

Recommendations to Enhance Paralympic Athlete Accessibility Support

Paralympic Athlete Support
Working Group

June 2022



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EXECUTIVE SUMMARY

The Paralympic Athlete Support Working Group (PASWG) was commissioned to explore and propose improvements to addressing and supporting Paralympic athletes' needs for accessibility accommodation at the Games.

A variety of research was conducted, including surveys of athletes and discussions with Paralympic experts and disability advocate members of the Group. Based on its findings, the Working Group is passionately supportive of elevating the importance and prioritization of accessibility-related roles and resources for Paralympic athletes. It respectfully recommends the following actions be taken to empower athletes' well-being and sustained competitive excellence.

RECOMMENDATIONS

A. Team USA and NGBs

1. Perform a regular assessment of athlete accessibility needs. Every NGB should develop a process to query their Paralympic athletes regarding individual accessibility needs on at least an annual basis.
2. Incorporate the Needs Assessment into competition planning and staff selection for USOPC Delegation Events and other protected competitions. Awareness of - and accommodation for - athletes' accessibility needs should be clearly and demonstrably present in the planning and procedures for staff selection and other resource support related to protected competitions such as Delegation Events (Paralympic Games, Paralympic Winter Games, Parapan American Games)
3. Ensure consistent and timely communication about decisions regarding athlete accessibility needs (e.g., travel and competition logistics, staff selection) back to each individual athlete, with an opportunity for discussion and feedback before final approval and submission. The rationale and decisions related to competition planning and staff selection need to be communicated back to athletes early enough to allow for a reasonable opportunity to discuss and provide feedback.
4. Standardize expectations of the NGB Paralympic High Performance Director (HPD) role to include having knowledge of athletes' accessibility needs and actively and regularly seeking to support them. It is critical for NGB leaders to ensure responsibility and accountability for the assessment and support of athletes' accessibility needs within the HPD role across all Para sports. This will ensure that athletes are treated equitably across the Movement and provided every opportunity to perform at their best.
5. Create an accountability process to ensure consistent implementation of the above recommendations. Charge the USOPC Compliance team with providing guidance and setting appropriate standards related to the above recommendations (see Appendix D).

B. International Paralympic Movement

1. Advocate for the International Paralympic Committee (IPC) to revisit the determination of "athletes with high support needs" (AHSN) and the number and type of associated support staff ratios for the Paralympic Games. Recommend to the IPC to perform a critical review of these allotments, with the goal to better enable the provision of personal

care support to all athletes for whom it would benefit their health, safety, and performance.

2. Advocate for consistent International Federation (IF) level of support staff ratio(s) for athletes with high support needs (AHSN) at major international competitions, thus bringing these practices into alignment with the IPC's sport class allocations/accreditations for the Paralympic Summer and Winter Games. Bring together the IPC and the Paralympic IF community and encourage adoption across the Movement of a standardized approach to determine eligible sport classes' accreditation of support staff for all major international competitions and Paralympic games.
3. Advocate for review of competition partner rules and regulations, as relevant within respective IFs, to enhance athletes' ability to perform at their best on the field of play. Have the USOPC's Paralympics division, in partnership with the respective NGBs, work with the respective IFs to review competition partner rules and regulations and seek opportunities where expansion of competition partners in the sport may be warranted from an accessibility and/or safety standpoint (i.e., tappers in swimming).

BACKGROUND

The Tokyo 2020 Games was uniquely impacted by the COVID-19 pandemic. A major constraint strongly affecting Paralympic athletes and their experience was only Games accredited personnel were allowed to enter Japan. This meant that extended athlete **non-accredited** entourage – i.e., family, agents, personal coaches, and other athlete-specific support personnel – were not allowed to be present at the Games. This environment, in conjunction with specific Personal Care Assistant (PCA) requests for the Tokyo Games, prompted the USOPC Paralympic Advisory Council (PAC) to convene a working group to take a closer look at how personal accessibility needs are accommodated for elite athletes.

Several factors contribute to decision-making around PCA and other athlete support personnel roles (guides, etc.) at a Games. The total number of accredited non-athlete staff (which would include the PCA role) is determined by the Team Size Formula (or “calculator”) which accounts for a number of factors and rules set by the International Paralympic Committee (IPC) and standards set by sports’ international federations (IFs). Ultimately, sport-specific staffing decisions are the purview of the respective National Governing Body (NGB).

The unique environment in Tokyo highlighted the opportunity to better understand the process for determining and supporting elite athletes’ accessibility needs and resources, and where there are opportunities for improvement.

THE PARALYMPIC ATHLETE SUPPORT WORKING GROUP (PASWG)

Purpose

The PAC commissioned a Working Group to:

- Evaluate how the USOPC and NGBs determine athlete accommodation and support needs
- Determine a mechanism by which athletes’ needs can more consistently and objectively be assessed
- Consider how best to apply available USOPC and NGB resources against those needs, taking into account athlete wellness, performance and the USOPC mission
- Engage in dialogue with the IPC to regarding the current mechanism for Paralympic Games accreditation allocation, and opportunities for improvement (e.g., evolving to align with international disability rights standards for both sporting and non-sporting contexts)
- Engage the disability advocacy community to garner their important feedback on how to best provide athlete support services in an elite sport environment.

