

**USA CYCLING / USAC  
ATHLETE SELECTION PROCEDURES  
2020 OLYMPIC GAMES  
MEN'S and WOMEN'S TRACK  
May 13, 2019**

**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 (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 Olympic Charter (Rule 41).

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 on or before December 31<sup>st</sup>, 2002 and must have a valid UCI license issued by their corresponding National Federation.

1.1.3.3. Have at least 10 UCI points in an Olympic qualifying event.

1.1.3.4. The complete UCI Qualification System for the 2020 Olympic Games is published at

<https://www.uci.org/news/2018/tokyo-2020-olympic-games-official-documents>.

1.1.4. Other requirements (if any):

- 1.1.4.1. All athletes must be in good standing with USAC 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)).
- 1.1.4.3. Athlete must successfully complete all Games Registration requirements by stated deadline.
- 1.1.4.4. Athletes 18 years of age and older will be required to undergo a background screen in accordance with the current USOC Background Check Policy.
- 1.1.4.5. Athletes 18 years of age and older as of the Closing Ceremony will be required to complete the U.S. Center for SafeSport's online training.

1.2. Tryout Events:

- 1.2.1. Provide the event names, dates and locations of all trials, events and camps to be used as part of the selection process.
  - a. **2020 UCI World Track Championships** to be held in Berlin, Germany- February 26-March 1, 2020. These World Championships will be used for potential automatic qualification to the Olympic Team in individual events as described in Section 1.3. Athlete performances in team events and non-automatically qualified individual events will strongly influence discretionary selections for the 2020 Olympic Team as described in Section 2.2.
  - b. **2019 UCI Track World Cup Events.** These world cups will potentially qualify athletes for the Long Team.
    - Round #1 – UCI Track Cycling World Cup - Minsk, Belarus, November 1-3, 2019
    - Round #2 – UCI Track Cycling World Cup - Glasgow, Scotland, November 8-10, 2019
    - Round #3 – UCI Track Cycling World Cup - Hong Kong, China, November 29 – December 1, 2019

Round #4 – UCI Track Cycling World Cup - Cambridge, New Zealand, December 6-8, 2019

Round #5 – UCI Track Cycling World Cup - Brisbane, Australia, December 13-15, 2019

Round #6 – UCI Track Cycling World Cup – Milton, Canada, January 24-26, 2020

Athletes should confirm this schedule of events is the most up-to-date information by visiting the UCI calendar at

<https://www.uci.org/track/calendar>.

- 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 2019/2020 UCI Track Cycling World Cups and 2020 UCI World Track Championships can be found on the USA Cycling website:

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

- 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).

The total number of athletes per NOC (i.e., country) at the 2020 Olympic Games for Track Cycling could potentially reach 17, with a maximum of nine (9) men and eight (8) women (explained further in the “Maximum Final Team Size” section below). Each quota place earned is allocated to the NOC based on UCI Olympic Track Rankings 2018-2020 ([www.uci.org/track/rankings](http://www.uci.org/track/rankings)) in accordance with the Qualification System ([www.uci.org/news/2018/tokyo-2020-olympic-games-official-documents](http://www.uci.org/news/2018/tokyo-2020-olympic-games-official-documents)). The following describes the selection process that USA Cycling will use to fill each quota earned by the U.S. and is dependent upon the U.S. qualifying quotas for each event to be contested at the 2020 Olympic Games.

#### **OVERVIEW:**

For Team Pursuit, Madison, and Team Sprint, the first step for nomination to the 2020 Olympic Games Team is selection to the Long Team as described below. The second step for nomination to the 2020 Olympic Games Team for Team Pursuit, Madison, and Team Sprint is selection to the Final Team for each event by discretionary selection as described below.

For Omnium, the primary path to nomination to the 2020 Olympic Games Team is automatic qualification as described below. Per gender, if no athlete qualifies automatically, then the first step for nomination to the 2020 Olympic Games Team is selection to the Long Team as described below. The second step for nomination to the 2020 Olympic Games Team for Omnium is selection to the Final Team by discretionary selection as described below.

