

**USA CYCLING / USAC  
ATHLETE SELECTION PROCEDURES  
2020 OLYMPIC GAMES  
MEN'S AND WOMEN'S ROAD RACE AND TIME TRIAL  
April 4, 2019**

**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 (Section 1.3).

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 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 IOC Charter (Rule 42).

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

1.1.3.1. All athletes must hold an International License issued by their National Federation.

1.1.3.2. All athletes must have been born no later than December 31<sup>st</sup>, 2001 and must have a valid UCI license issued by their corresponding National Federation

1.1.3.3. Have at least 10 UCI points in the Individual World Ranking of October 27, 2019.

1.1.4. Other requirements (if any):

- 1.1.4.1. All athletes must be in good standing with USAC, USOC, UCI, and the United States Anti-Doping Agency (USADA) at the time of nomination.
- 1.1.4.2. Athletes will only be allowed to use equipment that meets UCI equipment standards during any 2020 Olympic Games competitions, and in the process of qualifying for the 2020 Olympic Games Team. Information on UCI equipment standards is available on the UCI website ([www.uci.ch](http://www.uci.ch)).

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.

- a. **2019 UCI Road World Championships** to be held in Yorkshire, United Kingdom, September 24-29, 2019.
- b. **2019 and 2020 European or North American UCI World Tour Single Day Events.** Please refer to the UCI event calendar for information on dates and location of events.  
<http://www.uci.ch/road/calendar/>
- c. **USA Cycling Professional Road and Individual Time Trial National Championships.** Knoxville, TN, June 27-30, 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).

Criteria for athletes to qualify to participate in the 2019 UCI World Road Championships can be found on the USA cycling website:

<https://www.usacycling.org/team/international-events>

Please refer to the UCI event calendar for information on dates and location of events.

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

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).

**OVERVIEW:**

For the Road Race and Time Trial, the primary path to nomination to the 2020 Olympic Games Team is automatic qualification as described below. If quota slots remain after automatic selection, the first step for nomination to the 2020 Olympic Games Team is qualification or nomination to the Long Team as described below. The second step for nomination to the 2020 Olympic Games Team is selection to the Final Team by discretionary selection as described below.

**QUALIFICATION AND NOMINATION DATES**

Long Team Qualification Period	April 1, 2019- May 1, 2020
Long Team Nominated	May 1, 2020
Final Team Nominated	June 1, 2020

**CRITERIA FOR NOMINATION TO LONG TEAM:**

Athletes will be nominated to the Long Team who meet any of the following criteria:

1. Any athletes placing in the top-five (5) per gender of the 2019 UCI Elite Road Race or Individual Time Trial World Championships will be nominated to the 2020 Long Team.
2. The top ten (10) American athletes ranked in the top 100 per gender of the UCI Individual Rankings as of May 1, 2020 will be nominated to the 2020 Long Team.
3. Any athletes who win a European UCI World Tour one-day event between April 1, 2019 and May 1, 2020 will be nominated to the 2020 Long Team.
4. The winner of the 2019 US Pro Individual Time Trial National Championships per gender, provided that race is held in its entirety and run under UCI regulations will be nominated to the 2020 Long Team.
5. The winner of the 2019 US Pro Road Race National Championships per gender, provided that race is held in its entirety and run under UCI regulations will be nominated to the 2020 Long Team.
6. Additional athletes may be nominated to the Long Team by the USA Cycling National Team Coaching Staff at any time prior to the nomination of the Final Team if, according to DISCRETIONARY SELECTION (Section 2) herein, the Selection Committee deems an

athlete to be medal capable or able to maximize a team's performance.

**MAXIMUM FINAL TEAM SIZE:**

Maximum Olympic Team Size for Road Cycling (including Time Trial athletes): Up to five (5) men and four (4) women.

No quota place allocation is made specifically to the Individual Time Trial event. Only Nations who have received quota places in the Road Race event can be allocated entry spots for the Individual Time Trial. A maximum of two (2) athletes per nation will be allowed to take part in the Individual Time Trial.