The envisioned output of the group:

- A mechanism (e.g., survey) by which the USOPC can consistently and objectively assess each individual athlete's accommodation and support needs; this mechanism can be piloted for athletes currently included on the long list for the Beijing 2022 Winter Paralympic Games
- A mechanism for how to tier accommodation and support needs according to:
 - Those that can be addressed by the USOPC
 - Those that can be addressed by Paralympic NGBs
 - Those that cannot be addressed by the USOPC or NGB at this time; require engagement with the international community
- A focused list of future priorities (e.g., policy changes, additional infrastructure, human resources) that will best enable Para athletes to receive the optimal support needed to maintain well-being and high-performance; this list will form the basis of future initiatives
- An approach to communicating these new mechanisms to the US Paralympic community and other stakeholders

Membership

See Appendix A for list of all Working Group members representing the following stakeholders:

- Athletes (inclusive of athletes with high support needs)
- PAC
- USOPC Board
- NGBs
- Disability Advocacy Community

USOPC staff assisted the group, including the Chief of Paralympic Sport and Director of Diversity, Equity & Inclusion.

Scope & Action Plan

The direction and scope of the Working Group evolved over time as insights and learnings emerged from its research as well as more information about the Beijing Games became known.

Originally, the group had hoped to initially focus on winter Para athletes and seek to identify opportunities for improvement in accessibility accommodation in time to affect the Beijing Games. However, it soon became clear that this would not be realistic to achieve given the environment in China. A more future forward focus was subsequently adopted to include summer and winter and develop recommendations to present to the PAC and the USOPC board in June 2022.

This report details the activities and recommendations developed to elevate accessibility support for Paralympic athletes heading to the Games and how the USOPC, together with NGBs, might engage the international community to revisit and potentially revise rules and regulations governing accreditations. Final delegation decision processes are not in scope at this time, but

were identified as another phase of review and discussion, and would require USOPC Games Operations involvement.

RESEARCH ACTIVITIES & KEY FINDINGS

Between September 2021 and March 2022, the PASWG explored key Winter Games PCA and staffing trends, examined Summer PCA data, and conducted a survey-based Paralympic Athlete Needs Assessment, as well as discussed various accessibility accommodation issues and best practices leveraging the expertise among the group.

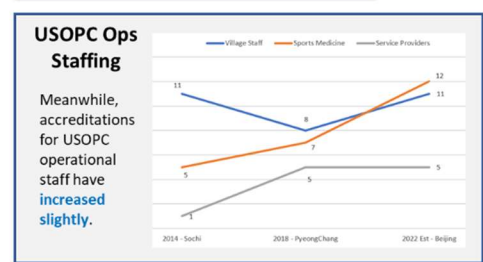
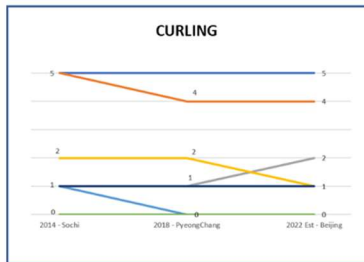
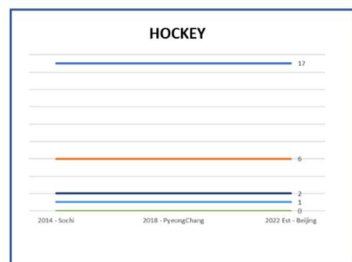
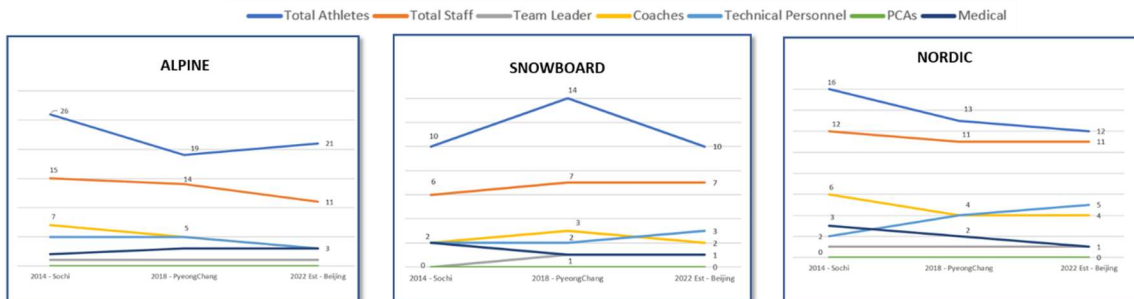
Winter Accreditation Landscape

Results

U.S. Winter Paralympic Games accreditation trends have been fairly stable

Paralympic Winter Sport Highlights

- Accreditations for athletes and other roles have remained relatively flat to declining over the past 3 quads.
- No PCA accreditations
- Accreditations are influenced by NGB requests and other factors such as:
 - Events on the program and competition schedule
 - Number of villages (Sochi – 3, PyeongChang – 2, Beijing – 3)
 - Layout of venues, villages, number of airports, other logistics



Summer Sport

Rio and Tokyo Results

PCA Support at Summer Paralympic Games

PCA accreditations fluctuate by sport games-over-games largely based on which athletes make the team and their individual needs. For Tokyo, the restrictions on total delegation size also prompted creative, dual-role solutions.