For Individual Sprint and Keirin, the primary path to nomination is through nomination to the Team Sprint (per gender) as described below. If USA Cycling does not qualify Team Sprint quota places but does qualify a quota in either Individual Sprint or Keirin, the first step for nomination to the Individual Sprint or Keirin is through automatic qualification as described below. Per gender, if no athlete qualifies automatically, then the first step for nomination to the 2020 Olympic Games Team is selection to the Long Team as described below. The second step for nomination to the 2020 Olympic Games Team for Individual Sprint or Keirin is selection to the Final Team by discretionary selection as described in Section 2. If an athlete is selected to the Individual Sprint or Keirin, they will also be nominated to ride the other event as well.

**CRITERIA FOR NOMINATION TO LONG TEAM:**

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

1. All athletes who are named to a Men's Team Pursuit that rides a sub 3:57.89 or a Women's Team Pursuit that rides a sub 4:22.64 *and* places in the top-eight (8) of the 2020 UCI World Track Championships will be nominated to the Long Team.
2. Any athlete placing in the top-five (5) of the 2020 UCI World Track Championships in a Men's or Women's Omnium or Madison event, will be nominated to the Long Team.
3. All athletes who are named to a Men's Team Pursuit that rides a sub 3:57.89 or a Women's Team Pursuit that rides a sub 4:22.64 *and* places in the top-three (3) in the same event at a 2019/2020 UCI Track World Cup listed in 1.2.1.b., will be nominated to the Long Team.
4. Any athlete placing in the top-three (3) of a 2019/2020 UCI Track World Cup listed in 1.2.1.b., in a Men's or Women's Omnium or Madison event, will be nominated to the Long Team.

5. All athletes who are named to a Women's Team Sprint that places in the top-eight (8) at the 2020 UCI World Track Championships or a 2019/2020 UCI Track World Cup (1.2.1.b.), will be nominated to the Long Team.
6. Any athlete placing in the top-eight (8) of a Men's or Women's Sprint event at the 2020 UCI World Track Championships or a 2019/2020 UCI Track World Cup (1.2.1.b.), will be nominated to the Long Team.
7. Any athlete placing in the top-six (6) of the 2020 UCI World Track Championships or a 2019/2020 UCI Track World Cup in the Men's or Women's Keirin event (1.2.1.b.), will be nominated to the Long Team.
8. Additional athletes may be nominated to the Long Team by the USA Cycling 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, able to maximize a team's performance, or future medal capable.

**MAXIMUM FINAL TEAM SIZE:**

Maximum Olympic Team Size for Track Cycling: Up to eight (8) men and seven (7) women: Total fifteen (15) athletes.

A maximum of one (1) additional male athlete and one (1) additional female athlete would be possible using one (1) athlete in each gender entered in a different Cycling discipline. The maximum total number of athletes could therefore reach 17, with a maximum of nine (9) Men and eight (8) Women.

Any athlete who has been entered in another Cycling discipline will have the right to be considered for nomination by USA Cycling for Track Cycling events provided that the United States has obtained a quota place in the said event, that the limits for participation per NOC and per event are not exceeded, and that the athlete eligibility requirements (Section 1.1.) have been met.

**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 option 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 USA Cycling Selection Committee 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 Selection Committee 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/>. To summarize the UCI documents, a specific Olympic Track Ranking is established for each of the events made up of the last two editions of each Elite Continental Championships, the best three UCI Track World Cup results by nation of each season, 2018-2019 and 2019-2020, and the results by nation of the 2019 and 2020 UCI World Track Championships. These rankings determine how a Nation qualifies for each event:

- Team sprint- Top eight (8) Nations qualify a team (three (3) men or two (2) women per team)
- Sprint\* and Keirin\*- Top seven (7) Nations that have not qualified for Team Sprint qualify a Sprint slot or a Keirin slot according to the respective rankings. These Nations' athletes entered in the Sprint may also race the Keirin and vice versa. The eight (8) Nations that earned a Team Sprint slot are given the right to enter two (2) athletes in each of the individual Sprint and Keirin events.
- Team Pursuit- Top eight (8) Nations qualify a team of four (4) athletes.
- Madison\*- Eight (8) highest ranked Nations which have not qualified for Team Pursuit will qualify a team of two (2) athletes. The eight (8) Nations that earned a Team Pursuit slot are given the right to enter a team of two (2) athletes.
- Omnium\*- Top twelve (12) highest ranked Nations for Men's Omnium and top thirteen (13) highest ranked Nations for Women's Omnium which have not directly qualified any quota slots in Madison (via the Olympic Ranking for Madison) will qualify one (1) quota slot. The eight (8) Nations that earned a Madison team slot (through Madison rankings, not by Team Pursuit) will also earn an Omnium slot.

