

U.S. Paralympics Nordic Skiing 2023 Athlete and Sport Program Plan

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DEFINITIONS

1. **“2023”**: The following dates and seasons:
 - a. Summer Sports – the 2023 season, which lasts January 1, 2023 through December 31, 2023
 - b. Winter Sports – the 2023-2024 season, which lasts June 1, 2023 through May 31, 2024
2. **“2024”**: The following dates and seasons:
 - a. Summer Sports – 2024 season / January 1, 2024 through December 31, 2024
 - b. Winter Sports – 2024-2025 season / June 1, 2024 through May 31, 2025
3. **“Athlete Stipend”**: Previously referred to as Direct Athlete Support or DAS
4. **“EAHI”**: Elite Athlete Health Insurance
5. **“IF”**: an International Federation
 - a. ATH – World Para Athletics (WPA)
 - b. BOC – World Boccia/Boccia International Sports Federation (BISFed)
 - c. CYC – Union Cycliste Internationale (UCI)
 - d. PWR – World Para Powerlifting (WPPO)
 - e. SKA – International Ski and Snowboard Federation (FIS)
 - f. SBD – International Ski and Snowboard Federation (FIS)
 - g. SKN – International Ski and Snowboard Federation (FIS)
 - h. SWI – World Para Swimming (WPS)
6. **“NGB”**: National Governing Body. For Para ATH, BOC, CYC, PWR, SKA, SBD, SKN, SWI, U.S. Paralympics serves as the NGB.
7. **“USADA”**: The U.S. Anti-Doping Agency
8. **“Guide/Pilot/Ramp Operator”**: For the purposes of these procedures (except as noted throughout), guides/pilots/ramp operators will be considered athletes.

PROGRAM GOALS

The primary focus in 2023 is to build the total number of participants in the sport in parallel with our high-performance efforts to win medals in international competition. Increased emphasis will be directed toward emerging athletes who have the potential to develop into international

contenders by the 2026 Paralympic Winter Games, including identification of new athletes who may quickly develop the potential skills to be internationally competitive.

Specific activities in pursuit of these program goals will include:

- Searching for, recruiting, and introducing targeted athletes to Nordic skiing
- Focusing on fundamentals in training camps
- National Championships
- International competitions

2023-24 NATIONAL TEAM

U.S. Paralympics Nordic Skiing will nominate National Team(s) for 2023-24, based on athlete performances at FIS Para Nordic (FISPN) World Cup & World Championships, U.S. Ski & Snowboard (USSS) sanctioned races as per the National Team Standards (Attachment A). The U.S. Paralympics Nordic Skiing National Team will be comprised of A, B, & C Teams.

- U.S. Paralympics 2023 National Team status applies for June 1, 2023-May 31, 2024. National Team status and benefits are only awarded to athletes who accept, sign and remain current with their obligations under the U.S. Paralympics National Team Athlete Agreement and Personal Performance Plan.
- Athletes who meet a National Team standard during 2023, FISPN or USSS, become eligible for National Team benefits and will retain their National Team status through the closing date of the respective season. Athletes will be nominated to the team on the first day of the month following achievement of the National Team standard.
- Athletes nominated to the 2023-24 National Team(s) will be added to the USADA Clean Athlete Program and will be responsible for remaining compliant with all policies and procedures, required by USADA. More information regarding USADA can be found in Attachment E.
- Athletes nominated to the 2023-24 National Team(s) must be compliant with the USOPC Background Check Policy, USOPC Anti-Doping Policy, USOPC Code of Conduct for U.S. Paralympics National Teams and U.S. Paralympics Programs, USOPC Athlete Safety Policy and USOPC Minor Athlete Abuse Prevention Policy.
- Prior to being nominated to the National Team, athletes ***must have undergone international classification evaluation and hold an international Paralympic-eligible sport class*** as per the FISPN master list and hold a current season license for Para Nordic Skiing from FIS. Please note, guide athletes do not undergo international classification evaluation but must meet FIS requirements to fulfill guide role for specified athlete on National Team.