Summer Sports Archery • Basketball • Badminton* • Boccia* • Canoe • Cycling • Equestrian • Fencing • Football-5* • Goalball • Judo • Powerlifting • Rugby • Shooting • Swimming • Table Tennis • Taekwondo • Tennis • Track & Field • Triathlon • Volleyball

* Was not competed in Tokyo

PCA Accreditations by Sport by Games (Rio → Tokyo)

Note: Total # Staff/Games did not change

Sport	Rio 2016	Tokyo 2020 (2021)
Archery		1
Canoe/Rowing		1
Equestrian	1	2
Rugby	2	2
Swimming		1
Table Tennis		3
Tennis	1	
Track & Field	1	2
	5	12
Total # Athletes	280	237
PCA/Athlete Ratio	1.8%	5.1%

Sports with PCA Accreditations (%)

Rio: 21% (4/19)

Tokyo: 37% (7/19)

For Tokyo

Archery – 1 PCA (dedicated for medical/daily care needs)

Canoe and Rowing – 1 PCA (same individual) for both sports (dedicated for medical/daily care needs)

Equestrian – 1 PCA for team (supports multiple athletes), 1 dual role team leader/PCA

Rugby – 2 individuals who serve in the dual role of “Equipment Manager/PCA” for the entire team

Swimming – 1 (added to staff to specifically support an individual athlete)

Table Tennis – 2 PCAs (dedicated for medical/daily care needs), 1 dual role Admin/PCA

Track and Field – 1 PCA (dedicated for medical/daily care needs), 1 dual role team “coach/PCA” to support multiple athletes

- Moderate growth in number of PCA accreditations at the Games per athlete and sport
- The number of overall accreditations / delegation is static; when PCAs go up, other support types decrease (in the case of Tokyo – coaching specifically)
- Few PCAs intentionally targeted towards wayfinding or other non-clinical care accessibility needs
- Most serve multiple athletes and many serve in dual roles, and therefore not exclusively devoted to accessibility needs support

Games Accreditation Process

The Working Group familiarized itself with the major factors and steps to determining delegation roles and size.

Key Takeaways

The accreditation process is complicated, limited by the IPC and OCOG

Actual number of accreditations, as well as the other entitlements are determined by the Team Size Formula set by the OCOG in alignment with IPC rules and are estimates based on the number of athletes each NGB thinks they will qualify until all sports/teams receive their final slot allocations from their respective IF.

IPC Regulations

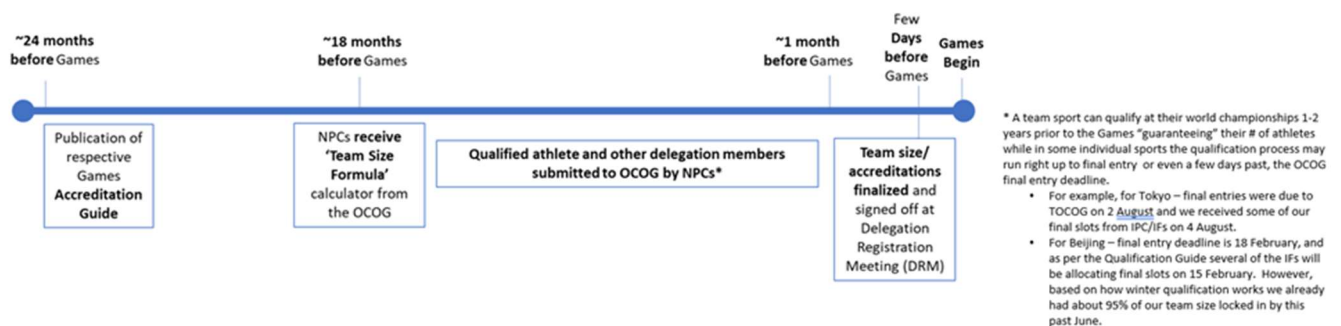
- The full set of IPC accreditation details can be found publicly online: [IPC Accreditation at the Paralympic Games Detailed Specifications](#)
- Each country has the opportunity to distribute their accreditations as they wish, so the composition of each countries' staff will undoubtedly be different

USOPC Allocation

Based on the quota we receive from the calculations outlined in the accreditation guide, the USOPC is responsible for distributing that number of accreditations across all sports and USOPC functional areas.

USOPC Accreditation Allocation Philosophy
We emphasize and prioritize athlete safety, security and sport performance

Typical Process Timeline



Paralympic Athlete Needs Assessment

In November 2021, Paralympic athletes who participated in the summer Games in Tokyo and who were on the USOPC's "long list" of likely Beijing Winter Games athletes were asked to rank perceived value of, and satisfaction with, several Games-time support, including:

- **Sport and NGB Performance Support** (i.e., coaching, equipment, technology, sport sciences)
- **Medical & Physical Health and Wellness Support** (i.e., sports medicine, massage, recovery, personal care assistance)
- **Mental Health and Wellness Support** (i.e., mental health officers, psychology, friends & family)
- **Logistics/Operations Support** (i.e., travel, airport, lodging, transportation, IT, communications, etc.)
- **Safety and Grievance Support** (i.e., ombuds and legal, security, etc.)
- **Accessibility Support** (i.e., personal care assistance, accessible transportation and lodging, accessible communications, e.g., sign language interpretation, etc.)

Additionally, athletes were invited to provide input on improvements to athlete support, including any gaps (i.e., services which they would find valuable but are not currently provided).