\* Events indicated with an asterisk (\*) above are subject to the following conditions when selecting athletes to fill these available slots:

- The selected athlete must already be qualified for and entered in another Cycling discipline and/or event;
- The selected athlete must meet all eligibility requirements for Track Cycling; and
- All quotas per NOC and per event must be respected.

Once USA Cycling has qualified events for the 2020 Olympic Games, priority of selecting discretionary athletes for events will be based on predicted medal capability of USA Cycling athletes in each event at the time of selection.

**OMNIUM FINAL TEAM CRITERIA:**

Maximum number of starters: one (1) per gender

1. Automatic Qualification Pathway: An athlete placing in the top-three (3) of the 2020 UCI World Track Championships Men's or Women's Omnium will be nominated to the 2020 Olympic Games Team.
2. If the quota slot per gender remains unfilled after considering the preceding criterion, then an athlete (per gender) may be nominated to the 2020 Olympic Games Team from the Long Team by the USA Cycling Selection Committee (Section 11), following USA Cycling's Principles of Athlete Selection (Section 2). Prioritization of quota slots for discretionary athletes will be based off of event prioritization as described in the Event Prioritization section above.

**TEAM PURSUIT FINAL TEAM CRITERIA:**

Maximum number of starters: one team of four (4) riders plus one (1) alternate per gender

1. All final nominees for the 2020 Olympic Games Team to compete in Team Pursuit will come from the previously nominated Long Team.
2. Final nominees will be recommended to the 2020 Olympic Games Team by the USA Cycling Coaching Staff, following USA Cycling's Principles of Athlete Selection (Section 2) and subject to review and approval of the USA Cycling Selection Committee (Section 11). All recommendations by the Coaching Staff will be based solely on the discretionary criterion outlined in 2.2.C. – "Athletes Who Maximize Team Performance." Team USA may not necessarily be comprised of the best individual athletes, but rather the athletes that create the best team as deemed by the USA Cycling Selection Committee. Prioritization of quota slots for discretionary athletes will be based

off of event prioritization as described in the Event Prioritization section above.

**MADISON FINAL TEAM CRITERIA:**

Maximum number of starters: one team of two (2) athletes per gender

1. All final nominees for the 2020 Olympic Games Team to compete in Madison will come from the previously nominated Long Team.
2. Final nominees will be recommended to the 2020 Olympic Games Team by the USA Cycling Coaching Staff, following USA Cycling's Principles of Athlete Selection (Section 2) and subject to review and approval of the USA Cycling Selection Committee (Section 11). All recommendations by the Coaching Staff will be based solely on the discretionary criterion outlined in 2.2.C. – "Athletes Who Maximize Team Performance". Team USA may not necessarily be comprised of the best individual athletes, but rather the athletes that create the best team as deemed by the USA Cycling Selection Committee. Prioritization of quota slots for discretionary athletes will be based off of event prioritization as described in the Event Prioritization section above.

**TEAM SPRINT FINAL TEAM CRITERIA;**

Maximum number of starters: one team of two (2) women; one team of three (3) men

1. All final nominees for the 2020 Olympic Games Team to compete in Team Sprint will come from the previously nominated Long Team.
2. Final nominees will be recommended to the 2020 Olympic Games Team by the USA Cycling Coaching Staff, following USA Cycling's Principles of Athlete Selection (Section 2) and subject to review and approval of the USA Cycling Selection Committee (Section 11). All recommendations by the Coaching Staff will be based solely on the discretionary criterion outlined in 2.2.C. – "Athletes Who Maximize Team Performance". Team USA may not necessarily be comprised of the best individual athletes, but rather the athletes that create the best team as deemed by the USA Cycling Selection Committee. Prioritization of quota slots for discretionary athletes will be based off of event prioritization as described in the Event Prioritization section above.



