c. USOPC Athlete Safety Policy Reports/Complaints. A report and/or complaint submitted pursuant to the USOPC Athlete Safety Policy regarding allegations of the SafeSport Code to which the USCSS declines jurisdiction over, will not be reviewable through, or the subject of, these complaint procedures, and will be conducted in accordance with the USOPC Athlete Safety Policy.
- d. USOPC Background Check Review. Any review of a self-disclosure or red-light finding of a criminal record that was completed pursuant to the USOPC Background Check Policy, will not be reviewable through, or the subject of, these complaint procedures, and will be conducted in accordance with the USOPC Background Check Policy.
- e. 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) will not be reviewable through, or the subject of these complaint procedures 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” will include any individual with discretion to make field of play decisions.
- f. Classification Matters. All classification matters, disputes, and appeals will not be reviewable through, or the subject of, these complaint procedures, and will be conducted in accordance with the classification rules and procedures of the International Federation and/or the International Paralympic Committee (for international dispute matters) or the U.S. Paralympics National Classification Policies & Procedures (for national dispute matters).

ARTICLE VII. OTHER MATTERS

Section 1. No Retaliation.

Neither U.S. Paralympics nor any U.S. Paralympics member, employee, coach, referee/official or board member will retaliate against an individual for the filing of a complaint or report under these Complaint Procedures. It will constitute a violation of U.S. Paralympics rules and grounds for discipline to retaliate against any individual for the filing of a complaint.

Section 2. Office of the Athlete Ombuds

The Office of the Athlete Ombuds offers cost-free, confidential, independent advice to athletes regarding grievance processes and assists athletes in resolving disputes or concerns. For advice or assistance, athletes may contact the Office at (719) 866-5000, ombudsman@usathlete.org, or www.usathlete.org.