2023-24 National Team standards (Attachment A) are based on performances in the 2022-23 season.

** National Team status may not be earned solely from performances in relays or team events.**

2024-25 NATIONAL TEAM

U.S. Paralympics will nominate a Nordic Skiing National Team(s) for 2024-25, based on athlete performance [during 2023] at FISPN World Cup & World Championships, USSS sanctioned races.

NATIONAL TEAM BENEFITS

National Team athletes MAY be eligible for the following benefits – all athlete support recommendations submitted by the NGB are subject to USOPC Paralympic Sport Performance approval:

1. USOPC Athlete Stipend (Attachment B)
2. Operation Gold
3. U.S. Paralympics Nordic Skiing Additional Athlete Support Programs (Attachment C)
2. USOPC Elite Athlete Health Insurance Program (Attachment D)
3. Air transportation (or ground equivalent), lodging, ground transportation, meal per diem, and/or coaching support at designated U.S. Paralympics Nordic Skiing training and competition activities.
4. USOPC Athlete Career & Education Program (<https://www.teamusa.org/athlete-career-and-education-program>).
5. U.S. Paralympics National Team uniform. Guidelines for apparel are outlined in the team rules and athlete handbook for each competition or team activity.
6. Access to service providers including nutrition, sport psych, strength & condition, etc.

DEVELOPMENT TEAM ATHLETES

Athletes who meet the Development Team standard during 2023, at FISPN sanctioned races and/or (USSS) sanctioned races, **may** be invited to participate in selected U.S. Paralympics Nordic Skiing Program activities as outlined below. Invitation is at the discretion of U.S. Paralympics Nordic Skiing.

2023-24 Development Team standards (Attachment A) are based on results in FIS Para Nordi and USSS sanctioned races.

Athletes nominated to the Development Team must be internationally classified by FIS and ***hold a Paralympic-eligible sport class*** as per FISPN Skiing master list and hold a current season license for Nordic Skiing from FIS. Please note, guide athletes do not undergo international classification evaluation but must meet FIS requirements to fulfill guide role for specified athlete.

2023 PROGRAM ACTIVITIES

The 2023-24 National Team(s) activities are outlined below. Athletes will be required to attend all 2023-24 activities included in their personal performance plan which will be developed in conjunction with the staff at U.S. Paralympics Nordic Skiing.

Each athlete is responsible for individual arrangements (including expenses) to attend these activities (i.e. travel, lodging, accommodation, entries) **unless otherwise indicated** in the activity listing or the athlete's personal performance plan (as applicable).

National Team athletes are required to obtain a 2023-24 FISPN License.

National Team athletes are required to be registered members of their respective U.S. NGB (U.S. Paralympics Nordic Skiing).

IF Approved/Sanctioned events are noted in the 2023-24 Program Activities listed below.

The 2023-24 program calendar is subject to change.

Competitions

FISPN Continental Cup	Canmore, CAN	NOV 2023
FISPN Continental Cup	Western USA	DEC 2023
U.S. Cross Country Championships	Soldier Hollow, UT	JAN 1-7 2024
FISPN World Cup #1	TBD	JAN 2024
FISPN World Cup #2	TBD	FEB 2024
FISPN Biathlon World Championships & World Cup Finals	Prince George, CAN	MAR 3-18 2024

Camps

Canmore Training Camp	Canmore, CAN	NOV 2023
USOPC NT Assessment Camp	Colorado Springs, CO	APR 1-4, 2024
On Snow Training Camp	Bend, OR	MAY 2024

2023 OPERATION GOLD

The Operation gold qualifying event for Para Nordic Skiing is the Biathlon World Championships in Prince George, Canada.

In a Paralympic Games year, teams and individuals must place in the top-three at the Paralympic Games to qualify for Operation Gold Awards; multiple Operation Gold Awards can be received if an athlete has multiple top-three finishes at the Paralympic Games.