Seventy-nine (79) athletes responded, the majority (68%) being summer athletes, which was not surprising given the proximity in time to the start of the Beijing Games. Several sports – both winter and summer – were represented.

Perceived Value of Games-time Services

Overall, athletes participating in the survey ranked Sport and NGB Performance highest in relative value and Safety and Grievance lowest. Accessibility ranked just above Safety and Grievance. No significant differences by summer or winter or any other athlete demographic were observed. The reason most commonly cited for highest (#1) ranking was impact on performance; for lowest ranking (#6) assignment, the most commonly cited reasons were not having used before or very frequently, not needed because of self-sufficiency or having access to resources outside the USOPC or their NGB.

Games-time Service Satisfaction

Most athletes (81%) had attended at least one Games prior to being surveyed. Both summer and winter athletes were most satisfied with Medical/Physical services and least satisfied with Safety and Grievance services. However, Winter athletes were reasonably satisfied with all service categories, including Accessibility, whereas Summer athletes were much less satisfied with Accessibility.

Other Key Themes

Analysis of comments and other open-ended feedback revealed the following without any large differences by season or sport:

- Several sport performance, sports medicine and mental health services mentioned as particularly valuable, including:
 - Massage
 - Nutrition/ist
 - Recovery
 - Sports physiology
 - Coaching & equipment and financial support (e.g., grants) frequently mentioned as particularly important to performance as well as highly valued or needed
 - Variety of other areas of improvement offered or suggested, including:
 - Better food in lead-up to games training
 - Communication**
 - Guide/tapper roles
 - Spiritual wellness**
 - High Performance Center (HPC) for Paralympians**
 - Prosthetist
 - Education (e.g., tutoring)**
 - Ensuring athlete voice in the process of choosing coaches/guides/tappers and other needs**
- USOPC a significant provider
- Mostly NGB-provided (or would be provided)
- **USOPC could potentially help in some cases

To gain expand insights from experienced athletes, the survey was extended to Paralympic members of the USOPC Athletes' Advisory Council (AAC). Results were not appreciably different.

Learnings & Conclusions

The Working Group found Paralympic athletes care deeply about being the best athletes they can be and succeeding on the international stage, representing their country and their sport. Many Team USA Paralympians prioritize sport performance and medical services over accessibility services, citing their greatest needs are coaching, equipment, financial support and medical, health and wellness services, as these support them in being in top competitive shape.

Clearly, however, support for accessibility needs is important and athletes could benefit from this support being elevated as a priority not only for athletes' well-being but also their competitive success. However, the type and frequency of needs are variable, requiring an approach that can be flexible and customizable to accommodate all athletes.

For the Games, accessibility generally is primarily the purview of the international community (IPC, IFs and Organizing Committees of the Games [OCOGs]) and, for Team USA, mostly overseen and determined by NGBs. The USOPC, meanwhile, can set NGB standards and does have the authority to review and approve selection procedures, a key initial step in the delegation determination process.

In light of these key takeaways, and a passionate belief that accessibility support is critical to athlete well-being and performance, the Working Group offers the following recommendations.

RECOMMENDATIONS

One size does not fit all when it comes to supporting Paralympic athletes' needs at the Paralympic Games, other Delegation Events¹ and protected competitions. This is especially true when needs may change and evolve over time. Culturally, many athletes are – or prefer to be seen as - independent and self-sufficient. This uniqueness and variability creates an opportunity for the USOPC and NGBs to enhance their ability to evaluate each individual athlete's needs and create a plan to accommodate them.

The Working Group offers the subsequent recommendations for endorsement by the Paralympic Advisory Council (PAC) and the USOPC board, with the ultimate goal to significantly enhance each athlete's experience and competitive performance.

¹ "Delegation Events" are defined as the Olympic Games, Olympic Winter Games, Pan American Games, Paralympic Games, Paralympic Winter Games, Parapan American Games.

A. Team USA & NGBs

1. Perform a regular Assessment of athlete accessibility needs.

Every NGB should develop a process to query their Paralympic athletes regarding individual accessibility needs on at least an annual basis. Given the potentially sensitive nature of such needs, a confidential survey approach is recommended. However, to gain a full and holistic understanding of each athletes' specific needs, the accessibility assessment should include asking athletes about the following:

- Critical activities of daily living (e.g., dressing and bathing, etc.)
- Personalized medical care
- Other essential support needs, including wayfinding and navigation.
- Preference(s) toward who they are most comfortable receiving support from (e.g., family member, personal caregiver, staff medical provider or personal care assistant, coach, team manager, etc.)

For athletes who have participated in prior assessments, the process could be simplified to an ask if there are any changes to report that may differ from the prior year's assessment.

2. Incorporate the Needs Assessment into competition planning and staff selection for USOPC Delegation Events and other protected competitions.

Awareness of - and accommodation for - athletes' accessibility needs should be clearly and demonstrably present in the planning and procedures for staff selection and other resource support related to protected competitions such as Delegation Events. At a minimum, the following considerations must be addressed:

- ***What are the accessibility needs for athlete(s)*** who are have qualified for the competition (or in the case of Delegation Events, are likely to qualify – i.e. Long List)?
- ***What types of staff skills are required*** based on athlete accessibility need(s)?
- ***What support preferences*** should be taken into consideration for each individual athlete?
- ***How will athletes' needs and preferences be accounted for as much as possible*** given competition rules, accreditation availability and impact on staffing ratios, and other factors?

