

UNITED STATES SKI MOUNTAINEERING ASSOCIATION
ATHLETE SELECTION PROCEDURES
2020 YOUTH OLYMPIC GAMES
LAUSANNE, SWITZERLAND
<<5/6/19 Created>>

1. SELECTION SYSTEM

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

1.1.1. Nationality/Passport requirements:

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

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

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

Any competitor in the Youth Olympic Games 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 Olympic Charter (Rule 41).

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

- Born between January 1, 2002 and December 31, 2003.
- Athletes must possess a valid ISMF License

1.1.4. Other requirements (if any):

- Athletes must have successfully completed all Games Registration requirements by stated deadline.
- Be available for entire duration of the Games.
- Participate in the cultural and education program, as requested
- Be a current 2019/2020 USSMA Member

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.

- **Timeline:**

- **October 1st, 2019:** Primary, Backup, and Combine Venues will be announced. Backup and Combine Venues will be within a two-hour drive of the Primary Venue. Venues will be posted on USSMA.org and emailed to all registered athletes.
- **November 23-24/2019: YOG Selection Camp Weekend.**

- **Venue Selection:** Due to the early-season nature of the qualification timeline and the amount of snow required to run a successful ski mountaineering race, the Selection Camp Venue will be selected in the following way:

1. **Primary Selection Camp Venue** will be selected provided it has adequate snow conditions to run fair and safe races.
2. **Backup Selection Camp Venue.** In the event that Selection Camp cannot be held at the Primary Venue, the Backup Venue will be used.
3. **YOG Combine.** In the event that a Selection Camp cannot be hosted at either the Primary or Backup Venue, a YOG Combine will be held at a location within two hours of the Primary Venue. This combine will consist of scored tests of relevant ski mountaineering skills and fitness. Combine Details and Location will be announced no later than October 1st, 2019.

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).

1. Athletes qualify for the trials by obtaining a USSMA license. Athletes are responsible for following USSMA.org for news on these events.
2. Announce Intentions to attend Selection Camps to the USSMA YOG Committee by emailing USSMA.YOGC@gmail.com
REGISTRATIONS MUST BE RECEIVED BY August 15th, 2019.

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).

Athletes participating in the Selection Camp must:

1. Athletes who have announced their intentions to attend Selection Camp.
 1. Athletes will race two races, a sprint, and an individual. ☒
 2. Pending snow conditions, the first option will be racing an ISMF Cadet sprint course and an ISMF Cadet individual course at the Primary Venue
 3. If snow conditions prevent running either event, we will use the Backup Venue.☒
 - a. In the event that a Selection Camp cannot be hosted at either the Primary or Backup Venue, a YOG Combine will be held to create an athlete rankings list.
4. Athletes will be scored based on a combination of Placing Points and percentage behind of the fastest athlete in each race/gender, in the following way:
 - a. For each event, Event Points are calculated on points given for a placing, and prorated down by a factor of %-time behind the time of the event winner. The formula for determining Event Points is given by:

$$\text{Event Points} = (\text{Placing Points}) \times T_o / T_x$$

where T_o is the time of the first Qualified Racer and T_x is the time of the racer being ranked. T_o and T_x have the units of seconds. Event Points will be rounded to two decimal places.

Placing Points are awarded as:

1st	100	11th	24
2nd	80	12th	22
3rd	60	13th	20
4th	50	14th	18
5th	45	15th	16
6th	40	16th	15
7th	36	17th	14

8th	32	18th	13
9th	29	19th	12
10th	26	20th	11

- b. For example, three athletes A, B, and C who finish 1st, 2nd, and 3rd respectively in an event with times of 300 sec, 310 sec, and 340 sec, would have their event points calculated as follows:

Athlete	Placing Pts	Time	Event Pts
A	100	300	100.00 (100 x 300/300)
B	80	310	77.42 (80 x 300/310)
C	60	340	52.94 (60 x 300/340)

- c. From the scoring method described above an athlete rankings list will be created. The two highest ranked athletes will be selected for each gender. The selected athletes will be the four (two men and two women) athletes with the highest combined point totals accumulated between the two selection events.
- a. In the event of a tie: Lowest overall accumulated time between the two events breaks the tie.