In non-Paralympic years, Operation Gold Awards are limited to one award per athlete in a program year in the respective sport; athletes who qualify for more than one award automatically receive the higher award. Individuals must finish in one of the top eight places, while teams must

finish in one of the top six places at the qualifying event in order to qualify for Operation Gold Awards in non-Paralympic years, provided individuals/teams finish among the top 50% of the individuals/teams who started the event.

For purposes of Operation Gold, a team is defined as three or more athletes (pairs are awarded at the same rate as individual athletes).

NOTE: For Paralympic sports with a discipline or event that is not included on the program of the upcoming Paralympic Games, that discipline or event will not be eligible for Operation Gold. However, if a Paralympic sport has a revolving program for the Paralympic Games (i.e., an event is taken from the program one quad, but is added back to the program the next quad), that event or discipline will remain eligible for Operation Gold at the approved qualifying event.

Paralympic Sport Payment Schedule

Place	1st Year of Quad	2 nd Year of Quad	3 rd Year of Quad	Paralympic Games Year (Paralympic Games Only)
1st	\$6,250	\$6,250	\$7,500	\$37,500
2nd	\$5,000	\$5,000	\$6,250	\$22,500
3rd	\$4,375	\$4,375	\$5,000	\$15,000
4th	\$3,750	\$3,750	\$4,375	
5th	\$3,125	\$3,125	\$3,750	
6th	\$3,125	\$3,125	\$3,750	
7th	\$2,500	\$2,500	\$2,500	
8th	\$2,500	\$2,500	\$2,500	

Attachment A

2023-24 U.S. Paralympics Nordic Skiing Standards

The U.S. Paralympics Nordic Skiing Team aims to win medals in Paralympic Winter Games (PWG). Athletes will be nominated to the 2023-2024 National Team or Development Team based on objective criteria (results) from the previous season (June 2022-May 2023), along with subjective criteria that demonstrates each athlete's capacity, preparation, and commitment to winning at PWG competition in 2026.

General National and Development Team Guidelines

- National Team or Development Team status does not guarantee Athlete Stipends or activity support for the entire season. Athlete Stipends and activity support will be based on continued progress towards individual goals as outlined in each athlete's Personal Performance Plan and a sustained commitment to excellence in training and performance in international competition. Similarly, athletes who are not on the National Team or Development Team may earn funding/support for particular projects and competitions by showing significant potential towards achieving international competitive success in individual or relay events.
- National Team and Development Team status will be evaluated after each season is completed.
- No minimum team size will be established.
- Athletes selected to the National Team must demonstrate a commitment to and performance trends indicative of podium results in future Paralympic Winter Games, in addition to the criteria described below.
- National C Team is the entry level of the National Team Program and is meant to identify developing athletes who are on their way to achieving higher levels of National Team status toward achieving PWG medal objectives. Therefore, returning National Team Program athletes are not expected to remain on the National C Team for more than three (3) years and athletes who have been on the National A or B Team levels will not be permitted to drop down to National C Team status without special consideration.
- Development Team status is not considered equivalent to "National Team" status but recognizes progress towards achieving that Team and international success. Development Team criteria is described in Part B below.

Part A: General National and Development Team Criteria

To qualify for the 2023-2024 National Team or Development Team, athletes must achieve the criteria described both in Part A and in Part B during the 2022-2023 season (June 2022-May 2023).

Eligibility criteria:

- Athletes must be internationally classified by World Para Nordic Skiing (WPNS).
- To qualify for the 2023-2024 National Team or Development Team, athletes must achieve the criteria described in Part B below during the 2022-2023 season (June 2022-May 2023).
- National Team status includes A, B, and C Teams as described in Part B below.
- National Team status can be achieved in any combination of biathlon and cross-country races.

- Returning National Team athletes must meet any individual performance criteria in their Personal Performance Plan from the previous season(s) in addition to the below published criteria.
- Athletes age 18 or older will be required to undergo a background screen in accordance with the current USOPC Background Check Policy.
- Athletes age 18 or older will be required to complete the U.S. Center for SafeSport's online training.
- World Cup (WC) "test" events (testing a new format that is not accepted in WCH World Championship (WCH) or PWG program) will not be considered for National A or B Team Criteria but will be considered for National C Team and National Development Team.

