USA TRIATHLON
ATHLETE SELECTION PROCEDURES
2016 OLYMPIC GAMES
February 24, 2015 – Edited October 12, 2016

1. SELECTION SYSTEM

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

1.1.1. Nationality/Passport requirements:

Athlete must be a national of the United States at the time of nomination.

Athlete must hold a valid U.S. passport that will not expire for six months after the conclusion of the Games.

1.1.2. Minimum International Olympic Committee (IOC) standards for participation:

Any competitor in the Olympics must be a national of the country of the National Olympic Committee (NOC) 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 IOC Charter (Rule 42).

1.1.3. Minimum International Federation (IF) and/or Continental Federation (CF) standards for participation (if any):


Notable eligibility requirements (one of the following met by May, 15 2016):

- Winning a quota place for their NOC at the ITU Continental Olympic Qualification Events;
- Winning a quota place for their NOC at the 2015 ITU World Olympic Qualification Event;
- Being among the top 140 in the ITU Olympic Qualification List;
• Being among the top 140 in the 2015 ITU World Triathlon Series Ranking; or
• Being among the top 140 in the ITU Points List.

1.1.4. Other requirements (if any):

Athlete must be a member in good standing of USA Triathlon (USAT), registered as an Elite Triathlete with a valid Elite license by the date of entry to Athlete’s initial qualification event.

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.

Selection Event #1- The first selection event will be the Rio de Janeiro ITU World Olympic Qualification Event conducted August 1-2, 2015.

Selection Event #2- The second selection event will be the ITU World Triathlon Grand Final Chicago conducted September 15-20, 2015.

Selection Event #3- The third selection event will be the ITU World Triathlon Yokohama conducted May 14-15, 2016.

Should force majeure lead to any of the following at ITU World Triathlon Yokohama: cancellation, delay beyond June 1, 2016, format change to something other than a swim-bike-run event or reduction of any of the individual discipline (swim, bike or run) segment distances by greater than 25%, Selection Event #3 will be determined in the following priority:

1. 2016 ITU World Triathlon Leeds swim-bike-run event conducted over the standard distance (scheduled June 11-12, 2016)
2. 2016 ITU World Triathlon Yokohama swim-bike-run event conducted over a shortened distance
3. 2016 ITU World Triathlon Leeds swim-bike-run event conducted over a shortened distance

If ITU World Triathlon Leeds is used as Selection Event #3, then USAT will prioritize athletes to the ITU for the Leeds event in the same order in which they qualified for the Yokohama event.
If neither ITU World Triathlon Yokohama or ITU World Triathlon Leeds are contested as a swim-bike-run event, there will be no Selection Event #3 and the qualification process will move to 1.3.2. an ITU Olympic-distance, draft-legal event to be held between March 1, 2016 and May 31, 2016, with exact dates and location to be determined and posted on USAT’s website at www.usatriathlon.org within seven days of ITU posting the final 2016 calendar of events. This determination is subject to the approval of the USAT Olympic Games Selection Procedures Committee by majority vote and subsequent confirmation by the USA Triathlon Board of Directors.

Additional Selection Events Utilized in Objective Ranking System
- 2015 World Triathlon Edmonton - September, 5-6, 2015

Objective Ranking System calculation will be derived from points earned per the published ITU Points List Criteria as explained in Section 1.3.3.

ITU Points List Criteria:

Points earned for all Selection Events except for Rio will be published on the ITU Points List at the following link:
http://www.triathlon.org/rankings/itu_points_list

Points earned at the Rio Selection event will be based on a mock point allocation list made available by ITU to USAT.

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).

Entry to the Selection Events will be made according to the USA Triathlon “Nomination Criteria for 2016 Rio Olympic Games Team Selection Events.”
USA Triathlon Entry Criteria can be found on the USA Triathlon website at: http://www.usatriathlon.org/elite-international/elite-athlete-qualification.aspx
1.3. Provide a comprehensive, step-by-step description of the method that explains how athletes will go through the selection process to become Team nominees (include maximum Team size).

The maximum team size for the 2016 Olympic Games Team (“Team”) is three (3) athletes per gender. However, start positions available may be between zero (0) and three (3) per gender depending on the number of country spots USA earns during the ITU Olympic Qualification Term.

