

**U.S. Paralympics Swimming
ATHLETE SELECTION PROCEDURES
2016 Paralympic Games
October 5, 2015**

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 selection.

Athlete must hold a valid U.S. passport that will not expire for six months after the conclusion of the 2016 Paralympic Games (“Games”).

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

Any competitor in the Olympic, Paralympic, Pan American or Parapan American Games must be a national of the country of the National Olympic Committee (NOC) or 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 IOC Charter (Rule 42), the IPC Handbook (Section 2, Chapter 3.1), or the PASO Statutes (Article XXII, Sections 4 and 5).

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

- An athlete must hold an active IPC Swimming license for the 2016 Season. More information on IPC Licensing can be found at <http://www2.teamusa.org/US-Paralympics/Sports/Swimming/IPC-Licensing>.
- An athlete must have achieved a Minimum Qualification Standard (MQS) at an IPC Swimming Recognized 50m Competition (IPC Competition, IPC Sanctioned Competition or IPC Approved Competition) for the respective event between 15 October 2014 and 14 August 2016.

- An athlete must have achieved a Minimum Qualification Standard (MQS) in accordance with the Athlete Licensing Program Policies valid for the 2014 – 2016 seasons.
- An athlete must be internationally classified with a ‘Confirmed’ sport class status or a ‘Review’ sport class with a review date after 31 December 2016.
- USA can enter a maximum of three (3) eligible swimmers per medal event.
- USA can enter athletes who have met at least one (1) MQS in an unlimited number of further medal events as long as they have met the Minimum Entry Time (MET) for each of those additional events.
- USA can enter a maximum of one (1) team in each relay event as long as the MQS for the relay has been met. All team members must have qualified in at least one (1) individual event to be selected as part of the relay-team.

1.1.4. Other requirements (if any):

Athletes must submit all of the required documentation and be included on the Rio 2016 Accreditation Long List (deadline 31 March 2016). For more information on the Rio 2016 Accreditation Long List, please contact Jamie Martin at Jamie.martin@usoc.org.

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.

2016 U.S. Paralympic Team Trials – Swimming (“2016 Trials”)
June 30 – July 2, 2016
Charlotte, NC

All information including but not limited to requirements and deadlines pertaining to the 2016 Trials will be posted on the U.S. Paralympics website once finalized: www.usparalympics.org

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).

Athletes must achieve 2016 Trials Qualifying Time Standards, as listed in the meet information packet, to compete in the 2016 Trials. The meet information packet, including a list of events at which 2016 Trials Qualifying Time Standards may be achieved, will be available at www.usparalympics.org by January 2016.

- 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).

Team Size. Maximum team size will be determined based on the number of slots allocated to U.S. Paralympics by IPC Swimming. Initial slot allocation (approximately 25% of the total allocation) was distributed on 29 July 2015. The USOC received seven (7) slots [four (4) women, three (3) men] in this initial allocation. Final slot allocation will be distributed in February 2016. Slot allocation numbers will be posted at www.usparalympics.org when available.

Men's and Women's slots will be allocated separately by IPC Swimming, therefore for purposes of these Procedures, the men's and women's components of the Team shall be considered separately.

1. Team Selection

- a. Bipartite Invitation Allocation Method:

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

- to ensure the 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 a severe impairment;
- to ensure medal events will have sufficient representation for viability; and
- 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 2016 Games 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 Invitation Allocation Method.

b. Modified World Rankings

Qualification for the 2016 Games Team will be based on the Modified World Rankings (MWR) for events on the program of the Games.