For Example:

Athlete	Event Points One	Event Points Two	Total
A	100	100	200
B	77.42	58.73	136.15
C	52.94	73.63	126.57

2. DISCRETIONARY SELECTION (if applicable)

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

N/A

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

N/A

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:

USSMA YOG Committee

Ram Mikulas, USSMA President

Joe Howdyshell, USSMA National Team Head Coach

Kerry Hanes, USSMA YOG Committee Chair

Rory Kelly, USSMA National Team Athlete

Sarah Cookler, USSMA National Team Athlete

Matt Tomasko - Executive Director Eldora Mountain Ski Club

Kurt Perham - Owner PBM Coaching

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 acceptance of nominations by the USOC, the USSMA has jurisdiction over potential nominees.

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

- 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the USSMA's President.
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by the USSMA. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by the USSMA, 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 USOC's Athlete Pledge (The USOC will issue an Athlete Pledge for the 2020 Winter Youth Olympic Games to which athletes will be held accountable. USSMA will ensure all athletes receive the document. Sample from 2018 Olympic Games is included as Attachment B).
- 3.1.5. Failure to comply with Team requirements and deadlines.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the USSMA's Bylaws: USSMA Grievance Guidelines (<https://ussma.org/wp-content/uploads/2017/10/USSMA-Bylaws-FINAL-092517.pdf>) and the USOC's Bylaws, Section 9.

3.2. Once athlete entries have been submitted to the Local Organizing Committee by the USOC, the USOC has jurisdiction over the Team, at which time, in addition to any applicable USSMA 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/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 IOC, PASO, IPC, WADA, IF, USADA and/or USOC anti-doping protocol, policies and procedures, as applicable.

4. REPLACEMENT OF ATHLETES

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

- 4.1.1. Prior to submission of Entries by Name to the USOC, including any applicable group or committee:
 - If an athlete is removed, the alternate athlete will be selected by the next eligible athlete on the rankings list, confirmed by the USSMA YOG Committee.
- 4.1.2. After submission of Entries by Name to the USOC, including any applicable group or committee:
 - Same as 4.1.1

5. SUPPORTING DOCUMENTS

United States Ski Mountaineering Association 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

The following documents are required to be signed by an athlete as a condition of nomination to the Youth American Games and are included as attachments:

USOC Athlete Pledge (The USOC will issue an Athlete Pledge for the 2020 Winter Youth Olympic Games to which athletes will be held accountable. USSMA will ensure all athletes receive the document. A sample from the last Olympic Games is included as Attachment B.)

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

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

7.1. NGB Web Site: <https://ussma.org/youth-olympic-games-team-selection/>

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

7.2. Other:

8. DATE OF NOMINATION

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

November 29, 2019

9. MANDATORY TRAINING AND/OR COMPETITION

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

N/A

10. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IOC, IPC, PASO, 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, IPC, PASO, WADA, IF, USADA and USOC Rules, as applicable.

11. DEVELOPMENT OF SELECTION PROCEDURES

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

USSMA Youth Olympic Games Committee:

- Ram Mikulas, USSMA President
- Joe Howdyshell, USSMA National Team Head Coach
- Kerry Hanes, USSMA YOG Committee Chair
- Rory Kelly, USSMA National Team Athlete
- Sarah Cookler, USSMA National Team Athlete
- Matt Tomasko - Executive Director Eldora Mountain Ski Club
- Kurt Perham - Owner PBM Coaching

12. NGB/HPMO BYLAWS AND GRIEVANCE PROCEDURES

The USSMA's Grievance Procedures can be found at

<https://ussma.org/wp-content/uploads/2017/10/USSMA-Bylaws-FINAL-092517.pdf> (or) are attached to this document as Attachment C.

13. INTERNATIONAL DISCLAIMER

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

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




14. ATHLETE OMBUDSMAN

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

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

15. 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 USSMA.