The following qualification opportunities exist in priority order:

1.3.1. Automatic Selection:
   a) The two (2) highest placing eligible USA athletes in Selection Event #1 will automatically qualify for the Team provided they finish in 8th place or better.

   b) If fewer than two (2) athletes automatically qualify at Selection Event #1, then the highest placing eligible USA athlete in Selection Event #2, not already qualified for the team, will automatically qualify for the Team provided he or she finishes in 8th place or better.

   c) The highest placing eligible USA athletes in Selection Event #3 will automatically qualify for the Team provided they finish 3rd place or better, achieve the required finish place based on the following event designations:

   d) World Triathlon Series (WTS): finish in 3rd place or better
   e) World Cup (WC) with a Quality of Field (QOF) of 16% or higher: finish in 3rd place or better
   f) WC with a QOF of less than 16%: win the event
   g) Continental Cup (CC): win the event

1.3.2. Domestique Selection:
   If there are any remaining spots on the Team following 1.3.1, up to one (1) spot may, but not necessarily, be filled by domestique selection (see Section 2 below). If the Elite Athlete Selection Committee chooses not to fill the spot with a domestique after 1.3.1, the opportunity to reconsider Domestique Selection will be available after each individual Athlete added to Team through 1.3.3.
1.3.3. Remaining Positions – Objective Ranking System:
After consideration of Domestique Selection, any remaining positions on the Team will be filled through the following Objective Ranking System:

- Athletes will be awarded a point value for results at designated events in the table below. This point value will equal the ITU Point List value earned at the event multiplied by the weighting factor associated with the event.
- An Athlete’s total score will be calculated by adding together his/her two (2) best scores across the five (5) events.
- The Athlete(s) with the highest total score will earn selection to the Team.
- Should more than one athlete be tied in their point total, the tie will be broken in the following priority order:
  1. Highest individual event score contributing to the total above.
  2. Olympic ranking at the conclusion of the ITU Olympic Qualification Term.
  3. If athletes remain tied, individual Olympic-distance event scores from 2015 and 2016 contributing to Olympic Qualification List ranking will be evaluated in descending order with the first disparity selecting the athlete with the superior score.

**Objective Ranking System**

<table>
<thead>
<tr>
<th>Event Name</th>
<th>Date(s)</th>
<th>Base ITU Points Before QOF</th>
<th>Weighting Factor</th>
<th>% Of Rio</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015 Rio de Janeiro ITU World Olympic Qualification Event</td>
<td>August 1-2, 2015</td>
<td>500</td>
<td>2.00</td>
<td>N/A</td>
</tr>
<tr>
<td>2015 ITU World Triathlon Grand Final Chicago</td>
<td>September 15-20, 2015</td>
<td>1000</td>
<td>0.80</td>
<td>80%</td>
</tr>
<tr>
<td>2015 World Triathlon Stockholm</td>
<td>August 22-23, 2015</td>
<td>750</td>
<td>0.933333</td>
<td>70%</td>
</tr>
<tr>
<td>2015 World Triathlon Edmonton</td>
<td>September 5-6, 2015</td>
<td>750</td>
<td>0.666667</td>
<td>50%</td>
</tr>
<tr>
<td>2016 Selection Event #3 (See 1.2.1 above) Event To be determined</td>
<td>Spring 2016</td>
<td>750 if WTS</td>
<td>1.066667 for WTS</td>
<td>80%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>500 if WC</td>
<td>1.60 for WC</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>200 if CC</td>
<td>4.00 for CC</td>
<td></td>
</tr>
</tbody>
</table>

*QOF = Quality of Field*
DOMESTIQUE SELECTION (if applicable)

1.4. Provide rationale for utilizing domestique selection (if any):

By meeting the Automatic Selection (1.3.1) standards set by the USA Triathlon Olympic Games Selection Procedures Committee, athletes will have demonstrated their ability to win the 2016 Olympic Games. If the team is not filled with gold medal capable athletes because the maximum number of US athletes has not met the standards, then the Elite Athlete Selection Committee may fill up to one (1) position with an athlete who, in their opinion, can substantially assist either gold medal capable athletes (as defined by 1.3.1) or gold medal potential athletes (as defined by 1.3.3) through specific team tactics during the Olympic Games.

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

For selection of an athlete who can substantially assist the gold medal capable or gold medal potential athletes through specific team tactics, the following three (3) criteria shall be used. Criteria are listed in no particular order.

a) Athletes who have the ability to substantially enhance the USA's chances of a gold medal winning performance through specific team tactics. This ability may be demonstrated by:
   1. A record of consistent first-pack swimming results in the following events:
      i. World Triathlon Series;
      ii. World Cups; and
   2. A record of superior cycling time-trial ability in non-drafting events, or draft-legal events; and
   3. Demonstrated knowledge of cycling team tactics.

