

USA CYCLING / USAC
ATHLETE SELECTION PROCEDURES
2019 PAN AM GAMES
MEN'S AND WOMEN'S MOUNTAIN BIKE
November 4, 2018

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), Pan American Sport Organization (PASO) (PAG only) standards for participation:

Any competitor in the Pan American 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) or the PASO Statutes (Article XXII, Sections 4 and 5).

1.1.3. Minimum International Federation (IF) and/or Continental Federation (CF) 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 31st, 2001 and must have a valid UCI license issued by their corresponding National Federation

- 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 2019 Pan Am Games competitions, and in the process of qualifying for the 2019 Pan Am Games Team. Information on UCI equipment standards is available on the UCI website (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 Elite XCO World Cup races held between January 1, 2019 and May 27, 2019.** Event dates and locations to be listed on the UCI website: <http://www.uci.ch/mountain-bike/>
- 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 2018 UCI Mountain Bike World Championships and 2019 UCI Elite XCO World Cup races 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 to become Team nominees (include maximum Team size).

Final Team Qual. Period: January 1, 2019 - May 27, 2019

The maximum quota for the men's and women's Mountain Bike discipline is one (1) man and one (1) woman. An athlete may qualify for each event through automatic criteria. If the quota slot remains after the automatic criteria have been executed, an athlete may be selected through discretionary selection.

The quota slot will be filled by an athlete selected for the event in the following order:

1. Up to one (1) athlete per gender with a top-fifteen (15) placing in a 2019 UCI Elite World Cup XCO race between the dates of January 1, 2019 and May 27, 2019 may be nominated to the 2019 Pan Am Games Team. Events include Elite World Cup XCO #1 and #2. If more than one athlete per gender meets this criterion, then the athlete with the highest UCI Individual Elite World Cup ranking as of May 27, 2019 among those with top 15 Elite World Cup finishes per gender will be nominated.
2. If the quota slot per gender remains after considering the preceding criterion, then an athlete may be nominated to the 2019 Pan-Am Games Team by the USA Cycling Selection Committee, following USA Cycling's Principles of Athlete Selection described in section 2.
3. If the quota slot remains per gender after considering the preceding criteria, meaning no athlete meets criterion 1., and the USA Cycling Selection Committee chooses not to select an athlete by discretionary selection in criterion 2., then the quota slot will be filled by the highest ranked athlete within the top 100 on the 2019 UCI Individual ranking list as of May 27, 2019. If there are no athletes in the top 100, or no athletes in the top 100 wish to accept their nomination, then the quota slot will go unused.

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;

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

If quota slots remain after the automatic criteria number 1 in section 1.3. has been applied, athletes may be selected to the Team by the USA Cycling Selection Committee through discretionary selection. The USA Cycling Selection Committee will consider the following criteria:

- 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 selected for by achieving one of the following criteria:

- Winning a medal (top 3 finish) within the last 24 months at a UCI World Cup or World Championships and demonstrating the continuing 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 on multiple occasions in the past 12 months;
- B. Future Medal Capable Athletes– An athlete who is future medal capable is one who has the potential to produce a medal winning result within two future Olympic Games cycles at a World Championship or Olympic Games by:
- Demonstrating a trend of improving performance in International Competition that, when logically extended out two future Olympic cycles, in consideration of the athlete's development path, intersects the future World Championship or Olympic standard for the event under consideration; or
 - Winning medals at Junior or U23 World Championships.

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 Pan American Games. 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 MTB cycling nations around the world), not the location of the event.

Data to Support Discretionary Selections

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 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.
- For choosing between two athletes within a selection category (medal capable or future medal capable) – 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 domestic competitions;
 3. Head to head competition results or performances between multiple athletes in consideration for a discretionary position;
 4. Technological data on athlete and or event which is validatable and credible. By way of example this could include but is not limited to: times on similar courses or events, athlete power data, or event demand data.
- 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 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 the USA Cycling Selection committee by discretionary selection based on USA Cycling Principles of Athlete Selection described in Section 2. 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 the USA Cycling in the following locations:

- 7.1. USA Cycling website: 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, 2019

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 2019 Pan Am 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, 2019 - July 15, 2019, 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
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
Scott Schnitzspahn	Vice President of Elite Athletics
Marc Gullickson	Performance Director, Mountain Bike & Cyclocross

12. NGB/HPMO BYLAWS AND GRIEVANCE PROCEDURES

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

The USA Cycling Bylaws and Grievance Procedures can be found in the USA Cycling Governance Policy Manual (Policy IV - Eligibility, Discipline and Hearings) on the USA Cycling website: 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.

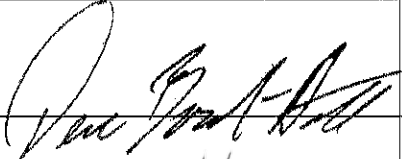
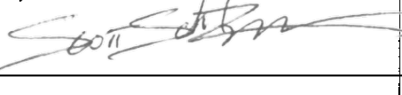
14. ATHLETE OMBUDSMAN

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
- <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.