Position	Print Name	Signature	Date
USSMA President	Ram Mikulas		05/28/2019
USSMA National Team Head Coach	Joe Howdyshell		05/28/2019
USSMA Athlete Advisory Committee Chair	Milan Kubala		05/28/2019

Attachment A

Attachment B USOC Athlete Pledge

GAMES DELEGATION TERMS - ATHLETES 2018 Olympic Winter Games United States Olympic Committee

PART I - OVERVIEW

The U.S. Delegation to the 2018 Olympic Winter Games (“Games”) consists of athletes, coaches, third party Games staff, USOC employees and executives, dignitaries, and guests. Each of these groups execute their own version of these terms (the “terms”). This version is for athletes only. Completing these terms does not ensure that you will become part of the U.S. Delegation.

There are five parts to these terms:

Part I – Overview

Part II – Athlete Behavior and Pledge

Part III – Grievance Procedures

Part IV – General Release

Part V – Signature Page

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Please read each part thoroughly. In order to be eligible for participation as a part of the U.S. Delegation you will need to provide your electronic signature, affirming that you have read and agree to the terms.

PLEASE NOTE:

As set out below, you must disclose all information about any criminal record you have, as well as any anti-doping suspension or pending or unresolved anti-doping rule violations, to the USOC at GamesGC@usoc.org and your National Governing Body (“NGB”). 2

PART II - ATHLETE BEHAVIOR AND PLEDGE

INTRODUCTION

Membership on the United States Olympic Team (the “Team”) competing in the Games is an honor. It is a distinction few achieve and an accomplishment universally recognized. You understand that the USOC sends the Team to the Games. It is in that context that you make the Pledge below (the “Pledge”) to the USOC.

ATHLETE PLEDGE

I will uphold the spirit of this Pledge, which governs my conduct as a member of the Team. I acknowledge that I have been informed of the attached Grievance Procedures and that the USOC Bylaws provide me with the right to a hearing if my opportunity to participate is denied for any reason or if I am charged with any violation of the Pledge.

By signing these terms, I (1) accept nomination and, if accepted, selection to the Team, (2) agree to abide by the Pledge and the attached Grievance Procedures, (3) agree to submit to the USOC any dispute that arises in relation to the submission of my name as an official entry by the USOC to the PyeongChang

Organizing Committee for the 2018 Olympic & Paralympic Winter Games (“POCOG”), which will be resolved pursuant to the Grievance Procedures and (4) acknowledge that violations of the Pledge can be based on conduct occurring prior to my selection to the Team.

I have read this Pledge and understand that acceptance of its provisions as written is a condition of my selection to the Team.

As a member of the Team, I hereby promise and agree that I:

- have abided by all rules related to the Team selection procedures as determined by my NGB and approved by 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 me to perform at the maximum of my abilities;

- will notify my NGB and the USOC if I have a physical injury or illness that might compromise my ability to compete; if requested will submit to a physical/medical examination by medical personnel approved by the USOC and authorize the submission of the physical examination/medical information to my NGB and USOC; and understand that such injury or illness may be 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 not commit a doping violation as defined by the World Anti-Doping Agency (“WADA”), United States Anti-Doping Agency (“USADA”), my International Federation (“IF”), the International Olympic Committee (“IOC”), or USOC rules;

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understand that an anti-doping suspension, or pending or unresolved anti-doping rule violation may be cause for my not being selected to the Team; and if I have an anti-doping suspension, or pending or unresolved anti-doping rule violation as of the date of my signing these terms I will immediately notify the USOC at **GamesGC@usoc.org**;

- 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;

- have never been convicted of violating a criminal law and have no pending indictments or pending charges (except for misdemeanors, which, if known, would not be a factor in my selection as a Team member or convictions as a minor which have been legally sealed); I understand that such conviction, indictment or criminal charge may be cause for my not being selected to the Team; and if I have a past conviction, indictment or criminal charge as of the date of my signing these terms, I will immediately notify the USOC at **GamesGC@usoc.org**;