**EVENT PRIORITIZATION DURING THE FINAL TEAM NOMINATION PROCESS:**

The IOC and the UCI currently have two levels of qualification criteria for the Olympic Games; one for individual and team events, and the other for the overall Nation team size allowed to compete. Because these two processes are not tied together, it is possible for a nation to qualify more start positions in individual and team events than that Nation may be entitled to via the Nation Team size qualification. In this case, the Nation does not have the freedom to select the best athletes possible for each event by itself, but has to construct a team whereby athletes must participate in multiple events.

With this in mind, where necessary, the Coaching Staff will recommend a strategy to be approved by the USA Cycling Selection Committee that will select athletes for the 2020 Olympic Games Team considering multiple events and multiple athletes simultaneously in order to maximize Team USA's medal chances overall. To be clear, it is possible that an athlete who could be considered the best available selection for an event in which Team USA has a qualified spot is not selected for the Olympic Team because the Coaching Staff has developed an overall team selection scheme that prioritizes another event as part of an overall Team USA Olympic Games strategy.

Athletes should review the UCI qualification rules for disciplines as well as Nation Team size. All UCI qualification criteria are posted on their website at: <http://www.uci.ch/>

**TIME TRIAL AND ROAD RACE FINAL TEAM CRITERIA:**

Maximum number of starters: five (5) men and four (4) women

Athletes may receive automatic nominations to the Olympic Team based on the following prioritized criteria:

1. All final nominees for the 2020 Olympic Games Team will come from the previously nominated 2020 Long Team.
2. Up to two (2) athlete(s) per gender that place in the top-three (3) of the 2019 UCI Elite Individual Time Trial World Championships will be nominated to the 2020 Olympic Games Team for the Time Trial and Road Race events. If more than two (2) athletes per gender finish in the top three (3), then the two highest placing athletes will be nominated to the 2020 Olympic Games Team.
3. If quota slots remain per gender after considering the previous criterion, up to two (2) athlete(s) per gender that place(s) in the top-three (3) of the 2019 UCI Elite Road World Championships will be nominated to the 2020 Olympic Games Team for the Road Race. If more than two (2) athletes finish in the top three (3), then the two highest placing athletes will be nominated to the 2020 Olympic Games Team.
4. If quota slots remain after considering the preceding criteria, then athletes will be nominated from the Long Team to the 2020 Olympic Games Team for the Road Race, or Road Race and Time Trial, by the USA Cycling Coaching Staff following the Discretionary Selection criteria (Section 2) and subject to review and approval of the USA Cycling Selection Committee (Section 11).

## **2. DISCRETIONARY SELECTION (if applicable)**

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

USA Cycling may choose to fill quota slots through the selection criteria in section 1.3 in order to select athletes with medal capability in the Time Trial or Road Race; athletes who can contribute to medal winning efforts in the Road Race; or athletes who can achieve the best result for Team USA in the Time Trial or the Road Race.

Due to the nature of the sport of cycling, whereby tactics or happenstance often dictate results, and the competitive structure of Olympic cycling, whereby selection of athletes to one event can be related to the selection of another event,

USA Cycling has determined that the use of discretionary selection is essential to maximize Team USA's medal chances overall. While it has established automatic criteria by which athletes, through extraordinary achievement, have demonstrated very clear evidence of high potential for winning an Olympic medal, USA Cycling will use a discretionary selection process to select all athletes who have not qualified automatically.

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

If positions remain after the automatic criteria have been applied, the USA Cycling National Team coach will recommend athletes, according to the criteria below, to the USA Cycling Selection Committee for selection to the Olympic Games Team through discretionary selection. The Selection Committee will review data on all Long Team athletes when considering the recommendations. The USA Cycling Selection Committee will consider the following criteria in any order when making selections for team-based events (Road Race). When making selections for individual events (Time Trial), only A. and B. will be considered in that order.