Position	Print Name	Signature	Date
USA Cycling President and CEO	Derek Bouchard-Hall		11/15/2018
Vice President of Elite Athletics	Scott Schnitzspahn		11/19/18
USOC Athletes' Advisory Council Representative*	Carmen Small	<i>Carmen Small</i>	11/16/18

* 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 Agreement

For

U.S.A. Cycling Team Athletes, Pan Am Games Team Members, Coaches and Support Staff

USA Cycling Code of Conduct

The standards set forth in the USA Cycling Code of Conduct (Code) and the Athlete Protection Policies (APP) are mandatory and must be followed by all Athletes, Coaches, Clubs, Committee Members, Independent Contractors, Local Associations, Mechanics, Officials, Program Managers and Directors, Race Directors, Soigneurs, Team Managers and Directors, USA Cycling Board of Directors Members, USA Cycling Employees, Volunteers, and all other USA Cycling Licensees and Participants (collectively, "any participant held accountable by this Code"). The Code and APP are intended to be comprehensive and easily understood, but they are not intended to be exhaustive or complete.

In some instances, the Code and APP deal fully with the subject covered. In other cases, however, when the subject addressed is more complex, the SafeSport Committee will provide additional guidance in making interpretations, determinations, and adjudications. Our Code and APP operate in tandem with the policies and procedures of our organization, our staff 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 which applies.

Section 1. USA Cycling grants membership to individuals and groups. The membership may, therefore, be withdrawn or denied after appropriate due process by USA Cycling at any time where USA Cycling determines a member or prospective member's conduct is inconsistent with the mission of the organization or the best interest of the sport and those who participate in it.

In order to assist all members to better serve the interests of those who participate in cycling, USA Cycling has adopted this Code of Conduct.

Section 2. Any member or prospective member of USA Cycling may be sanctioned under the racing rules, fined, suspended, denied membership, censured, placed on probation, or expelled

from USA Cycling after being afforded the right to a hearing under the USA Cycling Administrative Grievance Policy, if such member violates the provisions of the USA Cycling Code of Conduct, set forth in Section 3 below, or aids, abets or encourages another person to violate any of the provisions of the USA Cycling Code of Conduct.

Section 3. The following shall be considered violations of the USA Cycling Code of Conduct:

(a) Violation of anti-doping provisions as established by UCI, WADA, USADA or the USOC. (WADA code located at the following address – <https://www.wada-ama.org/en/what-we-do/the-code>)

(b) The illegal possession, transportation or distribution of drugs or the possession, transportation or distribution of any substances listed on the recognized list of banned substances from WADA or USADA.

(c) Violation of the UCI's Cycling Regulations 'Ban on Injections'. (Located at the following address - http://www.uci.ch/mm/Document/News/Rulesandregulation/16/26/69/13con-E_English.PDF)

(d) Any violation of the USA Cycling APP. (Located at the following address - <http://www.usacycling.org/athlete-protection-policies.htm>)

(e) 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, or (iii) any crime involving sexual misconduct.

(f) Discrimination in violation of USAC Bylaw D or Section 220522(a)(8) of the Ted Stevens Olympic and Amateur Sports Act, which requires USA Cycling provide an equal opportunity to amateur athletes, coaches, trainers, managers, mechanics, administrators, and officials to participate in amateur athletic competition, without discrimination on the basis of race, color, religion, age, gender, sexual orientation, gender identification, or national origin.

(g) Any non-consensual sexual contact or advance or other inappropriate sexually oriented behavior or action directed towards any member.

(h) The use of illegal drugs or illegal performance enhancing techniques.

(i) Providing alcohol or tobacco or other substances to any participant under 21 years of age by any participant held accountable by this Code.

(j) The abuse of alcohol in the presence of an athlete under the age of eighteen (18), by an athlete, coach, official, trainer, soigneur, or a person who, in the context of cycling, is in a position of authority over that athlete.

(k) 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.

(l) Excessive alcoholic consumption while on USA Cycling business or drinking of alcohol and then driving while on USA Cycling business.

(m) Physical, sexual, or emotional abuse, as referenced in the APP, of an athlete by any party held accountable by this Code and the APP.

(n) Any act of fraud, deception, or dishonesty in connection with any USA Cycling-related activity.

(o) 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.

(p) Any intentional damage to private or public property while at a cycling event, race venue, or damage to USA Cycling property.

(q) Failure of any member who is a party to or witnesses any violation(s) contained in the above stated USA Cycling Code of Conduct to report the specific violation to USA Cycling immediately.

(r) Any misconduct that constitutes a criminal offense punishable by one year or more in prison, regardless of whether the individual was convicted, or any criminal offense that directly involves the sport of cycling or a cycling event.

Section 4. Alleged violations of the USA Cycling Code of Conduct must be reported to USA Cycling's Risk Protection Manager.

Acceptance of Terms and Conditions of the USA Cycling Code of Conduct Agreement

I certify that I have read all terms and conditions and fully understand, accept, and agree to be bound by them.

Signature: _____

Printed Name: _____

Date: _____