Part B: Specific National Team (A, B, C) and Development Team Criteria

NATIONAL A TEAM CRITERIA

Athletes must achieve one of the following:

- Two WC/WCH podium results in individual events [field must include at least 2 athletes who have fewer than 20 WPNS points or at least 3 athletes who have fewer than 40 WPNS points on the WPNS overall rankings in that sport class (ie sit, stand, visually impaired) on the date of competition].
- Four WC/WCH results within 5 WPNS points of 3rd place [field must include at least 2 athletes who have fewer than 20 WPNS points or at least 3 athletes who have fewer than 40 WPNS points on the WPNS overall rankings in that sport class (ie sit, stand, visually impaired) on the date of competition].

NATIONAL B TEAM CRITERIA

Athletes must achieve one of the following:

- Four WC/WCH results within 20 WPNS points of 2nd place [field must include at least 2 athletes who have fewer than 20 WPNS points or at least 3 athletes who have fewer than 40 WPNS points on the WPNS overall rankings in that sport class (ie sit, stand, visually impaired) on the date of competition].
- Finish in the top 4 in sprint finals in two WC/WCH XC sprint races [race must have maximum semi-finals participation by the rules and include at least 2 athletes who have fewer than 20 WPNS points or at least 3 athletes who have fewer than 40 WPNS points on the WPNS overall rankings in that sport class (ie sit, stand, visually impaired) on the date of competition].
- Three WC/WCH results within 5 WPNS points of 3rd place [field must include at least 2 athletes who have fewer than 20 WPNS points or at least 3 athletes who have fewer than 40 WPNS points on the WPNS overall rankings in that sport class (ie sit, stand, visually impaired) on the date of competition].
- Standing & VI athletes achieve a calculated 175 points (or lower) in any one USSS race.
- Standing & VI athletes achieve a calculated 225 points (or lower) in any two USSS races.

NATIONAL C TEAM CRITERIA

Athletes must achieve one of the following:

- Finish in top 4 in one WC/WCH XC sprint race [race must have maximum semi-finals participation by the WPNS Rules & Regulations and include at least 2 athletes who have fewer than 20 WPNS points or at least 3 athletes who have fewer than 40 WPNS points on the WPNS overall rankings in that sport class (ie sit, stand, visually impaired) on the date of competition].
- One WC/WCH result within 35 WPNS points of 2nd place [field must include at least 2 athletes who have fewer than 20 WPNS points or at least 3 athletes who have fewer than 40 WPNS points on the WPNS overall rankings in that sport class (ie sit, stand, visually impaired) on the date of competition].
- Two WC/WCH results within 45 WPNS points of 2nd place [field must include at least 2 athletes who have fewer than 20 WPNS points or at least 3 athletes who have fewer than 40 WPNS points on the WPNS overall rankings in that sport class (ie sit, stand, visually impaired) on the date of competition].
- Standing & VI athletes achieve a calculated 225 points (or lower) in any one USSS race.
- Standing & VI athletes achieve a calculated 275 points (or lower) in any two USSS races.

DEVELOPMENT TEAM CRITERIA

Sitting athletes must achieve:

- Year 1-2 on Team: 150 WPNS points (or lower) in any 2 races or 120 (or lower) in any one race.
- Year 3+ on Team: 120 WPNS points (or lower) in any 2 races or 90 (or lower) in any one race.

Standing & VI athletes must achieve:

Year 1-2 on Team:

- a calculated 400 points (or lower) in any 2 races or 350 points (or lower) in any one USSS races.
- OR
- 150 WPNS points (or lower) in any 2 races or 120 (or lower) in any one race.

Year 3+ on Team:

- a calculated 350 points (or lower) in any 2 races or 300 points (or lower) in any one USSS race.
- OR
- 120 WPNS points (or lower) in any 2 races or 90 (or lower) in any one race.