- A. Medal Capable Athlete - A medal capable athlete is one who has clearly demonstrated the ability to produce a medal winning result at the Olympic Games by (1) producing multiple top three finishes in Single day European and North American World Tour events on courses with similar distance and profile for the event which the athlete is being selected and (2) against the previous year's World Championship medalists or the current top UCI world ranked athletes.
- B. Best Predicted Finish - USA Cycling's Selection Committee may choose the athlete or athletes who are most likely to finish with the highest placing in the event.
- C. Athletes Who Maximize Team Performance - These selections are essential for the Road Race where the team director has devised a race strategy that designates one or more athletes as team leaders, and another athlete's contribution may assist a team leader in achieving a top performance. For example, even though the Road Race event is scored individually, athletes who sacrifice their own individual result to execute a team strategy for the designated team leaders can have a profound impact on the ability of a team leader to achieve a top performance.

An athlete who can maximize team performance is one who, based on her or his experience, tactical proficiency, physical abilities, and

willingness to work selflessly for the team objective, is expected to contribute to the performance of a medal capable team or designated team strategy. An athlete who can maximize team performance must have the right combination of physical ability, skill, knowledge and attitude. Athletes will be selected to play specific roles within the team based on their demonstrated physical capacities, skillset and experience fulfilling their roles. The coaches' judgement supported as much as possible by objective data, described below, will be used to differentiate between athletes being selected for team event roles.

This criterion does not apply to the individual event of the Time Trial.

#### Importance of International Competition in Discretionary Selections

As used herein, "International Competition" includes any competition in which the field of athletes is sufficiently strong that performances in that competition are indicative of how an athlete can perform in the competition that the discretionary selection is for. International Competitions need not occur outside the United States, as "international" refers to the competitiveness of the field (i.e., includes many of the best riders from leading cycling nations around the world), not the location of the event.

#### Data to Support Discretionary Selections

When athletes on the Long Team are eligible for discretionary selection, due to the availability of quota slots after automatic selection, Long Team athletes and the National Team coach will be given the opportunity to submit data to the Selection Committee for consideration in the discretionary selection.

In addition to performances in International Competition or competitions specified in the Athlete Selection Procedures, the Selection Committee may consider for discretionary selections, as appropriate to the discipline, the following:

1. All selection categories – Validatable and credible performance data such as times on courses (or portions of courses) of similar length or course profile and/or in similar environmental conditions to the event being selected for; athlete power data; or aerodynamic drag data (if relevant); or event and specific role demand data.
2. Athletes Who Maximize Team Performance Only – Demonstration of successful execution of relevant team tactics and evidence of being able to meet the physical requirements of the event being selected for when considering key factors like course profile, environmental conditions,

and levels of competition. Specifically, single day road races similar in length and topography to the Olympic Road Race will be most strongly considered.

3. Choosing between multiple athletes in a selection category (Medal Capable, Best Predicted Finish, Athletes Who Maximize Team Performance) - In addition to the data described in 1 and 2 above, data may also include any or all of the following in no specific order of priority:

- Race results in top international competitions;
- Race results in top national level competitions;
- Head to head competition results or performances between multiple athletes in consideration for a discretionary position.

The inclusion and order of priority for any data set may be different from event to event as determined by the USA Cycling Coaching staff and USA Cycling Selection Committee.

- 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:

**USA Cycling Selection Committee**

Recommendations for discretionary nominations will be made by the USA Cycling National coaching staff. However, the USA Cycling Selection Committee (see Section 11 below) will review data on all athletes in the Long Team and approve ALL athlete nominations using the discretionary criteria described in section 2.2.

- 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. Another member of the Selection Committee may also raise a potential conflict of interest of another member. For any conflict raised, the remainder of the selection committee will decide if the conflict is material by vote. In the case of a tie, the tie will be broken by the USA Cycling Vice President of Elite Athletics. 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 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, USA Cycling has jurisdiction over potential nominees.