- will not participate or assist in any gambling or betting activities associated with the Games or any event related to them;

- am eligible to compete under the rules of the IOC, my IF and my NGB;

- am in possession of a valid U.S. passport that will not expire prior to six months following the Closing Ceremony of the Games;

- 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 abide by all laws of the country in which the Games are held;
- will abide by the USOC Code of Conduct and the USOC SafeSport policy (available at TeamUSA.org) as well as my NGB Code of Conduct;
- will respect members of my Team, other teams, spectators and officials, and will not engage in any form of discriminatory behavior or verbal, physical or sexual harassment or abuse;
- will follow all NGB Team rules pertaining to my sport;
- will follow all USOC Team rules as may be implemented at the Games;
- will abide by the rules governing my sport, including the technical and other rules of my IF, and accordingly authorize the USOC, including members of the U.S. Delegation, to file protests and appeals on my behalf at the Games (this authorization in no way obligates the USOC or members of the U.S. Delegation, to file such protests or appeals on my behalf);
- will abide by the IOC Charter currently in force and, in particular, with the provisions of the IOC Charter regarding eligibility for the Games, and rules concerning allowable trademark identification on clothing and equipment worn or used at the Games and on my body (such as visible tattoos);
- will cooperate with the in-process and out-process of the USOC in conjunction with my sport, and will attend any USOC pre-briefing or post-briefing sessions, unless granted written authorization by the USOC Chef de Mission, or his or her designee;
- will wear designated USOC apparel at all official Games functions and events, including Opening, Closing and Medal Ceremonies and at media events (including press conferences) hosted by the USOC, IOC or POCOG; I also understand that the USOC encourages me to wear designated USOC apparel whenever possible and that I must wear designated USOC apparel at USOC hospitality functions I attend;

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- will not conceal or cover-up any USOC sponsor, supplier or licensee brand or other identification appearing on my delegation apparel during Opening, Closing or Medal Ceremonies or at any other function or event where designated USOC apparel is required;
- will not use, or authorize the use of my name, person, image, picture, voice, or any of my sport performances for advertising or promotional purposes during the Games period without the prior written consent of the USOC;
- will not use or authorize the commercial use of the following items without the prior written consent of the USOC (which consent shall not be unreasonably withheld): (1) photographs, films, videos, or other images of me in the apparel or equipment provided by the USOC for the Games; (2) photographs, films, videos, or other images of me from the Games; (3) any Games medals; and (4) photographs, films, videos or other images of me with any Games medals;
- will not act as a journalist, media liaison or in any other media capacity during the period of the Games and will abide by the IOC Social and Digital Media Guidelines;
- will attempt to participate in media and sponsor-related activities if compatible with my training and competitive schedule, when requested by the USOC Chef de Mission or his/her designee;
- will act in a way that will bring respect and honor to me, my teammates, the USOC, my NGB, the United States and the Games;

- will provide truthful and accurate information to the USOC and my NGB concerning my activities at the Games;
- will be personally 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 cooperate with the USOC and my NGB in any proceeding involving my finish result or medal award in which the USOC is a party or is asked by the IOC or my IF to provide information, but also understand that the USOC is not obligated to bring, become a party to or represent me in a proceeding involving my finish result or medal award, and further understand that if I wish to participate individually in such a proceeding or I wish to bring a proceeding on my own, I will be responsible for securing the services of an attorney and for payment of all legal fees and expenses involved;
- understand as provided for in the Olympic Charter, if for any reason the IOC determines that my result is disqualified or I am excluded from the Games (and my medal and diploma should be returned), then I agree to return such medal and diploma to the IOC. I will fully cooperate with the USOC and follow the USOC's instructions in ensuring that any such medal and diploma are returned promptly to the IOC; and
- will remember that at all times, I am an ambassador for my sport, my country, and the Olympic Games Movement.

PART III – GRIEVANCE PROCEDURES

INTRODUCTION

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These Procedures shall be followed in disputes concerning the USOC's submission of official entries to POGOC and grievances concerning violations of the Pledge. These Procedures are a component of the Pledge and are established to ensure a fair and impartial procedure for the hearing of all such disputes and grievances.