1.6. Provide the name of the committee that will be responsible for making the domestique selection, if applicable, along with a complete list of the members’ titles currently serving on the committee:

USAT Elite Athlete Selection Committee

- USAT High Performance General Manager
- Two (2) Athlete Representatives
- Independent Representative (Coach, Sport Science)
Decisions by the Elite Athlete Selection Committee must be confirmed by supermajority vote.

Final composition of the USAT Elite Athlete Selection Committee is subject to the approval of the USAT Olympic Games Selection Procedures Committee by majority vote and subsequent confirmation by the USA Triathlon Board of Directors.

1.6.1. 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 Elite Athlete Selection Committee who 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 nomination process. However, a committee member who recused him/herself, but who has relevant and necessary information with respect to athlete performance, may, if requested by the Elite Athlete 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.

Any individual who is unable to serve on the committee for whatever reason will be replaced accordingly with an assurance that at least two Athlete Representatives are included in the final committee composition.

2. REMOVAL OF ATHLETES

2.1. Prior to acceptance of nominations by the USOC, USA Triathlon has jurisdiction over potential nominees.

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

2.1.1. Voluntary withdrawal. Athlete must submit a written letter to the USA Triathlon CEO/Executive Director.
2.1.2. Injury or illness as certified by a physician (or medical staff) approved by USA Triathlon. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA Triathlon, his/her injury will be assumed to be disabling and he/she may be removed.

2.1.3. Violation of USA Triathlon’s Code of Conduct (Attachment A).

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per USA Triathlon’s Bylaws (Article XV) and the USOC’s Bylaws, Section 9.

2.2. Once an athlete nomination is accepted by the USOC, the USOC has jurisdiction over the Team, at which time, in addition to any applicable USA Triathlon Code of Conduct, the USOC’s Code of Conduct and Grievance Procedures apply. The USOC’s Code of Conduct and Grievance Procedures can be found at: http://www.teamusa.org/For-Athletes/Athlete-Ombudsman

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

3. REPLACEMENT OF ATHLETES

3.1. Describe the selection and approval process for determining replacement athlete(s) should a vacancy occur:

3.1.1. Prior to submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

a) If a replaced athlete was selected under Section 1.3.2 “Domestique Selection,” then Section 2 “Domestique Selection” shall be considered and utilized at the discretion of the USAT Elite Athlete Selection Committee. If a qualified athlete is not endorsed by the Committee, Section 1.3.3 shall be used to select the replacement athlete.

b) If a replaced athlete was selected under Section 1.3.1 or Section 1.3.3, then Section 1.3.3 shall be used to select the replacement athlete.

3.1.2. After submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee: See Section 4.1.1
4. SUPPORTING DOCUMENTS

USA Triathlon 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.

5. REQUIRED DOCUMENTS

In addition to the USOC Code of Conduct, the following documents are required to be signed by an athlete as a condition of nomination to the Olympic Games and are included as attachments: USAT Elite Athlete Code of Conduct (Attachment A)

6. PUBLICITY/DISTRIBUTION OF PROCEDURES

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

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

6.2. NGB Official Publication: USA Triathlon Magazine

6.3. USA Triathlon Elite Beat e-mail

7. DATE OF NOMINATION

The Nomination of Athletes form, including replacements, will be announced to all athletes and submitted to the USOC on or before: June 15, 2016

8. MANDATORY TRAINING AND/OR COMPETITION

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

Athletes may be required to attend a pre-Games Camp to be held at a venue to be announced. Written announcement of the pre-Games camp will be posted on the USAT website (www.usatriathlon.org) 90 days before the commencement of the camp.