The MWR will be the IPC Swimming World Rankings covering the period from 01 January 2015, through 24 June 2016, with two modifications:

- i. All USA athletes listed in the IPC Swimming World Rankings will be removed; and
- ii. A swimmer's best time in each event swum (from either preliminaries or finals) at the 2016 Trials that meets the MQS will be entered into the rankings.
- iii. Only the top three USA swimmers in each event will be entered into the rankings.

c. Selection Rounds

A swimmer's highest ranked event in the MWR will be his/her selection event. Selection rounds will occur as follows:

- i. First-round nominations will be those swimmers who rank 1st overall in the MWR.
- ii. Second-round nominations will be those swimmers who rank 2nd overall in the MWR.
- iii. Third-round nominations will be those swimmers who rank 3rd overall in the MWR.
- iv. Discretionary Selection (Section 2.2) may, but is not required to be used to fill a maximum of eight (8) team slots total (and a maximum of four (4) men and four (4) women by gender).
- v. Swimmers who rank 4th overall in the MWR, provided that the time is within 2.0% of the third ranked time and within the top 50% of all swimmers ranked in that event in the MWR, will be added to the team.
- vi. Swimmers who rank 5th overall in the MWR, provided that the time is within 2.0% of the third ranked time

- and within the top 50% of all swimmers ranked in that event in the MWR, will be added to the team.
- vii. Swimmers who rank 6th overall in the MWR, provided that the time is within 2.0% of the third ranked time and within the top 50% of all swimmers ranked that event in the MWR, will be added to the team.
 - viii. Swimmers who rank 7th overall in the MWR, provided that the time is within 2.0% of the third ranked time and within the top 50% of all swimmers ranked that event in the MWR, will be added to the team.
 - ix. Swimmers who rank 8th overall in the MWR, provided that the time is within 2.0% of the third ranked time and within the top 50% of all swimmers ranked that event in the MWR, will be added to the team.
 - x. Swimmers who rank 4th and beyond, #5, #6, etc. overall in the MWR, provided that time is within 10.0% of the third ranked time and within the top 50% of that event in the MWR, will be added to the team.
 - xi. Swimmers who rank 4th and beyond, #5, #6, etc. overall in the MWR, provided that time is within the top 50% of that event in the MWR, will be added to the team.

d. Tie-Breaking Procedures

- i. If two or more swimmers have the same ranking for their selection event(s), and these athletes are tied for the final team slot(s), the relevant swims will be ranked in order of each swim's percent comparison ("P") to the IPC Swimming World Record in that event as of 24 June 2016.

$$P = (\text{swim time} / \text{World Record}) \times 100$$

All comparisons will be rounded to the nearest one-tenth of a percent. A lower comparison (P=101.4%) is better than a higher comparison (P=102.7%). The swimmer with the lowest comparison will be named to the team.

- ii. If a tie persists, the swimmers' next best event ranking in the MWR will be compared. In the instance where two or more tied swimmers have only one event in the MWR, then the athletes' next best ranking in the IPC Swimming World Rankings from 01 January 2015 through 24 June 2016 will be used to break the tie.

- iii. In the instance that the swimmers' next best event rankings are also the same, the relevant swims will be ranked as per the World Record percent comparison (Section 1.3.1.c.i.) and the swimmer with the higher rank (lowest comparison) will be selected to the team.
 - iv. This tie-break procedure will continue to the swimmers' third best event ranking, and beyond if necessary, until the tie is broken.
- e. Each swimmer selected to the team through Selection Rounds based on the MWR as described above (Section 1.3.1.b.) will be entered into his/her selection event.
- f. The U.S. Paralympics Swimming High Performance Director, in consultation with each swimmer, may assign additional entry event slots for that swimmer, taking into consideration the following:
 - i. The swimmer's ranking in each event in the IPC Swimming World Rankings;
 - ii. The swimmer's number and schedule of events;
 - iii. The likelihood of the swimmer winning a medal in the event;
 - iv. The desire of the swimmer to enter the event;
 - v. Other historical performances in the event.
- g. The USA may enter up to three (3) athletes in each individual event. In the instance that more than three athletes meet the event MQS and desire to enter the event, the athletes with the highest rankings in the event in the MWR as of the Games entry deadline will be offered the event entry.

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 the ability to select athletes based on their overall capabilities, performance and projected development, rather than on a single competition result. Except for the case of replacement athletes (Section 4), only athletes who complete and submit the discretionary selection petition (Attachment A) will be considered by the discretionary selection committee. Submissions must be received no later than one hour following the conclusion of the 2016 Trials in order to be considered. Petitions must be submitted in person or via email to the Director, High Performance, U.S. Paralympics Swimming. The petition submission does not guarantee that the athlete will be nominated to the team. Incomplete and/or late petitions will not be considered.