JURISDICTION AND SCOPE

Any complaint filed under these Procedures must be filed within sixty days of the Closing Ceremony of the Games.

A matter will not be addressed using these Procedures if it:

1. involves an anti-doping rule violation that is being or has been adjudicated by USADA;
2. involves the final decision of a referee (any individual with discretion to make field of play decisions) 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), unless the decision is (a) outside the authority of the referee to make, or (b) the product of fraud, corruption, partiality or other misconduct of the referee;
3. involves selection and nomination to the USOC by an NGB for participation in the Games (this will be conducted pursuant to Section 9 of the USOC Bylaws);
4. involves a dispute concerning start rights at the Games, unless the decision is the product of fraud, corruption, partiality or other misconduct of the person making the decision; or
5. involves an individual's finish result or medal award.

FILING A COMPLAINT

A complaint under these Procedures can be filed by:

1. an athlete, coach, trainer, manager, administrator, or official who was not submitted by the USOC as an official entry to POCOG, but who believes that he or she should have been; and

2. the USOC Chef de Mission, the USOC Chair of the Board, the USOC CEO, a team leader of the Team or any other member of the U.S. Delegation who believes that a violation of the Pledge has occurred.

A complaint filed pursuant to these Procedures shall be in writing. It shall be filed with the USOC CEO or his/her designee, with a copy to the USOC General Counsel. The complaint may be filed by hand, mail, overnight courier or electronic mail.

The complaint shall set forth:

1. the names of the parties (the "Complainant" and "Respondent");
2. the jurisdictional basis of the complaint;
3. a concise statement of the factual allegations, including the basis upon which (a) the Complainant was denied selection to or participation in the Games, or (b) the Respondent has violated the Pledge;
4. the names of all persons that may be adversely affected by the complaint; and
5. the relief sought.

A person notified of a complaint being filed who may be adversely affected under these Procedures shall have the option to participate in an arbitration before the American Arbitration Association (the "AAA") as a party. Such person shall be bound by the decision of the Arbitrator regardless of the person's decision to participate.

PROCESSING THE COMPLAINT

Upon receipt of the complaint, the USOC CEO or his/her designee shall promptly:

1. send the Complainant written notice confirming receipt of the complaint;
2. send to any individual or organization who is named by the Complainant, or that the USOC determines may be adversely affected, a copy of the complaint, an invitation to respond in writing to the complaint and a copy of these Procedures; and
3. notify the USOC Chef de Mission, the Chair of the USOC Athletes' Advisory Council, all affected NGB Team Leader(s), the USOC Delegation Director and the USOC Athlete Ombudsman of the complaint and provide them with a copy of the complaint.

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INVESTIGATION OF THE COMPLAINT

Upon receipt of the complaint, the USOC CEO or his/her designee shall cause an investigation to be made as to the allegations set forth in the complaint.

The parties must fully cooperate in the investigation described above, including by facilitating the collection of all relevant documents and participating in interviews. Failure to cooperate may be commented upon, and form the basis for an adverse determination, at any hearing.

RESOLUTION OF THE COMPLAINT

Following submission of the complaint, the USOC CEO or his/her designee shall attempt to resolve the dispute to the satisfaction of the parties. Any agreed-upon resolution must include the written acknowledgment by the parties of that resolution. A party may consult with the USOC Athlete Ombudsman at any time.

GAMES ADMINISTRATIVE BOARD HEARING

If the matter is not resolved pursuant to the previous section above, the Games Administrative Board shall hear the complaint. In such cases, the USOC shall notify the parties of the hearing date, time and place. The Complainant shall be afforded an opportunity to be heard and to present any evidence or argument in support of the complaint. The Respondent shall be afforded an opportunity to be heard and to present any evidence or argument in the Respondent's defense. The Games Administrative Board shall inform the parties of its decision in writing. The Games Administrative Board may impose any penalty it considers appropriate, including those penalties listed in these Grievance Procedures. Any decision made by the Games Administrative Board can be appealed to the AAA.