3. Ensure consistent and timely communication about decisions regarding athlete accessibility needs (e.g., travel and competition logistics, staff selection) back to each individual athlete, with an opportunity for discussion and feedback before final approval and submission.

The rationale and decisions related to competition planning and staff selection need to be communicated back to athletes early enough to allow for a reasonable opportunity to discuss and provide feedback. This will ensure that decisions may be adjusted, if warranted, prior to competition deadlines. While the NGB (or the USOPC in the case of Delegation Events) has the responsibility and accountability for final entry decisions, they must also allow athletes to review and offer alternate suggestions for improvement that aren't rushed or last-minute, except in rare circumstances.

If an athlete continues to disagree with any decision that is made regarding their individual accessibility needs, they can file a grievance via the established process codified in their NGB's and the USOPC bylaws

(<https://www.teamusa.org/Footer/Legal/Governance-Documents>).

4. Standardize expectations of the NGB Paralympic High Performance Director (HPD) role to include having knowledge of athletes' accessibility needs and actively and regularly seeking to support them.

It is critical to ensure responsibility and accountability for the assessment and support of athletes' accessibility needs within the HPD role across all Para sports. This will ensure that athletes are treated equitably across the Movement and provided every opportunity to perform at their best.

It is therefore recommended that NGBs consider embedding the following points in the HPD job description, and take these into account during recruitment, hiring, and performance review:

- Prioritizes awareness and understanding of specific accessibility needs of athletes – both individually and collectively – and ensures availability of staff resources for athletes to speak to regarding those needs, taking into account athletes' preferences (e.g., to work with someone of a certain sex or gender identity, or medical profession, etc.)
- Actively plans for how to best use available resources to meet athlete accessibility and support needs, including in areas of activities of daily living, individualized medical assistance and wayfinding/navigation as sufficiently and equitably as possible throughout periods of travel, training and competition.
- Assists in securing the necessary athlete accessibility and support resources as appropriate and available, e.g., specialized equipment, personal care assistance, etc.; this may include working with various stakeholders including the NGB, USOPC, IPC, IF, and others.

5. Create an accountability process to ensure consistent implementation of the above recommendations.

Accountability and follow-through are critical to implementing process improvements and sustaining change. The Paralympic Athlete Support Working Group proposes the USOPC Compliance team be charged with providing guidance and setting appropriate standards related to the above recommendations (please see Appendix D).

B. International Paralympic Movement

1. Advocate for the International Paralympic Committee (IPC) to revisit the determination of “athletes with high support needs” (AHSN) and the number and type of associated support staff ratios for the Paralympic Games.

According to the IPC (on the paralympic.org website):

Originally called athletes with severe disabilities, the term ‘severe disability’ led to concerns that it was laden with overly negative connotations that might prove detrimental to those involved. The new terminology of athletes with high support needs (AHSN) was, therefore, introduced to recognize that some athletes with disabilities have more intensive and possibly more specialized support needs than others... There are two broad categories of AHSN – those with more severe physical disabilities and those who are blind or visually impaired to such an extent that they need a guide to assist them, not only for their sport, but for their everyday living needs.

The IPC furthermore recognizes athletes in certain sport classes as AHSN and, in partnership with the respective IF, accommodates some support role accreditations (guide, PCA, etc.) in total staff delegation accreditation calculations. See Appendix A for list of current sports and sport classes deemed AHSN by the IPC; see Appendix B for details related to IPC allotments for NPC staff delegations, including athlete support roles.

The Paralympic Athlete Support Working Group respectfully recommends that the IPC perform a critical review of these allotments, with the goal to better enable the provision of personal care support to all athletes for whom it would benefit their health, safety, and performance.

2. Advocate for consistent International Federation (IF) level of support staff ratio(s) for athletes with high support needs (AHSN) at major international competitions, thus bringing these practices into alignment with the IPC’s sport class allocations/accreditations for the Paralympic Summer and Winter Games.

For many sports, the rules and operations for elite international competitive events such as World Championships, World Cups, regional championships, etc. may follow different staff ratio procedures than those specified for the Paralympic games by the IPC. The inconsistency in athlete expectations and experiences in receiving accessibility support can have a negative impact on athletes’ performance and well-being.

In the interest of empowering athletes to achieve competitive success and well-being, the Working Group sees an opportunity to bring together the IPC and the Paralympic IF community and encourage adoption across the Movement of a standardized approach to determine eligible sport classes' accreditation of support staff for all major international competitions and Paralympic games.

3. Advocate for review of competition partner rules and regulations, as relevant within respective IFs, to enhance athletes' ability to perform at their best on the field of play.

The Working Group proposes that USOPC's Paralympic division, in partnership with the respective NGBs, work with the respective IFs to review competition partner rules and regulations and seek opportunities where expansion of competition partners in the sport may be warranted from an accessibility and/or safety standpoint (i.e. tappers in swimming).