### **INDIVIDUAL SPRINT FINAL TEAM CRITERIA:**

Maximum number of starters: two (2) per gender

1. Primary Path to Nomination: If USA Cycling qualifies a Team Sprint for Women, those two (2) athletes selected for the Team Sprint will also be nominated to ride the Individual Sprint. If USA Cycling qualifies a Team Sprint for Men, the two (2) highest ranked male athletes on the UCI Individual Sprint rankings as of March 2, 2020 among the three (3) athletes nominated for the Team Sprint will be nominated to ride the Individual Sprint.
2. Automatic Qualification Pathway: If USA Cycling does not qualify a Team Sprint, the U.S. may only qualify one (1) Individual Sprint quota slot. In this case, any athlete placing in the top-four (4) of the 2020 UCI World Track Championships Men's or Women's Sprint will be nominated to the 2020 Olympic Games Team. If more than one athlete per gender meets this criterion, then the highest placed athlete will earn the nomination.
3. Automatic Qualification Pathway: If USA Cycling does not qualify a Team Sprint or an Individual Sprint quota slot, the U.S. may qualify one (1) Keirin quota. In this case, the athlete selected for the Keirin (see below) will also be nominated to ride the Individual Sprint.
4. If quota slots remain, athletes may be nominated to the 2020 Olympic Games Team from the Long Team by the USA Cycling Selection Committee (Section 11), following USA Cycling's Principles of Athlete Selection (Section 2). Prioritization of quota slots for discretionary athletes will be based off of event prioritization as described in the Event Prioritization section above.

### **KEIRIN FINAL TEAM CRITERIA:**

Maximum number of starters: two (2) per gender

1. Primary Path to Nomination: If USA Cycling qualifies a Team Sprint for Women, those two (2) athletes selected for the Team Sprint will also be nominated to ride the Keirin. If USA Cycling qualifies a Team Sprint for Men, the two (2) highest ranked male athletes on the UCI Individual Keirin rankings as of March 2, 2020 among the three (3) athletes nominated for the Team Sprint will be nominated to ride the Keirin.
2. Automatic Qualification Pathway: If USA Cycling does not qualify a Team Sprint, the U.S. may only qualify one (1) Keirin quota slot. In this case, any athlete placing in the top-six (6) of the 2020 UCI World

Track Championships Men's or Women's Keirin will be nominated to the 2020 Olympic Games Team. If more than one athlete per gender meets this criterion, then the highest placed athlete will earn the nomination.

3. Automatic Qualification Pathway: If USA Cycling does not qualify a Team Sprint or a Keirin quota slot, the U.S. may qualify one (1) Individual Sprint quota. In this case, the athlete selected for the Individual Sprint (see above) will also be nominated to ride the Keirin.
4. If quota slots remain, athletes may be nominated to the 2020 Olympic Games Team from the Long Team by the USA Cycling Selection Committee (Section 11), following USA Cycling's Principles of Athlete Selection (Section 2). Prioritization of quota slots for discretionary athletes will be based off of event prioritization as described in the Event Prioritization section above.

## 2. DISCRETIONARY SELECTION (if applicable)

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

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 qualification criteria have been applied, athletes may be selected to the Team by the USA Cycling Selection Committee through discretionary selection. The Selection Committee will review data on all Long Team athletes when considering the recommendations. When making selections for individual events (Omnium, Individual Sprint, and Keirin), only principles A. and B. will be considered, in that order. The USA Cycling Selection Committee will consider only principle C. when making selections for team-based events (Team Pursuit, Madison, and Team Sprint).

- A. Medal Capable Athlete- A medal capable athlete is one who has clearly demonstrated the ability to produce a medal winning result in the competition for which the athlete is being considered for by achieving one of the following criteria:
- Winning a medal (top 3 finish) within the last 24 months at the World Championships and demonstrating the continued ability to perform at that level or higher based on performances in International Competition in the last 12 months; or
  - Beating previous year's Worlds or Olympic medalists or current top UCI world ranked athletes in International Competition in the event for which the athlete is being considered on multiple occasions in the past 12 months; or
  - Producing a certified World Championship or Olympic medal capable time in competition within the past 12 months (applies only to timed track cycling events);
- B. Best Predicted Finish- If positions for the Team remain open after the application of all Automatic Qualification and the Medal Capable Athlete Discretionary Selection principle in Section 2.2A. above, the USA Cycling Selection Committee may choose the athlete or athletes who are most likely to finish the highest in the event.
- C. Athletes Who Maximize Team Performance- These selections are essential for team events (Team Pursuit, Team Sprint, and Madison) where the team members must work together as a single unit.