Notwithstanding the above, a party can bypass the Games Administrative Board hearing and file a demand immediately with the AAA.

AAA HEARING

An arbitration brought pursuant to these Procedures shall be conducted according to the Commercial Rules of the AAA, as modified, if at all, in accordance with the Ted Stevens Olympic and Amateur Sports Act. The AAA Rules shall be available from the USOC Chef de Mission, the USOC CEO or his/her designee, the USOC Athletes' Advisory Council athlete representatives at the Games, and the USOC Athlete Ombudsman. If notified, the parties agree to appear and testify at any hearing conducted pursuant to these Procedures. Any hearing before the AAA shall be *de novo*. 9

DECISION

The AAA Arbitrator shall provide a written decision setting forth the reasons for the Arbitrator's decision. The Arbitrator shall send the decision to the parties and to the USOC CEO. The decision may be made public and be published on the USOC's website.

The decision of the Arbitrator shall be final and binding on all parties.

The USOC Athlete Ombudsman shall be available to answer questions regarding these Grievance Procedures.

PENALTIES

The Arbitrator, after consulting with the USOC or others of the Arbitrator's choosing, may impose any penalty deemed appropriate for a Pledge violation, including, but not limited to:

1. expulsion from the Team and mandated return home or away from official Team areas, regardless of whether or not the Team member's competition has taken place;
2. recommendation to the NGB and the USOC of the loss of privilege to participate in future Olympic, Paralympic, Pan American, and Parapan American Games, as well as other USOC sponsored events;
3. denial of funding from the USOC Athlete Support Programs or other USOC sponsored programs for which the Team member may be eligible;
4. restriction of the Team member to his/her room or other controlled area(s);
5. return of the Team member's equipment, uniform and all other attire provided as a part of the Team;
6. performance of a specified task or tasks, such as a formal written and/or oral apology or restitution;
7. denial of the privilege to march or otherwise participate in Opening and/or Closing Ceremonies; and
8. revocation of Athletes' Village visitor privileges.

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PART IV - GENERAL RELEASE

You must read and complete this General Release in order to potentially join the U.S. Delegation or take part in any travel, training, competition, meeting or testing sessions as a member of the U.S. Delegation. By signing Part V (signature page) of the Games Terms, you affirm that you have read, understand and are bound by this General Release.

AUTHORIZATION FOR MEDICAL SERVICES

I consent to the USOC's provision of medical care and treatment and emergency medical services associated with my participation in the Games. Additionally, I agree if I elect to obtain any of these services or treatments from any sources other than those provided or approved by the USOC, I accept full and complete responsibility, including any financial obligations.

I further authorize the release of any medical information necessary to process a claim for accident/medical payment insurance for an injury or illness incurred while I am participating as a member of the U.S. Delegation at the Games.

PRIMARY MEDICAL/HEALTH INSURANCE

I understand that the USOC does not furnish personal medical/health insurance coverage for U.S. Delegation members, and that in order to participate in the Games, I must be covered by Elite Athlete Health Insurance ("EAHI") or must carry my own personal medical/health insurance.

ACCIDENT AND TRAVEL INSURANCE

I understand that the USOC maintains an accident policy that provides accidental medical and accidental death and dismemberment benefits (subject to policy terms and conditions) for all registered athletes and

members of the U.S. Delegation, that all benefits are payable on an EXCESS BASIS, that this means any other insurance (my personal policy, an employer policy, a parent's policy, etc.) under which I have coverage must first pay or deny payment on each bill before the USOC insurance will consider payment, and that the maximum benefit amount for accidental medical benefits is \$25,000 subject to a \$250 per incident deductible; the maximum benefit amount for accidental death and dismemberment is \$250,000. I understand that coverage under this accident policy commences at the time I leave my residence, place of employment, training site, or such similar location, whichever occurs last, for the immediate purpose of joining the U.S. Delegation, and continues until such time as I return to my residence, place of employment, training site, or such similar location, provided that I proceed directly from the Games site to such destination (otherwise, coverage is terminated once my responsibilities at the Games are concluded.) 11

