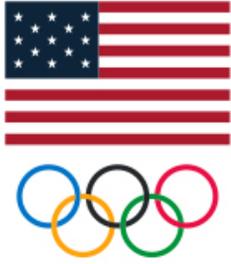


# U.S. Olympic & Paralympic Committee Policy



**Policy Name:** Team USA Athlete Recovery Program

**Date of Issuance:** 03/03/2025

**Policy Owner:** Sr. Dir., Athlete Healthcare & Administration

**Applies to:** Team USA Athletes (as described herein)

## Purpose:

To establish the criteria under which Team USA athletes can access healthcare and performance services through the Team USA Athlete Recovery Program.

## Policy Statement:

### I. Introduction

The Team USA Athlete Recovery Program is designed to offer world-class rehabilitation services at the Olympic & Paralympic Training Centers (OPTCs) in Colorado Springs, Colorado, and Lake Placid, New York, for injured athletes as they work towards a full return to training and competition. Led by the Sports Medicine department in collaboration with Sports Performance, the program provides comprehensive medical rehabilitation and recovery services and additional performance support, when available. Athlete participation is voluntary and contingent upon meeting eligibility criteria and the clinical availability of the program.

### II. Eligibility

To be eligible for the Team USA Athlete Recovery Program, athletes must be currently eligible for *Healthcare Select* or *Healthcare* benefits, as verified by USOPC Sports Medicine and Sport Performance.

Additionally, athletes must require extended rehabilitation services for an acute or chronic injury. USOPC Sports Medicine will provide approval to participate based on the athlete's specific medical needs, current injury status, and overall readiness. Access to the Team USA Athlete Recovery Program will be based on the clinical availability of resources, including relevant medical staff, and is subject to scheduling and program capacity.

### III. Exceptions & Limitations on Eligibility

- a) *Disciplinary Actions:* The Team USA Athlete Recovery Program, along with all other USOPC services and benefits, is subject to the Athlete Safety Eligibility Matrix (as set forth in the *USOPC Athlete Safety Policy*) and the Loss of Benefits Grid (as set forth in the *USOPC National Anti-Doping Policy*) for USOPC services and benefits. This means that in the event an athlete is under temporary suspension or sanction under the *Athlete Safety Policy* or under an interim action or sanction under the *Anti-Doping Policy*, then the *Athlete Safety Eligibility Matrix* and *Loss of Benefits Grid*, respectively, will govern an athlete's access to Sports Medicine and Sports Performance services.

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- b) *Personal Injury and Workers Compensation*: Team USA Athlete Recovery Program services cannot be used in any personal injury or workers compensation cases because of the insurance requirements for payment associated with those types of injuries. Athletes experiencing a personal injury should report such injury to their health insurance provider and athletes experiencing an injury that may be eligible for workers compensation should report such injury to their employer.
- c) *Personal Conduct*: During the period the USOPC is coordinating medical services, funding, or other healthcare resources, athletes are expected to:
  - i. Respond to correspondence in a timely and reasonable manner.
  - ii. Faithfully comply with all applicable policies, requirements, directives, and requests of the USOPC and any affiliated third-party; including, but not limited to, medical offices, hotels, airlines, and ground transportation services.
  - iii. Serve as good stewards of USOPC finances and resources.
  - iv. Avoid actions that reflect unfavorably on the reputation of the USOPC, its sponsors, donors, or other stakeholders.

## **IV. Family and Medical Leave Act (FMLA)**

In cases where Family and Medical Leave Act (FMLA) documentation is required, the FMLA needs to be signed by the treating healthcare provider. The Team USA Athlete Recovery Program will not independently approve or authorize FMLA requests but will cooperate with the healthcare provider to provide necessary documentation and support, when applicable.

## **V. Medically Responsible Parties, Guides, and Personal Care Attendants**

The USOPC will make every effort to accommodate Personal Care Attendants, Guides, and Medically Responsible Parties as needed. These individuals must comply with the travel, personal conduct, OPTC visitor policies, and reimbursement policies described herein. All requests must be submitted in advance.

## **VI. Medical Monitoring and Compliance**

Athletes participating in the Team USA Athlete Recovery Program must demonstrate commitment to the treatment protocols and recommendations outlined by the USOPC Sports Medicine rehabilitation staff. Progress will be regularly monitored, and adjustments to the rehabilitation plan may be made, as necessary. To ensure appropriate rehab and return to sport progressions, USOPC Sports Medicine may recommend partnering and/or communications with athletes' personal performance team (e.g., coach, medical, etc.).

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## VII. Travel Details

Travel is typically defined within the Team USA Athlete Recovery Program as a trip greater than 50 miles and requiring an overnight stay of more than seven (7) nights. The duration of the stay will be determined by USOPC Sports Medicine as deemed medically appropriate, and in consideration of athletes' personal schedules. The Team USA Athlete Recovery Program will assist with travel arrangements related to treatment; however, additional flights or travel expenses will be the responsibility of the athlete and must be arranged at their own expense. All travel accommodations will be coordinated through USOPC Sports Medicine.

