



USA Triathlon - International Competition Panel 1.27.2025

Most Athletes who compete in World Triathlon competitions earn their spot on a provisional start list objectively and then roll onto the final start list.

In some instances, however, USA Triathlon (USAT) may choose to replace an Athlete on the provisional start list for the following reasons: i) the Athlete is on the list as a placeholder; ii) the Athlete is unable to compete due to injury, illness or extenuating circumstance; or iii) to support USAT strategic performance and development initiatives that are aligned with published Guiding Principles. Also, if no ranking list or objective performance automatically selects an Athlete for an event, USAT may select an Athlete for an event via discretion.

In any of the above situations where an Athlete may be adversely affected, the International Competition Panel (ICP) will be consulted to ensure it meets the discretion principles published in the event criteria for that level of event. The following explains how this process works.

The International Competition Panel (“ICP”) will utilize discretion to select or substitute athletes to participate in international competitions when necessary. The ICP must come to a unanimous decision in order to move forward with the change. USAT will post a list of eligible people to comprise the ICP at the beginning of every calendar year on its website. The USAT High Performance leadership, in consultation with the USA Triathlon Athlete Advisory Counsel (AAC), will constitute the ICP from the list of eligible people as needed and per the following composition requirements.

The ICP will be comprised of 2 AAC members or an approved previous AAC member if one cannot be found due to conflict of interest. If no previous AAC member can be found due to conflict of interest, an eligible 10-year list athlete will be utilized.

Elite Paratriathlon ICP:

2 Elite Paratriathlon Athlete Representatives
1 USAT High Performance leadership representative

Elite Triathlon ICP:

2 Elite Triathlon Athlete Representatives
1 USAT High Performance leadership representative

Events or situations for which ICP may be utilized: The events where discretionary criteria may be utilized can be found here: <https://www.usatriathlon.org/our-community/elite-development>. Discretion may also be used for granting elite license and national team status..

Definitions

Athlete Submission Process: In order to receive consideration for an ICP, please submit your case to Scott Schnitzspahn at scott.s@usatriathlon.org.

Athlete Representatives: Athlete Representatives must meet the “Elite 10 Year Athlete” and will be selected and confirmed by the USA Triathlon Athlete Advisory Council (AAC).

USAT High Performance Leadership Representatives: Any USAT High Performance Manager, Director, or General Manager may be utilized.

Timeline: Expected International Competition Panel members for the year will be posted by February 1st annually on USAT’s High Performance website:
<https://www.teamusa.org/usa-triathlon/elite/elite-athlete-qualification>

Meeting Minutes: Each ICP creates meeting minutes to document that it has followed the procedures in making these discretionary decisions. Meeting notes of ICPs are generally not public and shall not be published to protect the privacy of all athletes, unless required to be disclosed by a specific legal process.

Objective Selection Procedures: The objective selection processes for all potential events are located here:

- **Elite Triathlon/Elite Paratriathlon:** <https://www.teamusa.org/usa-triathlon/elite/elite-athlete-qualification>
- **Junior & U23 Triathlon:** <https://www.usatriathlon.org/our-community/elite-development/youth-jr-u23>

Appeals Process. If an athlete would like to appeal a decision made by the ICP, please contact General Counsel at legal@usatriathlon.org, with a copy to elite@usatriathlon.org.

Athletes who have questions regarding their opportunity to compete may contact the USOPC’s Athlete Ombuds office at www.usathlete.org, ombudsman@usathlete.org, or (719) 866-5000.

The Athlete Ombuds Office provides cost-free, independent, and confidential advice regarding athlete rights, grievance procedures and any other related guidance pertaining to selection procedures and can assist in mediating disputes between athletes and their NGB/PSO.

2025 Eligible ICP: *

Athlete Representatives:

William Huffman – Elite Triathlon

Chelsea Burns – Elite Triathlon

Megan Foley – Elite Triathlon

Dylan Sorensen – Elite Triathlon

Erika Ackerlund – Elite Triathlon

Kelly Elmlinger – Elite Paratriathlon

Erika Ackerlund – Elite Triathlon

Chris Hammer – Elite Paratriathlon

Previous AAC Member if none of the current members are suitable for the position

*to be appointed by the AAC Chair

AAC has the ability to select up to one recently-retired AAC member if it is

- In the best interest of the athletes to mitigate conflict of interest
- Helps the ICP reach an informed and unbiased decision

USAT HP Representatives:

Paralympic Program Sr. Manager – Lindsey Jerdonek

Olympic Program Sr. Manager – Alec Hewett

General Manager – Scott Schnitzspahn

**to be updated and reposted if new representatives are added throughout the year.*