Development Team athletes will not be permitted to remain on the team for longer than 4 years total without special consideration.

DISCRETIONARY CRITERIA

U.S. Paralympics Nordic Skiing may use discretionary criteria to select additional athletes onto the National Team who have not met the objective criteria for the National Team for several reasons. These include, but are not limited to, injury or illness (via the “Injury or Illness

Provision” of the National Team Agreement) and the occurrence of exceptional circumstances (e.g. earthquakes, cancellation/postponement of IF events, epidemics, riots, pregnancy).

Discretionary nominations, if any, may be based on a variety of factors, including consideration of competition results outside of the (12-month) selection period and data analytics of individual and relay events, to ensure that U.S. Paralympics Nordic Skiing is investing in the most qualified athletes with the greatest potential of winning Paralympic Winter Games medals in individual events and in Team Mixed and Open Relay events. The following factors will be considered when considering an athlete for discretionary selection:

- athlete achieved a medal in the 2018 or 2022 Paralympic Winter Games.
- athlete demonstrates a trend of improving performance in international competition that is indicative of a podium performance by the current international standards within the next two (2) years.
- athlete is eligible for and needed to complete the make-up of a Team Relay due to specific sport class requirements for the Relay.

Discretionary nominations for the National Team, along with National Team status and term length, will be determined by a panel of three U.S. Paralympics Nordic Skiing program staff and two elite athlete representatives meeting the eligibility requirements under, and appointed pursuant to, the USOPC Bylaws. The selection committee will automatically consider all athletes who have reached Development Team objective criteria by April 30, 2023.

Any member of the selection committee that has a possible conflict of interest must disclose it. 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 selection process. However, a committee member who recused him/herself, but who has relevant and necessary information with respect to athlete performance, for example a national team coach or high performance director, 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.

Attachment B

2023 U.S. Paralympics SPORT Athlete Stipends

1. Athlete stipends are processed monthly by the first day of each month.
2. Athletes are eligible for athlete stipends at the beginning of the month following nomination to the National Team(s).
3. Athlete stipends are provided to athletes in compliance with their 2023 Athlete Agreement and personal performance plan obligations. If an athlete is not current with the agreement/plan obligations and/or USADA on the first day of the month in which the payment is being made, the athlete's payment will be withheld until he/she is compliant.
4. Athletes sanctioned by USADA, WADA and/or the respective sport IF for a doping violation are not eligible for an athlete stipend, regardless of any National Team(s) status, during the period of such sanction.
5. Athletes sanctioned by the IPC and/or the respective sport IF for classification Intentional Misrepresentation are not eligible for an athlete stipend, regardless of any National Team(s) status, during the period of such sanction.
6. Athletes sanctioned by the U.S. Center for SafeSport, the USOPC, or another National Governing Body (NGB) for a SafeSport Code violation are not eligible for athlete stipends, regardless of any National Team(s) status, during the period of such sanction.
7. Athlete stipends will only be paid once the USOPC's Athlete Stipend Designee Form, Direct Deposit Form and W-9 Form have been completed and submitted (annual basis).
8. Athlete stipends are paid directly to the athlete. National Team athletes are responsible for understanding and maintaining their own eligibility status with other organizations where applicable (i.e. NCAA, NFHS, etc.), and may choose to decline athlete stipend payments in order to retain high school or collegiate eligibility.
9. Athlete stipends will be reported to the IRS and may be subject to federal and state income tax. The USOPC encourages athletes to speak with a tax professional to receive guidance regarding tax implications.
10. Female athletes who become pregnant must inform the USOPC health benefits administrator at eahi@USOPC.org. More information can be found on the [EAHI website](#).
11. Athlete support is contingent upon upholding agreements set out in the athlete's Personal Performance Plan, including attending agreed upon events.