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

- 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the USA Cycling CEO/Executive Director.
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by USA Cycling. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA Cycling, his/her injury will be assumed to be disabling and he/she may be removed.
- 3.1.3. Violation of USA Cycling'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 Cycling's Bylaws (Policy IV - Eligibility, Discipline and Hearings) and 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 NGB/HPMO 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/Games-Information.aspx>
- 3.3. An athlete may be removed as a nominee to the Team or from the Team for an adjudicated violation of IOC, PASO, WADA, UCI, USADA, SafeSport 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:

If an athlete is removed from the team for the reasons described in Section 3 above, the athlete may be replaced by an athlete on the Long Team who is nominated by the USA Cycling National Coaching Staff and approved by the USA Cycling Selection Committee. Or, that athlete's start position may be filled by another athlete who has already been nominated to the Olympic Team for a different start position in any cycling discipline (for example, a track rider to the road race / time trial discipline). All replacement athletes will be chosen based on the discretionary selection criteria described in section 2.2. above. Any replacement of athletes must comply with these selection procedures, IOC, USOC, and UCI regulations and entry deadlines.

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

See above, same as Section 4.1.1

#### **5. SUPPORTING DOCUMENTS**

USA Cycling will retain the approved Selection Procedures and all supporting documents, including scouting or evaluation forms, etc., and data from the selection process for six months past the date of the Closing Ceremony of the Games.

#### **6. REQUIRED DOCUMENTS**

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

USA Cycling Code of Conduct (Attachment A)

#### **7. PUBLICITY/DISTRIBUTION OF PROCEDURES**

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

7.1. USA Cycling Web site: [www.usacycling.org](http://www.usacycling.org)

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:

**June 1, 2020**

## 9. MANDATORY TRAINING AND/OR COMPETITION

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

For athletes to be considered for the 2020 Olympic Games Team, athletes are required to participate in all Team USA Training Camps and Race Programs as prescribed by USA Cycling Coaching Staff from June 1, 2020 – July 15, 2020, unless excused in advance, in writing from the USA Cycling V.P. of Elite Athletics.

## 10. ANTI-DOPING REQUIREMENTS

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

<u>USA Cycling Selection Committee</u>	
Name	Title
Beth Hernandez	USAC Selection Committee Member- athlete 10 year rule representative

Timothy Duggan	USAC Selection Committee Member- athlete 10 year rule representative
Eric Rupe	USAC Selection Committee Member
Heather Irmiger	USAC Selection Committee Member- athlete 10 year rule representative
Christine Thorburn	USAC Selection Committee Member- athlete 10 year rule representative
Adam Duvendeck	USAC Selection Committee Member- athlete 10 year rule representative
Jan Bolland Tanner	USAC Selection Committee Member
Bunki Bankaitis-Davis	USAC Selection Committee Member

### **USA Cycling Staff**

Scott Schnitzspahn	Vice President of Elite Athletics
Jeff Pierce	Director of Athletics, Road and Track

## **12. NGB/HPMO BYLAWS AND GRIEVANCE PROCEDURES**

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

The USA Cycling Governance Policy Manual (Policy IV – Eligibility, Discipline and Hearings) on the USA Cycling website: [www.usacycling.org](http://www.usacycling.org).

## **13. INTERNATIONAL DISCLAIMER**

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

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



**14. ATHLETE OMBUDSMAN**

Athletes who have questions regarding their opportunity to compete that are not answered by USA Cycling may contact the USOC Athlete Ombudsman by:

- Telephone at (719) 866-5000
- Email at [athlete.ombudsman@usoc.org](mailto:athlete.ombudsman@usoc.org)
- <http://www.teamusa.org/For-Athletes/Athlete-Ombudsman.aspx>

**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 USA Cycling.**

<b>Position</b>	<b>Print Name</b>	<b>Signature</b>	<b>Date</b>
USA Cycling President and CEO	Rob DeMartini		4-8-19
Vice President of Elite Athletics	Scott Schnitzspahn		4/4/19
USOC Athletes' Advisory Council Representative*	Carmen Small	<i>Carmen Small</i>	4/6/19

\* If the USOC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.

\* Signature by the Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Athlete Selection Procedures being submitted by the NGB/HPMO, he/she may submit those reasons in writing to his/her Sport Performance Team.