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

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

- A minimum of one top three World Ranking in an event on the program of the 2016 Paralympic Games during the period from 01 January 2015 through 24 June 2016;
- A minimum of one top three (podium) finish at the 2015 IPC Swimming World Championships;
- The ability to produce medal capable performances under certified conditions within the past 12 months;
- If the athlete experienced an injury or illness that impeded maximal performance during the 2016 Trials;
- An athlete, who despite competing a relatively short time in the sport, is within a reasonable percentage [i.e. 3% to 5% of the international performance standards for a top three (podium) finish].

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:

Director, High Performance, Paralympic Swimming
Team Leader, Paralympic Sport Performance
Associate Director, Swimming National Team Programs
Athlete Representative

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

Any member of the selection committee that has a possible conflict of interest must disclose it. If such conflict exists, the selection committee member must recuse him/herself from committee discussions and voting. Further, the committee member should not otherwise influence other members of the committee in the nomination 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, U.S. Paralympics has jurisdiction over potential nominees.

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

- 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the Team Leader, Paralympic Sport Performance.
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by U.S. Paralympics. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by U.S. Paralympics, his/her injury will be assumed to be disabling and he/she may be removed.
- 3.1.3. Violation of the U.S. Paralympics Code of Conduct (Attachment A).
- 3.1.4. Violation of the U.S. Anti-Doping Code or if the athlete is currently serving a USADA/WADA sanction.
- 3.1.5. Re-classification by the IPC such that the athlete's qualifying performance would not have qualified him or her for the Team.
- 3.1.6. Removal by the IPC of the event in which the athlete qualified for the Team from the program of the 2016 Paralympic Games.

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

- 3.2. Once an athlete nomination is accepted by the USOC, the USOC has jurisdiction over the Team, at which time, in addition to any applicable U.S. Paralympics 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 IPC, WADA, USADA and/or USOC anti-doping protocol, policies and procedures, as applicable.

4. REPLACEMENT OF ATHLETES

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

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

The replacement pool of athletes will be comprised of all swimmers who met a 2016 Rio Paralympic Games Swimming MQS in a selection event during the 2016 Trials.

The procedures described in Section 1.3 will be applied and the next highest ranked athlete as per the Modified World Rankings will be nominated to the team.

All replacements will be gender specific (i.e. female replaces female, male replaces male).

Replacements, if necessary, will only occur prior to the Games entry deadline.

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

See 4.1.1 above.

5. SUPPORTING DOCUMENTS

U.S. Paralympics 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 USOC Code of Conduct, the following documents are required to be signed by an athlete as a condition of nomination to the Paralympic Games and are included as attachments:

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

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

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

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

7.1. U.S. Paralympics Web site:

<http://www.teamusa.org/US-Paralympics/Sports/Swimming>

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: N/A

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:

03 July 2016

9. MANDATORY TRAINING AND/OR COMPETITION

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

U.S. Paralympics Swimming Paralympic Games Team Preparation Camp
August 25 – September 1, 2016
Houston, TX

While waivers for any mandatory training will not be unreasonably withheld, waivers will primarily be granted only for illness, injury or other incapacity, or for personal/family emergency. All selections to the team should arrange for appropriate time off from school, work or other obligations well in advance of team activities. Requests for a waiver may be submitted in writing to the Director, High Performance, U.S. Paralympics Swimming for review. A written response to all requests will be issued to the athlete within 72 hours of the request.

10. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IPC, WADA, USADA and USOC anti-doping protocols, policies and procedures, as applicable. This includes participation in Out-of-Competition Testing as required by the IPC, WADA, 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:

Queenie Nichols – Director, High Performance, Paralympic Swimming, Paralympic Sport Performance
Julie O'Neill – Team Leader, Paralympic Sport Performance
Jamie Martin – Associate Director, National Teams, Paralympic Sport Performance
Sarah Castle – Athlete Representative

12. NGB/HPMO BYLAWS AND GRIEVANCE PROCEDURES

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

13. INTERNATIONAL DISCLAIMER

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

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

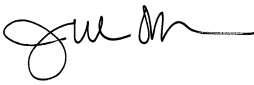
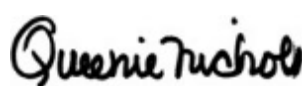
14. ATHLETE OMBUDSMAN

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

Position	Print Name	Signature	Date
NGB/HPMO President or CEO/Executive Director	Julie O'Neill		October 5, 2015
Nat. Team Coach, Head Coach, or Nat. Program Director	Queenie Nichols		October 5, 2015
USOC Athletes' Advisory Council Representative*	Sarah Castle		

* 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.