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

10. DEVELOPMENT OF SELECTION PROCEDURES

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

USAT Olympic Games Selection Procedures Committee

Ryan Bickerstaff Athlete Representative
Julie Ertel Athlete Representative
*Jonathan Hall USAT Performance Advisor
Steve Kelley USAT Junior/U23 Program Manager
Victor Plata USAT Board of Directors
Andy Schmitz USAT High Performance General Manager
Susan Williams Athlete Representative

* Bobby McGee, USAT Performance Advisor, was appointed to the committee on 9/5/2015, filling the spot vacated by Jonathan Hall (employment resignation)

11. NGB/HPMO BYLAWS AND GRIEVANCE PROCEDURES

The USA Triathlon Bylaws and Grievance Procedures can be found at:

http://www.usatriathlon.org/about-usat/governance.aspx

12. INTERNATIONAL DISCLAIMER

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

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

Athletes who have questions regarding their opportunity to compete that are not answered by USA Triathlon may contact the USOC Athlete Ombudsman, Sara Clark, by:
- Telephone at (719) 865-5000
- E-mail at athlete.ombudsman@usoc.org
- [http://www.teamusa.org/For-Athletes/Athlete-Ombudsman.aspx](http://www.teamusa.org/For-Athletes/Athlete-Ombudsman.aspx)

14. **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 USA Triathlon.

<table>
<thead>
<tr>
<th>Position</th>
<th>Print Name</th>
<th>Signature</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>USA Triathlon President or CEO/Executive Director</td>
<td>Rob Urbach</td>
<td>Pat Smith</td>
<td>11/28/15</td>
</tr>
<tr>
<td>USA Triathlon High Performance General Manager</td>
<td>Andy Schnitz</td>
<td>Andrew P. Schnitz</td>
<td>11/25/15</td>
</tr>
<tr>
<td>USOC Athletes' Advisory Council Representative*</td>
<td>Sarah Reinertson</td>
<td>Sarah Rey</td>
<td>11/23/15</td>
</tr>
</tbody>
</table>

* 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

USA Triathlon Code of Conduct

Athlete Pledge

I pledge to uphold the spirit of the USAT Code of Conduct (the “Code”), which offers a guide to my conduct as an elite member of USAT. 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 National Team status with USAT.

As a National Team Program member of USAT, I hereby promise and agree that I:

• will abide by all rules related to USA Triathlon;
• 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 not commit a doping violation as defined by the International Olympic Committee (“IOC”), World Anti-Doping Agency (“WADA”), the United States Anti-Doping Agency (“USADA”), the United States Olympic Committee (“USOC”) or the International Triathlon Union (“ITU”) rules;
• am not currently serving a suspension because of an anti-doping rule violation and have no pending or unresolved anti-doping rule violations, except as I have informed USA Triathlon in writing, and I understand that such suspension, or pending or unresolved anti-doping rule violation may be cause for my not being selected to the Team;
• 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;
• am eligible to compete under the rules of the ITU;
• will refrain from conduct detracting from my ability or that of my fellow athletes to attain peak performance;
• will respect the property of others whether personal or public;
• will respect members of USA Triathlon, spectators and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse;
• am aware that USA Triathlon sponsors, suppliers and licensees provide critical support for USA Triathlon and, in recognition of this fact, I will wear designated USA Triathlon apparel when required as a member of an ITU World Triathlon Series Finale Team;
• will represent myself authentically in online communications as I interact with fans, team members, fellow competitors, governing bodies and sponsors (both current and potential; personal and USAT). I understand that remarks I make on social platforms can be considered “on the record” for the media, and I will avoid posting inflammatory statements or discussing sensitive, confidential and potentially divisive subjects. I will exercise good judgment and will be mindful to represent myself, my family, my sport, USAT and the spirit of Olympic competition in a positive way;
• agree to be filmed and photographed by the official photographer(s) and network(s) of USA Triathlon under conditions authorized by USA Triathlon and give event organizers and USA Triathlon the right to use my name, picture, likeness, and biographical information before, during and after the period of my participation in these activities to promote the activity in which I participate or to promote the success USA Triathlon; in no event may USA Triathlon or the event organizers 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 USA Triathlon apparel or equipment or the use of the USA Triathlon logo for the purpose of trade, without the prior written consent of the USA Triathlon (which consent shall not be unreasonably withheld);
• will act in a way that will bring respect and honor to myself, my fellow athletes, USA Triathlon and the United States; and
• will remember that at all times I am an ambassador for triathlon and the United States.
ATHLETE OMBUDSMAN

I may contact the USOC Athlete Ombudsman at (719) 866-5000 or athlete.ombudsman@usoc.org for further information regarding my rights under this Code that are not answered by USAT.

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 selected to participate as a member of the Team.

Printed Name

Signature                                      Date

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

Printed Name

Signature                                      Date

Relationship to Athlete (Parent or Guardian)