APPENDIX

A. Paralympic Athlete Support Working Group Membership

Name	Affiliation
Cheri Blauwet, Co-Chair	USOPC Board, PAC, Paralympian
Jeff Underwood, Co-Chair	PAC
Brad Snyder	USOPC Board, PAC, Paralympian
Muffy Davis	USOPC Board, PAC, IPC Governing Board, Paralympian
Donna De Varona	USOPC Board, USOPA, Olympian
Julia Ray	PAC, AOC, Move United
Greta Neimanas	AAC Leadership, Paralympian
Chuck Aoki	AAC Leadership, Paralympian
Jen Allred	Lakeshore Foundation, Wheelchair Rugby
John Potts	USA Goalball HPD for USABA
Amy Rauworth	NCHPAD
Linda Mastandrea	Paralympian, Disability rights attorney/FEMA
Eric Bridges	American Council for the Blind
Krista Vasi	Usher Syndrome Coalition
Tara Proffitt	Paralympic athlete, Table Tennis
Mia Ives Rublee	Paralympic athlete, Center for American Progress
Dana Jackson	Paralympic athlete, ADA

USOPC subject matter expertise (SME) and administrative support

- *Julie Dussliere, Paralympic Sport*
- *Nitra Rucker, Diversity, Equity & Inclusion*
- *Avery Wilson, Strategy & Business Consulting (project manager)*
- *Natasha Brophy, Strategy & Growth (project assistant manager)*

Acronym Key

AAC	Athletes Advisory Council
ADA	Americans with Disabilities Act
AOC	Affiliate Organizations Council - formerly known as Multisport Organization Council (MSOC)
FEMA	Federal Emergency Management Agency
HPD	High Performance Director
IPC	International Paralympic Committee
NCHPAD	National Center on Health, Physical Activity and Disability
PAC	Paralympic Advisory Council
USABA	US Association of Blind Athletes
USOPA	US Olympians and Paralympians Association

B. AHSN Recognition by IPC: Paralympic Sport and Classes

Paralympic Sport	AHSN Sport Classes
Alpine Skiing	B1, LW10
Archery	W1
Athletics (Track & Field)	T11, F11, T20, F20, T32, F32, T33, F33, T51, T52, F51, F52, F53
Boccia	BC1, BC2, BC3, BC4
Cycling	B1, H1
Equestrian	Grade 1, Grade 3 (profile 36)
Football 5-a-side	B1
Goalball	B1
Judo	B1
Nordic Skiing	B1, LW10
Rowing	LTA-B1
Sailing, Three-Person format 3 points	B1, Two-Person TP B – B1
Shooting	SH2B, SH2C
Swimming	S1, SB1, S2, SB2, S3, SB3, S11, SB11, S14, SB14
Table Tennis	TT1, TT2, TT11
Triathlon	PT5-B1
Wheelchair Rugby	0.5, 1.0, 1.5, 2.0, 2.5, 3.0, 3.5
Wheelchair Tennis	Quad

Source: <https://www.paralympic.org/news/athletes-high-support-needs-get-touch>, “Accreditation at the Paralympic Games – Detailed Specifications,” July 2019, p. 82.

C. IPC’s Paralympic Games Accreditations for NPCs (Tokyo Games)

Games accreditations are governed by the IPC and specifications codified in published guides accessible on their website: https://www.paralympic.org/sites/default/files/2019-08/2019_08_01%20Accreditation%20at%20the%20Paralympic%20Games%20-%20Detailed%20specifications%20%28July%202019%29.pdf

Per the July 2019 “Accreditation at the Paralympic Games – Detailed Specifications,” there are quotas for the number and type of athletes and other recognized accreditations for each national Paralympic Committee (NPC). For each type of accreditation, certain access privileges are allowed (e.g., venue access, athlete village access, seating, etc.). Specifications vary by winter or summer as well as by sport. Below is an excerpt of the NPC delegation quota allotments related to athletes and associated support personnel (Sections 7.4-7.6.3, pages 77-83). While specifically applicable to the Tokyo Games, these are reasonably representative of all Games.



7.4 Athlete Competition Partner

Athlete Competition Partners are persons without an impairment whose participation is essential to guiding, piloting and directing athletes in designated sport classes that require such assistance during competition. Athlete Competition Partners fall under the “Ab” accreditation category. The “Ab” accredited persons are to be counted over and above the NPC team officials quota.

The following applies for the eligible sports:

Paralympic Games

- Athletics Guide Runners – One (1) guide runner for each athlete entered in at least one (1) of the following events: T11, T12 – 100m, 200m, 400m, 1500m. (For T11 or T12 athletes competing in multiple track events, an additional guide runner may only be granted under exceptional circumstances – requests must be submitted to the IPC.) And a maximum of two (2) guide runners for each athlete entered in at least one (1) of the following events: T11, T12 – 5000m, marathon.
- Boccia Directors – One (1) Boccia director for each athlete in the BC1 and BC3 sport classes
- Cycling Pilots – One (1) Cycling pilot for each athlete in the B1, B2 and B3 sport classes
- Equestrian Dressage Callers – A maximum of four (4) dressage callers for each team with an athlete in the Grade 4 (profile 36) sport class
- Football 5-a-Side Goalkeepers – A maximum of two (2) goalkeepers for each team
- Rowing Coxswain – One (1) coxswain for each Coxed Fours - LTAMix4+ boat
- Triathlon – One (1) guide for athletes entered in the PT5 class.