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

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Position	Print Name	Signature	Date
NGB/HPMO President or CEO/Executive Director	Julie O'Neill		
Nat. Team Coach, Head Coach, or Nat. Program Director	Queenie Nichols		
USOC Athletes' Advisory Council Representative*	Sarah Castle		10/28/2015

* 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
Discretionary Selection Athlete Petition

Athletes who wish to be considered for discretionary selection must complete this document and submit to the Director, High Performance, Paralympic Swimming, no later than one hour following the conclusion of the 2016 U.S. Paralympic Team Trials – Swimming in order to be considered.

Submissions will be accepted in person at the 2016 U.S. Paralympic Team Trials, or via email only. Email petitions to: queenienichols@usoc.org.

Athlete Name _____

Athlete Sport Class(es) _____

1. Please attach all results from the 2016 U.S. Paralympic Team Trials – Swimming or additional results to support petition.
2. Please attach a statement – 2 pages maximum – outlining the reasons the Discretionary Selection Committee should consider selection to the Team. The statement may include information about any of the following:
 - The athlete had a minimum of one top three World Ranking during the period from 01 January 2015 through 24 June 2016.
 - The athlete had a minimum of one top three (podium) finish at the 2015 IPC Swimming World Championships.
 - The athlete produced medal capable performances under certified conditions within the past 12 months.
 - The athlete experienced an injury or illness that impeded maximal performance during the 2016 U.S. Paralympic Team Trials – Swimming. Please include all relevant medical documentation to support the injury.
 - The athlete, who despite competing a relatively short time in the sport, is within a reasonable percentage [i.e. 3% to 5%] of the international performance standards for a top three (podium) finish.

ATTACHMENT B

**UNITED STATES OLYMPIC COMMITTEE
CODE OF CONDUCT
FOR
U.S. PARALYMPICS NATIONAL TEAMS
AND
U.S. PARALYMPICS PROGRAMS**
November 26, 2013

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 submit to a physical examination by USOC medical personnel if my ability to compete is compromised due to physical injury, illness or incapacity and I understand that such physical injury, illness or incapacity 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), the United States Anti-Doping Agency (USADA), the International Paralympic Committee (IPC) or USOC rules;

- am not currently serving a doping violation and/or do not have a pending or unresolved doping charge;
- 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 USA 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, fund raising or on merchandise, without the prior written consent of U.S. Paralympics;
- will abide by the rules of the IPC or other Paralympic international federations concerning allowable trademark identification on clothing and equipment worn or used in competition or on visible body tattoos.
- understand that if I require legal representation because I am accused of criminal misconduct or an anti-doping violation, or if for any other reasons I require the services of an attorney, I will be personally responsible for payment of such legal fees and expenses;
- 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, Kacie.wallace@usoc.org or www.athleteombudsman.org for further information regarding my rights under this Code that are not answered by U.S. Paralympics.

PARTICIPANTS' AFFIRMATION

I have read and accept this Code of Conduct. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of being a member of the Team.

Signature

Date

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

Signature

Date

Relationship (Parent or Guardian)

ATTACHMENT C
UNITED STATES OLYMPIC COMMITTEE
COMPLAINT PROCEDURES
FOR
U.S. PARALYMPIC NATIONAL TEAMS
AND
U.S. PARALYMPIC PROGRAMS
January 7, 2008

Section 1. Jurisdiction.

These Complaint Procedures are applicable to those Paralympic sports in which the USOC has not recognized a National Governing Body or a Paralympic Sport Organization to govern the sport. Only matters concerning those Paralympic sports fall within the jurisdiction of these Complaint Procedures.