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 considered for team event roles.

For the Team Pursuit, athletes selected will have the capability to perform the following. Data observed will be pull timing splits, delivery speed (final ¼ lap pull splits) and video footage:

- Standing start and ability to get on the wheel at targeted first lap pace
- Ability to recover from start and maintain targeted race pace
- Ability to recover from pull efforts and maintain targeted race pace
- Work load capability – number of pull laps delivered
- Technically proficient at proper exchange
- Smooth formation riding at speed

Additionally, due to limitations of athlete quota spots, priority will be given to athletes that are competitive in multiple events.

For the Madison, athletes selected will have the capability to perform the following:

- Ability to maintain lead lap pacing (ability to stay on lead lap)
- Ability to score points in sprints
- Ability to gain lap(s) on field
- Technically proficient in Madison exchanges
- Ability to read race, time exchanges and execute race strategy

Additionally, due to limitations of athlete quota spots, priority will be given to athletes that are competitive in multiple events.

For the Team Sprint, athletes selected will have the capability to perform the following. Data observed will be pull timing splits, delivery speed (final ¼ lap pull splits) and video footage:

- Standing start and ability to get on the wheel
- Ability to maintain or increase drop off speed
- Smooth formation riding at sprinting speed
- Technically proficient at proper exchange

This criterion (C.) does not apply to the individual events of Omnium, Individual Sprint, or Keirin.

#### Importance of International Competition

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:

- For all selections – Validatable and credible performance data such as total or split times in events (or portions of events) and/or in similar environmental conditions to the event being selected for; athlete power data; aerodynamic drag data (if relevant); or event and specific role demand data.
- For “Athletes Who Maximize Team Performance” selections – Documentation of successful execution of relevant race tactics and/or evidence of being able to meet the physical requirements of the event being selected for when considering key factors like event demands, environmental conditions, and levels of competition.
- For choosing between two athletes in a selection category – Data may include any or all of the following in no specific order of priority. 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.
  1. Race results in top international competitions;
  2. Race results in top national level competitions;
  3. Head to head competition results or performances between multiple athletes in consideration for a discretionary position;

- 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 and approve ALL athlete nominations using the Principles of Athlete Selection.

- 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 entry by name to the Local Organizing Committee 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 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).

- 3.1.4. Failure to participate in Mandatory Training and/or Competition as defined in Section 9 of these procedures.

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 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 USA Cycling 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:

[www.teamusa.org/Athlete-Resources/Athlete-Ombudsman/Games-Info/Athlete-Conduct](http://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman/Games-Info/Athlete-Conduct)

[www.teamusa.org/Footer/Legal/Governance-Documents](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, 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 2020 Olympic Games Team for a different start position in any cycling discipline or as an alternate athlete. All replacement athletes will be chosen based on USA Cycling Principles of Athlete Selection. 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 2020 Olympic 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:

**May 1, 2020**

## **9. MANDATORY TRAINING AND/OR COMPETITION**

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

To be considered for the 2020 Olympic Games Team, athletes on the Long Team are required to participate in all Team USA Training Camps and Race Programs as prescribed by USA Cycling Coaching Staff from January 1, 2020 - August 9, 2020,



unless excused in advance, in writing from the USA Cycling V.P. of Elite Athletics. Affected athletes will be notified by USA Cycling of specific dates and locations for these camps and programs at least 30 days prior to commencement of any mandatory training.

## 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>	
<b>Name</b>	<b>Title</b>
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
Donny Robinson	USAC Selection Committee Member- athlete 10 year rule representative
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
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Jeff Pierce

Director of Athletics, Road and Track

Derek Bouchard-Hall

Former President and CEO

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

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

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 and/or UCI rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC 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 [ombudsman@usathlete.org](mailto:ombudsman@usathlete.org)
- <http://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman>

## 15. NGB SIGNATURES

**I certify that I have read and understand the standards/criteria set by our IF 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		5-23-19
Vice President of Elite Athletics	Scott Schnitzspahn		5/23/19
USOC Athletes' Advisory Council Representative*	Carmen Small	<i>Carmen Small</i>	5/23/19

\* 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 USA Cycling, 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, USA Cycling 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.