Paralympic Winter Games

- Alpine Skiing guide – One (1) Alpine Skiing guide for each athlete in the B1, B2 (optional) and B3 (optional) sport classes
- Nordic Skiing guide – One (1) Nordic Skiing guide for each athlete in the B1, B2 (optional) and B3 (optional) sport classes.

Note: The following was specific for Tokyo 2020; details will change for each Games [contingent upon number of villages, Games venue layout and other Games-specific OCOG considerations].

7.6 NPC Team Size Formula (TSF) for Paralympic Games

The following section details the rules for calculating the number of team officials permitted for the Tokyo 2020 Paralympic Games.

7.6.1 Primary team officials

Team leadership

The following team leadership allocation method shall be used:

- one (1) Chef de Mission;
- one (1) Deputy Chef de Mission for delegations comprising more than 50 athletes;
- a second Deputy Chef de Mission for delegations comprising more than 100 athletes;
- a third Deputy Chef de Mission for delegations comprising more than 200 athletes; and
- one (1) Chief Team Physician who must be registered with the Japanese Medical Authority and hold a university medical degree (documentation is required).

Team officials allocated based on the gender of all athletes in each sport

The following team official allocation method shall be used:

- one (1) team official for every three (3) female athletes that have been duly entered in each sport (rounded up); and
- one (1) team official for every three (3) male athletes that have been duly entered in each sport (rounded up)

Note: Track and road cycling disciplines are treated as 1 sport “cycling” for the purpose of these calculations.

Team officials allocated based on eligible sport class athletes or team officials

- one (1) team official for every three (3) athletes that have been classified in one of the eligible sport classes listed below (rounded up); and
- one (1) team official for every three (3) team officials with the same functional ability as the equivalent eligible sport classes listed below (rounded up), (subject to IPC approval, medical documentation is required).

Team officials allocated based on track and/or road cycling athletes

- extra single sport (“cycling”) team official and Deputy Chef de Mission (with access only to the cycling venues and Village) access category accreditations are to be allocated to NPCs that have athletes competing in the track and/or road cycling disciplines:
- Track cycling

No. of athletes	Ao allocated	Ac allocated
1 - 3	0	1
4 +	1	1



▪ Road cycling

No. of athletes	Ao allocated	Ac allocated
1 - 3	0	1
4 +	1	1

7.6.2 Other personnel

NPC delegations are granted a quota for grooms and veterinarians depending on the following constraints:

- one (1) groom for each horse entered in an equestrian event (grooms are not entitled to accommodation in the Paralympic Village); and
- one (1) veterinarian for each delegation with entries in Equestrian sport.

7.6.3 Additional team officials

Additional team officials allocated based on eligible sport class athletes or team officials

- one (1) additional team official for every three (3) athletes that have been classified in one of the eligible sport classes above (rounded up); and
- one (1) additional team official for every three (3) team officials with the same functional ability as the equivalent eligible sport classes listed below (rounded up), (subject to IPC approval, medical documentation is required).

Additional Team Officials allocated based on athlete ratio percentage of 60%

Delegations whose NPC primary team officials' quota does not reach the NPC team official-to-athlete ratio percentage of 60% for the Paralympic Games may claim accreditation in the "Ao" category for additional officials.

The 60% calculation excludes the primary team officials allocated based on eligible sport class athletes or team officials.

D. Proposed Red-line Amendments to USOPC Compliance Standards for NGBs D.1 & D2

D.1

REQUIREMENT: For each applicable Team USA Delegation Event, NGBs must draft selection procedures that comply with the Act and USOPC Bylaws to be submitted for review and approval by the USOPC's Sport Performance team. In addition, NGBs must publish selection criteria for all other Protected Competitions in accordance with the Act. Selection procedures for non-Delegation Events are not subject to USOPC approval.

In order to meet the above requirement, NGBs must meet the following Standards:

- a. NGB must submit proposed selection procedures that comply with the Act and USOPC Bylaws to the USOPC Sport Performance team for each applicable Team USA Delegation Event.
- b. NGB must publish selection criteria for all other Protected Competitions in accordance with the Act.
- c. NGB must execute selection procedures in accordance with the USOPC's selection procedure minimum standards and the NGB's own selection procedures.

D.2

REQUIREMENT: Competently and timely recommend to the corporation athletes, teams, and team officials for Delegation Event teams as applicable

In order to meet the above requirement, NGBs must meet the following Standards:

- a. NGB must timely provide the listing of recommended athletes, teams, and team officials for Delegation Event teams to the USOPC (Act §220523(a)(6)).
- b.

D.1 a & b – Selection Procedures and Process

- a. NGB must submit proposed selection procedures that comply with the Act and USOPC Bylaws to the USOPC Sport Performance team for each applicable Team USA Delegation Event.
- b. NGB must execute selection procedures in accordance with the USOPC's selection procedure minimum standards and the NGB's own selection procedures.

For each applicable Team USA Delegation Event, NGBs must draft selection procedures that comply with the Act and USOPC Bylaws to be submitted for review and approval by the USOPC.