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

## **Attachment A**

### **USA Cycling Code of Conduct**

USA Cycling grants membership to individuals and organizations. That membership may be withdrawn or denied by USA Cycling after fair process any time that USA Cycling determines a member or prospective member's conduct is inconsistent with the mission of USA Cycling or the best interest of the sport of cycling and those who participate in it. In order to assist all members and to better serve the interests of those who participate in cycling, USA Cycling has adopted this Code of Conduct ("Code").

The standards set forth in the Code are mandatory and must be followed by (1) anyone holding a USA Cycling license including athletes (annual and one-day licensees), coaches, mechanics, officials and race directors; (2) anyone holding a UCI license issued by USA Cycling including athletes, coaches, mechanics, soigneurs, trainers, team doctors, team managers and team directors; (3) USA Cycling Collegiate Conference Directors; (4) USA Cycling Sport Committee members; (5) USA Cycling's Board of Directors; (6) USA Cycling employees; (7) USA Cycling volunteers; (8) independent contractors in a position of authority over, or in regular contact with athletes; (8) USA Cycling Local Association officers, directors, employees, and volunteers; and (9) USA Cycling Club officers, directors, employees, and volunteers (collectively, "Covered Individuals").

The Code is intended to be comprehensive and easily understood, but is not exhaustive or complete. The Code operates in conjunction with the policies, rules and regulations of USA Cycling and with all applicable U.S. and foreign laws and regulations. Where differences exist, because of local customs, norms, laws and regulations, we require the use of the highest standard of behavior or the most restrictive requirement that applies.

#### **Section 1**

Any Covered Individual or prospective Covered Individual may be sanctioned under the racing rules, fined, suspended, denied membership, censured, placed on probation, or expelled from USA Cycling if such Covered Individual violates the provisions of the Code set forth in Section 2 below, or aids, abets or encourages another person to violate any of the provisions of the Code, subject to such Covered Individual's right to notice and fair process.

All Covered Individuals are also subject to the rules, policies, and procedures of the United States Center for Safe Sport ([www.safesport.org](http://www.safesport.org)), which shall have exclusive authority to adjudicate allegations of SafeSport violations within its jurisdiction.

## Section 2

The following are violations of the Code:

- a. Violation of anti-doping provisions as established by the [UCI](#), [WADA](#), [USADA](#) or the [USOC](#).
- b. Violation of the UCI's Cycling Regulations '[Ban on Injections](#)'.
- c. The illegal possession, transportation or distribution of drugs.
- d. The use of illegal drugs or banned performance enhancing techniques.
- e. Providing alcohol or tobacco or other substances to any participant under 21 years of age.
- f. The abuse of alcohol in the presence of an athlete under the age of eighteen (18).
- g. Consumption of alcohol by an athlete under 21 years of age regardless of the legal drinking age established by the current state or country of tenancy.
- h. Excessive alcoholic consumption while on USA Cycling business or drinking of alcohol and then driving while on USA Cycling business.
- i. Any action or inaction considered Prohibited Conduct under USA Cycling's SafeSport Program.
- j. Any non-consensual physical contact, obscene language or gesture, or other threatening language or conduct directed towards any person in connection with any USA Cycling-related activity.
- k. Conviction of, imposition of a deferred sentence for, or any plea of guilty or no contest at any time, past or present for (i) any felony, (ii) any offense involving use, possession, distribution or intent to distribute illegal drugs or substances, (iii) crimes involving sexual misconduct.
- l. Any non-consensual sexual contact or advance or other inappropriate sexually oriented behavior or action.
- m. Discrimination in violation of the USAC Bylaws or the Ted Stevens Olympic and Amateur Sports Act.
- n. Any act of fraud, deception, or dishonesty in connection with any USA Cycling-related activity.
- o. Any intentional damage to USA Cycling property or to private or public property while at a cycling event or race venue.
- p. Failure to immediately report a violation of this Code to USA Cycling.

## Section 3

Alleged violations of the USA Cycling Code of Conduct must be reported to USA Cycling's SafeSport Director.