### a) Air Travel

The Team USA Athlete Recovery Program will provide one round-trip flight accommodation for participating athletes. All air travel will be booked with the USOPC's airline sponsor, Delta Airlines, if the destination and accommodating flight times are served by Delta, unless otherwise determined and approved by USOPC Sports Medicine. As a commitment to our sponsor, Delta Airlines, higher fares or extra connections do not warrant the use of outside carriers; however, USOPC Sports Medicine will exercise discernment in relation to medical necessity. In the event an existing flight itinerary requires modification to accommodate an approved medical appointment, USOPC Sports Medicine will reimburse the booking party (e.g., the traveler, National Governing Body, etc.) for any change fees and difference in fare. The USOPC will provide travel within the U.S. and Canada to the assigned OPTC; the athlete is required for any travel outside of the U.S. and Canada.

### b) Lodging

All lodging will be arranged on-campus at the OPTC. The USOPC requires individuals over the age of 18 who train, reside or work at an OPTC to undergo a background check and to be compliant with the U.S. Center for SafeSport's education and training requirements, as per the *Olympic & Paralympic Training Centers Policies*. In some cases, standard hotel accommodation may be booked at the discretion of the USOPC Sports Medicine department.

### c) Ground Transportation

- i. *Ride Share Service*: Ride share services, airport shuttles, and taxi services are allowable methods of ground transportation to and from the airport. Ride services will be booked in advance, when possible, by USOPC Sports Medicine.
- ii. *USOPC Transportation Services*: In some cases, the USOPC will provide airport transfers or transportation to off-site training locations, or off-site medical appointments throughout the course of the Team USA Athlete Recovery Program, subject to availability. All services will be approved and arranged in advance by USOPC Sports Medicine.
- iii. *Rental Cars*: The USOPC preferred vendors, Avis/Budget and Hertz, will be utilized when a car rental is required. In general, a mid-sized car is the preferred type; however, the size and type of rental should be appropriate for the number of people travelling, the business being conducted, and the road conditions on which it will be used. When renting a car for

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domestic travel, travelers should not accept offered rental insurance as the USOPC has coverage. Rental cars will be booked in advance by the USOPC Sports Medicine department, when possible and if necessary. Rental cars remain a secondary option when other transportation options are not available, as directed by the USOPC Sports Medicine department.

- iv. *Airport Parking:* When parking at an airport, travelers must use long-term economy lot parking. Travelers should consider using a taxi, ride share service or carpooling to avoid excessive parking costs. Travelers at the Lake Placid and Colorado Springs Training Centers are strongly encouraged to utilize the shuttle service when possible.
- v. *Use of Personal Vehicle:* Travelers must have a valid driver's license and have insurance in compliance with all state laws. Mileage is reimbursed at the rate established by the IRS. This mileage allowance is in lieu of actual expenses for gasoline, oil, repairs, and depreciation. A screenshot of the route should be submitted with each mileage reimbursement request. In instances in which a personal vehicle is used for travel as personal preference, standard flight costs will be compared to the mileage rate, and travelers will receive reimbursement for the lesser of the two.
- vi. *Other Transportation Fees:* Tolls, ferries, and parking expenses incurred are reimbursable. Parking tickets, moving violations, fines, penalties, towing charges, accidents, and theft losses are not reimbursable.

## **VIII. Travel Changes and Cancellations**

If a flight, lodging, or ground transportation reservation requires cancellation or changes for any reason not deemed necessary by the USOPC, it is the responsibility of the traveler to notify their USOPC Sports Medicine contact as soon as reasonably possible, so that they may cancel or change the reservation prior to travel. Any expenses associated with unapproved changes are the responsibility of the traveler.

## **IX. Reimbursement**

The reimbursement of expenses is subject to advance approval by the USOPC Sports Medicine department.

### **a) Required Documentation**

Adequate documentation in the form of receipts must accompany each reimbursable expense within 60 days of incurring the expense. Every effort should be made to obtain a duplicate copy of a missing receipt.

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## b) Other Reimbursable Expenses

Expenses which qualify for reimbursement or direct payment by the USOPC include, but are not limited to:

- Airline baggage fees (1 checked luggage)
- Oversized luggage, such as a bike or specialty equipment, when necessary for a medical appointment or sport training, and approved in advance by USOPC Sports Medicine.
- Copying and fax charges, including the shipment of medical records in advance of travel
- Tips on taxi services are reimbursable but should not exceed 20%
- Fees associated with therapy and service animals, as defined by the *USOPC Service & Therapy Animal Policy*
  - Incidental fees related to Service and Therapy Animals are the responsibility of the traveler
- Airline, vehicle, or hotel upgrades as required for medical conditions and approved by the USOPC sports medicine department.

## c) Non-Reimbursable Expenses

Examples of expenses that are not eligible for reimbursement or direct payment by the USOPC, include, but are not limited to:

- Costs of personal guests (unless deemed medically necessary by USOPC Sports Medicine)
- Damages incurred to any form of rental accommodation
- Donations added to hotel bills
- Excessive expenses related to lost luggage
- Health spa services
- Movies (in-room or in-flight)
- Parking tickets, traffic fines and penalties
- Personal membership (including airport parking membership)
- Personal travel expenses, including sundries and recreational reading
- Short term parking at the airport
- Meals and entertainment
- Pet fees not associated with therapy or service animals

## Revision History

Publication Type	Policy Approver	Enabling Action	Publication Date	Next Scheduled Review	Revision Summary
Initial Publication	Chief Medical Officer (CMO)	CMO Approval	7/10/2025	2026	N/A
Annual Review	Chief Medical Officer (CMO)	CMO Approval	02/17/2026	2027	Nomenclature updates