In accordance with 36 U.S.C. § 220522(10) of the Ted Stevens Olympic and Amateur Sports Act (the "Act"), NGBs must "ensure [] that the selection criteria for individuals and teams that represent the United States are:

- (A) fair, as determined by the corporation in consultation with the [NGBs, the AAC, and USOPA];
- (B) clearly articulated in writing and promptly communicated to athletes in a timely manner; and

(C) consistently applied, using objective and subjective criteria appropriate to the applicable sport”

In accordance with 8.4.1. (d)ii. of the USOPC Bylaws, NGBs must also:

“establish clear athlete, team, and team official selection procedures approved by a Designated Committee (as that term is defined in Section 8.5.1) and by the corporation [USOPC], for Delegation Event teams as applicable, and timely disseminate such procedures to the athletes and team officials.”

Athlete Representation:

Decisions or recommendations directly impacting the selection of NGBs’ elite athletes, athletes, coaches, and/or staff for Protected Competitions, including development, approval, and implementation of selection criteria (to include any amendments), must be reviewed and approved by a Designated Committee that includes 33.3% athlete representation in accordance with Section 8.5.4 of the USOPC Bylaws.

As also set forth in Section 8.5.4 of the USOPC Bylaws, “[a]ny higher standard, addition, restriction or exception to the requirements of this section (including the addition of a committee to the list of Designated Committees) will first be approved by the NGB AAC and then submitted to the NGB Athlete Representation Review Working Group for review and approval.”

Timely Publication:

NGBs must ensure timely distribution of selection procedures in accordance with 36 U.S.C. § 220524(a)(4) of the Act, which requires that NGBs

“disseminate and distribute to amateur athletes, coaches, trainers, managers, administrators, and officials in a timely manner the applicable rules and any changes to such rules of the national governing body, the corporation, the appropriate international sports federation, the International Olympic Committee, the International Paralympic Committee, and the Pan-American Sports Organization”

To ensure timely publication of selection procedures for each Team USA Delegation Event NGBs must submit in writing their proposed timeline for the Athlete and Games Staff selection procedures process for Delegation Events (including but not limited to development, submitting the first draft for USOPC review, and publication of procedures) to their USOPC Sport Performance Team for review and approval. T.

The following resources must be included in team selection procedures:

- a. The right to file a grievance
- b. The right to a hearing
- c. The right to report any actual, potential, or perceived conflicts of interest
- d. Information concerning safeguards against retaliation for raising concerns or asking questions about selection procedures, including protection from retaliation for seeking advice from the Athlete Ombuds Office as outlined in Standard A.8 a

Contact information for Athlete Ombuds Office as a resource to athletes for confidential, independent advice and assistance with resolving disputes and concerns.

The following role(s) must be included in staff selection procedures for Paralympic NGBs:

- a. **Team support staff focused on athlete accessibility needs (i.e. personal care assistants, specialized medical roles)**

Specific role(s) and number of positions may vary by sport / sport discipline / athlete needs at the discretion of the NGB.

Best Practices for Standard D.1 a - c

NGBs should communicate their approved timeline for when Team USA Delegation Event selection procedures are expected to be available to athletes, coaches, and other team officials. This information should be posted online, e.g., NGBs' websites, where the information is publicly available. NGBs should use any other means of communication to ensure athletes, coaches, and Games Staff are made aware of the expected availability of selection procedures in a timely manner.

Demonstrating Compliance with Standard D.1 a - c

<p><i>Compliant</i></p>	<p>Most elements listed are present and being implemented as stated in the selection procedures; any missing elements would not significantly affect the outcome of the delegation selections.</p> <p>Selection procedures are reviewed frequently and amended as necessary with the required USOPC review and approval/acceptance.</p> <p>NGB has an established process for internal review and approval of selection procedures that includes adequate athlete representation.</p> <p>A committee with 33.3% athlete representation is defined for each necessary step of the selection of athletes, coaches, and/or staff for Protected Competition, including development, approval, and implementation of selection criteria.</p>
<p><i>Needs Improvement</i></p>	<p>Most elements listed are present and being implemented as stated in the selection procedures, but elements that are missing could significantly affect the outcome of the delegation selections.</p> <p>The selection procedures are not easily understood but contain all required elements.</p> <p>NGB published its selection procedures past the approved timeline but was able to provide a reasonable explanation for the delay.</p>
<p><i>Deficient</i></p>	<p>Few required elements are present, and they are not being implemented as required.</p> <p>NGB published its selection procedures past the approved timeline and cannot provide a reasonable explanation for the delay.</p> <p>NGB published its selection procedures online but on a restricted access site, such as a members-only page.</p>

D.2 a – Delegation List Submission

NGB must timely provide the listing of recommended athletes, teams, and team officials for the Delegation Event teams to the USOPC (Act §220523(a)(6))

NGB must provide comprehensive and accurate delegation lists to the USOPC by the Games specific deadline, as requested by the USOPC. The delegation lists include:

Long list

- a. Athlete Nomination (Sport Entry)
- b. Athlete-Dependent Staff Nomination
 - i. Paralympic NGBs: athlete accessibility needs should be taken into consideration – ensure relevant support personnel are included on the long list based on the accessibility needs of all athletes included on the long list
- c. Non-Athlete-Dependent Staff Nominations
- d. NGB Medical Staff (if applicable)

Demonstrating Compliance with Standard D.2 a

<i>Compliant</i>	The delegation lists were provided within the specified timeframe as required above.
<i>Needs Improvement</i>	The delegation lists were missing information or contained inaccurate information.
<i>Deficient</i>	The delegation lists were not provided to the USOPC by the respective deadline or the NGB's specific, USOPC-granted extension deadline.