2023-24 Criteria for U.S. Paralympics Nordic Skiing Athlete Stipends (include dollar amounts):

Paid and reevaluated monthly June through May (12 possible payments). Payments can be withheld, or indefinitely suspended, at any time for failure to maintain required communication with NGB staff/coaches, complete & send in training logs, or attend agreed upon projects/camps/competitions, etc. Up to \$14,400 per athlete is available for Nordic Athletes based on National Team status and progress towards individual markers.

A Team (Nordic):

- \$14,400 annually or \$1200 per month (x 12 months)

B Team (Nordic):

- \$9,600 annually or \$800 per month (x 12 months)

C Team (Nordic):

- \$4800 annually or \$400 per month (x 12 months)

Attachment C

2023-24 U.S. Paralympics Nordic Skiing Additional Athlete Support Programs

Athletes must meet criteria in Attachment B to be eligible for additional athlete support programs.

Adaptive Spirit (SkiTAM) Event:

U.S. Paralympics Nordic Skiing National Team athletes are expected to participate in the season ending Adaptive Spirit event and fundraiser.

For those National Team Athletes who do not receive funding to attend the event directly from an Adaptive Spirit (No Excuses) Athlete Partnership Program Grant, U.S. Paralympics Nordic Skiing will help with transportation costs provided that the request is received three weeks in advance. Transportation costs will be limited to flights, gas reimbursement (local athletes who elect to drive), and/or shuttle costs to get from DEN airport to Vail. Transportation costs will not be provided for Development Team athletes to attend.

Typically, Adaptive Spirit will cover lodging costs and some meals. U.S. Paralympics Nordic Skiing National Team athletes will be required to participate in “required” dinners, banquets and Nordic skiing events that may occur at the Adaptive Spirit event.

U.S. Paralympics does **not** fund National Team athletes to attend Trials/National Championships/selection events; however, attendance at “Nationals” may be required as per the athlete’s Personal Performance Plan.

COACHING SUPPORT will be offered to athletes who have achieved National A, B, and C Team status.

Attachment D

2023-24 U.S. Paralympics Nordic Skiing Elite Athlete Health Insurance (EAHI)

All 2023-24 National Team athletes are eligible for EAHI. Upon meeting the criteria below eligible athletes will receive an email from the USOPC outlining the EAHI program benefits for further consideration.

1. Athletes must be currently training and competing to receive EAHI.
2. Athletes must sign and be in compliance with 2023 Athlete Agreement obligations and personal performance plan obligations.
3. Athletes are eligible for EAHI at the beginning of the month following nomination to the National Team(s).
4. Enrollment in EAHI will only be completed once the athlete has accepted an EAHI offer via email from eahi@USOPC.org and has completed and submitted the USOPC Elite Athlete Health Insurance Designee Form and W-9 Form (annual basis).
5. Athletes sanctioned by USADA, WADA and/or the respective sport IF for a doping violation are not eligible for EAHI, regardless of any National Team(s) status, during the period of such sanction.
6. Athletes sanctioned by the IPC and/or the respective sport IF for classification Intentional Misrepresentation are not eligible for EAHI, regardless of any National Team(s) status, during the period of such sanction.
7. Athletes sanctioned by the U.S. Center for SafeSport, the USOPC, or another National Governing Body (NGB) for a SafeSport Code violation are not eligible for EAHI, regardless of any National Team(s) status, during the period of such sanction.
8. When National Team status is no longer conferred upon the athlete, EAHI benefits will cease. Termination is effective the first of the month following 30 days written notification.
9. Athlete stipends will be reported to the IRS and may be subject to federal and state income tax. The USOPC encourages athletes to speak with a tax professional to receive guidance regarding tax implications.
10. Female athletes who become pregnant must inform the USOPC health benefits administrator at eahi@USOPC.org. More information can be found on the [EAHI website](#).

Attachment E

U.S. Anti-Doping Agency (USADA)

Whereabouts:

An important part of USADA's testing program is the ability to test athletes without any advance notice in an out-of-competition setting. Athletes are subject to testing 365 days a year and do not have "off-seasons" or cutoff periods in which testing does not occur. Whereabouts information, (dates, times, locations, etc.) is information submitted to USADA by an athlete that allows the athlete to be located for out-of-competition testing.