Section 2. Designation of Complaints.

The following kinds of complaints may be filed with the USOC:

- a. Administrative Grievance. The USOC or any aggrieved individual may file a complaint pertaining to any matter relating to the cognizance of the USOC, including but not limited to any alleged violation of or grievance concerning any USOC rule, regulation or code of conduct.
- b. Right to Compete. Any athlete, coach, trainer, manager, administrator or official may file a complaint pertaining to any alleged denial, or alleged threat to deny, of that individuals opportunity to compete in a USOC sponsored competition.

Section 3. Manner of Filing.

The complainant shall file the complaint with the USOC Chief Executive Officer. The complaint shall set forth in clear and concise language, preferably in numbered paragraphs: (i) the alleged violation, grievance, denial or threat to deny and (ii) the remedy requested. The complainant shall sign the complainant.

Section 4. Statute of Limitations.

A complaint filed under these Complaint Procedures shall be filed within one hundred and eighty (180) days of the occurrence of the alleged violation, grievance, denial or threat to deny.

Section 5. Field of Play Decisions.

The final decision of a referee during a competition regarding a field of play decision (a matter set forth in the rules of the competition to be within the discretion of the referee) shall not be reviewable through the procedures for, or the subject of, Administrative Grievances or Right to Compete Complaints unless the decision is: (i) outside the authority of the referee to make or (ii)

the product of fraud, corruption, partiality or other misconduct of the referee. For purposes of this Section, the term “referee” shall include any individual with discretion to make field of play decisions.

Section 6. Hearing Panel.

Upon the filing of a complaint, the USOC Chief Executive Officer shall appoint a hearing panel consisting of three (3) individuals to hear the complaint. The Chief Executive Officer shall also appoint a chair of the hearing panel from among the three individuals appointed. At least one member of the hearing panel shall be an athlete.

The Hearing Panel shall be responsible to ensure that all complaints are heard in a timely, fair and impartial manner.

Section 7. Administration.

The USOC General Counsel’s Office shall generally administer and oversee all administrative grievances and right to compete matters filed with the USOC.

Section 8. Conduct of the Proceeding.

The hearing panel shall rule on all motions and other matters raised in the proceeding. If the complaint is not dismissed, the hearing panel shall hold a hearing on the complaint. The hearing panel shall set such timelines and other rules regarding the proceeding and the conduct of the hearing as it deems necessary. The hearing shall be informal, except that testimony shall be taken under oath.

The hearing may be conducted by teleconference, if necessary or convenient to the parties. Each party shall have the right to appear personally or through a legal representative. All parties shall be given a reasonable opportunity to present and examine evidence, cross-examine witnesses and to present argument. Members of the hearing panel shall have the right to question witnesses or the parties to the proceeding at any time.

Any party may have a record made of the hearing. A court reporter may be present at the hearing at the request of a party. The court reporter shall be paid for by the party requesting the court reporter, or if mutually agreed, the cost may be equally divided. Any transcript shall be paid for by the party requesting the transcript.

Section 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 USOC Chief Executive Officer is authorized to order that the complaint be heard and decided within forty-eight (48) hours of the filing of the complaint. In such a case, the hearing panel is authorized to hear and decide the complaint pursuant to such procedures as are necessary, but fair to the parties involved.

Section 10. Complaints Involving Selection to Participate in a Competition.

Where a complaint is filed involving selection of an individual to participate in a competition, the complainant shall include with the complaint a list of all other individuals, together with their contact information, that may be adversely affected by a decision rendered on the complaint. The hearing panel shall determine which additional individuals must receive notice of the complaint. The complainant shall then be responsible for providing appropriate notice to these individuals. Any individual so notified then shall have the option to participate in the proceeding as a party. If an individual is notified of the complaint, then that individual shall be bound by the decision of the hearing panel even though the individual chose not to participate as a party.

Section 11. Decision.

A decision shall be determined by a majority of the hearing panel. The hearing panel's decision shall be in writing, shall state the reasons for the decision and shall be distributed to the parties.

Section 12. Arbitration.

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