I understand that the USOC also secures travel insurance for most members of the U.S. Delegation including athletes, NGB coaches, USOC Board members, third party Games staff and USOC employees, that coverage does not apply to spouses and guests, but I may purchase such coverage through USOC's insurer Frontier Medex, and this coverage is valid while traveling more than 100 miles away from my permanent residence and provides medical and travel assistance services, as well as coverage for emergency medical evacuation and repatriation of remains (subject to policy terms and conditions). I understand that in the event I am not selected to be a part of the U.S. Delegation, I DO NOT have insurance afforded to the U.S. Delegation, even though I have completed these terms.

MEDIA RELEASE AND LICENSE

I agree to be filmed, videotaped and photographed, and to have my name, image, picture, likeness, voice and biographical information otherwise recorded, in any media, during the Games by the USOC, by the USOC's official photographer(s), film crew(s) and video crew(s), and by any other entity authorized by the USOC, under the conditions specified by the USOC, IOC or POCOG (collectively the "Footage").

SAMPL E

I grant the USOC the irrevocable, perpetual, fully paid-up, worldwide right and license to use, and to authorize third parties to use, in all media, the Footage for (1) news and information purposes, (2) promotion of the Games and the specific competition(s) in which I compete, (3) promotion of the Team and (4) promotion of the USOC and the Olympic Games Movement (including without limitation the Olympic Network) throughout the United States, provided that, in no event may the USOC use or authorize the commercial use of the Footage in any manner that would imply my endorsement of any company, product, or service, without my written permission.

WAIVER AND RELEASE

In consideration of my involvement at the Games under the auspices of the USOC, I acknowledge, appreciate and agree that:

Participation in sport and travel at the Games entails risks. I, for myself and on behalf of my heirs, assigns, personal representatives and next of kin, hereby release, hold harmless and promise not to sue the USOC or my NGB or their respective sponsors, officers, volunteers, staff, and/or agents (collectively the "releasees"), with respect to any and all such injury, illness or loss arising from my participation, whether caused by the negligence of the releasees or otherwise, except that which is the result of gross negligence or willful misconduct of the releasees, to the fullest extent permitted by law.

I risk bodily injury, including paralysis, dismemberment, disability and death, and while particular rules of the sport, equipment, and discipline may reduce this risk, this risk of injury does exist, as well as the risk of damage to or loss of property. 12

I knowingly and freely assume all such risk, both known and unknown, even if arising from the negligence of the releasees or others.

I willingly agree to comply with the stated and customary terms and conditions for participation. 13

PART V- SIGNATURE PAGE

By checking "I agree" below, I acknowledge and agree that:

- I have read the Athlete Behavior and Pledge, Grievance Procedures and General Release sections above;
- I have read the Authorization for Medical Services above;
- I fully understand and accept my responsibilities as a participant in the Games;
- I understand that I am agreeing to the rules, guidelines, jurisdiction, procedures and releases stated in these documents;
- I understand that the USOC will provide my accreditation information, including certain personal data (such as first name, last name, date of birth, domicile, nationality, passport number and gender), to POCOG and give my free and expressed consent for the USOC to do so. I also understand and acknowledge that POCOG may share this information with the IOC, the IPC, the Korea Immigration Service of the Ministry of Justice and other relevant government agencies in the Republic of Korea, including service providers acting on their behalf;
- my electronic confirmation is the legal equivalent of my manual signature on these terms; and
- I am providing consent to the use of electronic documents and signatures in all of my transactions with the USOC, and will keep the USOC informed if my e-mail address changes or if I wish to withdraw my consent for electronic signature.

I agree _____
Sport or Affiliation

Name (Printed)
Date of Signature

FOR PARTICIPANTS OF MINORITY AGE
(Participants under the Age of 18 as of Date of Signature)

SAMPL

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I agree _____
Relationship to Participant

Parent/Guardian's Name (Printed)
Date of Signature

Attachment C
Grievance Procedures