For more information on whereabouts, please go to <https://www.usada.org/testing/whereabouts/>.

Therapeutic Use Exemptions (TUEs):

In some situations, an athlete may have an illness or condition that requires the use of medication listed on the World Anti-Doping Agency's Prohibited List. USADA can grant a Therapeutic Use Exemption (TUE) in these situations in compliance with the World Anti-Doping Agency International Standard for TUEs. The TUE application process is thorough and designed to balance the need to provide athletes access to critical medication while protecting the rights of clean athletes to compete on a level playing field.

For more information on TUEs, please go to <https://www.usada.org/substances/tue/>.

Global Drug Reference Online (Global DRO):

The Global Drug Reference Online (Global DRO) provides athletes and support personnel with information about the prohibited status of specific medications based on the current World Anti-Doping Agency (WADA) Prohibited List.

Global DRO does not contain information on, or that applies to, any dietary supplements.

The Global DRO can be found at <https://www.globaldro.com/Home>.

Additional Resources from USADA:

USADA Website: <https://www.usada.org/>

Supplement 411: <https://www.usada.org/substances/supplement-411/>

WADA Prohibited List: <https://www.usada.org/substances/prohibited-list/>

Anti-Doping 101: <https://www.usada.org/athletes/antidoping101/>

Attachment F

2023 U.S. Paralympics Nordic Skiing National Team Procedures & Obligations

U.S. Paralympics Nordic Skiing Team Procedures

- Failure to comply with the Athlete Obligations listed below or violating the Athlete Agreement will result in a suspension of athlete stipends, other team benefits, and/or removal from the National Team.
- The U.S. Paralympics Complaint Procedures can be found at <https://www.teamusa.org/usparanordicskiing/athlete-and-sport-program>
- FINE EXAMPLES:
 - Failure to attend national team event(s) as outlined in the Personal Performance Plan may result in a loss of Athlete Stipend.
 - Failure to submit all 2023 National Team Paperwork by the posted deadline will result in a loss of benefits until the paperwork has been completed.
 - Failure to compete at required meets as listed in the Athletes' Personal Performance Plan may result in a loss of Athlete Stipend.

Nordic Skiing Athlete Obligations

- Maintain compliance with U.S. Paralympics Athlete Agreement
- Maintain compliance with 2023 Personal Performance Plan
- Maintain compliance with the National Team Code of Conduct
- Maintain compliance with USADA, IPC, IF, and WADA anti-doping policies
- Maintain regular communication, including timely response to requests with Coach(s) and/or Director, U.S. Paralympics Nordic Skiing

U.S. Paralympics Nordic Skiing Team Rules and Regulations (if applicable)

- Team members and staff will attend all team functions including meetings, practices, exhibitions, press conferences, competitions, etc., unless otherwise excused or instructed by a Coach or Director of U.S. Paralympics Nordic Skiing..
- Team member and staff will cooperate with all Team leadership and U.S. Paralympics staff (Program Manager, Team Leader, Coaches,, Director, U.S. Paralympics Nordic Skiing).
- Team members and staff will refrain from behavior that would detract from a positive image of the U.S. Paralympics Nordic Skiing National Team or that would be detrimental to its performance objectives.
- Team members and staff will display proper respect and sportsmanship toward coaches, officials, administrators, fellow competitors and the public.
- Team members and staff will wear USOPC and/or U.S. Paralympics Nordic Skiing provided apparel as required and as designated by Team leadership (Program Manager, Team Leader, Head Coach, Director, U.S. Paralympics Nordic Skiing).
- An open and observable environment should be maintained for all interactions between staff and athletes. Private, or one-on-one situations should be avoided unless open and observable. Common sense should be used to move a meeting to an open and observable location if the meeting inadvertently begins in private.

- Bullying, disparagement, or defamation of teammates, fellow competitors, team staff, event organizers, or IF representatives – verbally, through social media, email, or text – is prohibited.