

U.S. Paralympics Cycling 2023 Athlete and Sport Program Plan

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DEFINITIONS

1. **“2023”**: The following dates and seasons:
 - a. The 2023 season, which lasts January 1, 2023 through December 31, 2023
2. **“2024”**: The following dates and seasons:
 - a. The 2023 season, which lasts January 1, 2024 through December 31, 2024
3. **“Term 1”**: The following dates:
 - a. ROAD: January 1, 2023 through June 30, 2023
 - b. TRACK: January 1, 2023 through July 31, 2023
4. **“Term 2”**: The following dates:
 - a. ROAD: July 1, 2023 through December 31, 2023
 - b. TRACK: August 1, 2023 through December 31, 2023
5. **“Athlete Stipend”**: Previously referred to as Direct Athlete Support or DAS
6. **“EAHI”**: Elite Athlete Health Insurance
7. **“IF”**: an International Federation
 - a. CYC – Union Cycliste Internationale (UCI)
8. **“NGB”**: National Governing Body. For Para-cycling, U.S. Paralympics Cycling serves as the NGB.
9. **“USADA”**: The U.S. Anti-Doping Agency
10. **“Pilot”**: For the purposes of these procedures (except as noted throughout), pilots will be considered athletes.

PROGRAM GOALS

The primary focus of U.S. Paralympics Cycling in 2023 is to support proven performers and identify new athletes to develop the best Para-cycling program in the World. This includes cultivating a strong Para-cycling culture in the United States, creating a world-class training environment with the world's best staff, and assembling a roster of athletes capable of winning medals at the 2024 Paralympic Games in Paris, France.

Specific activities in pursuit of these program goals will include:

U.S. Paralympics Cycling			
2023 High Performance Calendar			
Dates	Activity	Location	Target Athletes & Notes
January 22-27	NT Road Camp	Buellton, CA	National Team
March 19-23	Road Camp	TBD	National Team + Invitees
April 2-7	Track Camp	Carson, CA	National Team + Invitees
April 20-23	World Cup #1	Europe	Team USA Roster + Independents
May 4-7	World Cup #1	Europe	Team USA Roster + Independents
May 26-29	World Cup #3	Huntsville, AL	Team USA Roster + Independents
June, 2023	Road Nationals	TBD	Open Event
July 5-9, 2023	Track National Championships	Carson, CA	Open Event (specific Para race days tbd). Selection event for Track Worlds.
July 10-14, 2023	Track Worlds Prep Camp #1	Carson, CA	Worlds Team USA Roster
July 21-29	Track Worlds Prep Camp #2	Carson, CA	Worlds Team USA Roster
August 3-10	Road & Track World Championships	Scotland, UK	Team USA Roster Only
October 2-6	Talent ID Camp	Colorado Springs, CO	Invitees (application)
November 5-10	Parapan Prep Camp	Colorado Springs, CO	Parapan Team USA Roster Only
November 17-25	Parapan American Games	Santiago, Chile	Parapan Team USA Roster Only

Updated 5/15/23

2023 NATIONAL TEAM: TERM 1

TERM 1: U.S. Paralympics Cycling will nominate National Team(s) for the first term of 2023, effective January 1 2023, comprised of the following:

- **ROAD:** National A, National B, National C Team (term dates: 1/1 - 6/30/23)
- **TRACK:** National A, National B, National C Team (term dates: 1/1 – 7/31/23)

Both teams will be nominated based on performances at the events listed in the table below.

ROAD:

- Points will be totaled for each athlete's TOP 5 results (point totals) from competitions listed in the table below.
- Athletes will be awarded points from a maximum of three (3) results from any single event category.
- In order to receive points for road races in Category 1, 2, or 3, or points for time trials in Category 2 or 3, athletes must finish within 10.0% of the first place time for their classification.

TRACK:

1. Points will be totaled for each athlete's TOP 3 results (point totals) from competitions listed in the table below.
2. Athletes will be awarded a maximum of one (1) result from Category 1 events, and a maximum of two (2) results from Category 3 events.
3. In order to receive points for races in Category 1 and Category 3, athletes must ride the Talent Pool standard (105.0%) or better for their classification.
4. Track athletes who meet the National standard in the Individual Pursuit or 500m/1km Time from any event category in the table below will be automatically named to the National C Team on 1/1/23

A final ranking National Team Ranking List (separate lists for track and road) is available on the U.S. Paralympics Cycling website under the "Results and Rankings" section.

Category 1: National Events	Category 2: Road World Cup Events	Category 3: Track or Road World Championships
<p><u>ROAD:</u></p> <p><i>Huntsville Para-cycling Open</i> - Time Trial: Position on ranking list (men and women) - Road Race: Position in class</p> <p><i>USA Cycling Road National Championships</i> - Time Trial: Position on ranking list (men and women) - Road Race: Position in class ***</p> <p><u>TRACK:</u></p> <p><i>USA Cycling Track National Championships</i> - 3k or 4k Individual Pursuit: Position on the <i>Track Nationals NT Ranking List*</i> (men and women) - 500m or 1km Time Trial: Position on <i>Track Nationals NT Ranking List*</i> (men and women)</p>	<p><i>UCI Para-cycling Road World Cup #1, #2, or #3 (separate points for each World Cup)</i> - Individual Time Trial: Position in class - Road Race: Position in class</p>	<p><i>UCI Para-cycling Road World Championships</i> - Individual Time Trial: Position in class - Road Race: Position in class</p> <p><i>USA Para-cycling Track World Championships</i> - 3k or 4k Individual Pursuit: Position in class - 500m or 1km Time Trial: Position in class - Omnium: Position in class - Tandem Sprint: Position in class</p>

Track Nationals NT Track Ranking list: Finish times in the 1k Time Trial and 3000m and 4000m Individual Pursuit for men, and the 500m Time Trial, 1k Time Trial (tandem women only) and the 3000m Individual Pursuit for women will be utilized to create a ranking list (separate list for men and women) from the 2022 USA Cycling Para-cycling Track National Championships..

Each finish time will be converted to a Result by expressing it as a percentage of the 2022 U.S. Paralympics National Standard for the respective event. An event refers to the competition within a Paralympic racing sport class – e.g. the Men’s C5 4 km Individual Pursuit.

Each Result will be rounded to the nearest one hundredth of a percent. Lower percentages are better than higher percentages (97.01% beats 99.02% beats 102.88%). Result = (finish time/National Standard) x 100

Each athletes’ best result will then be utilized to formulate a ranking list, which will be ordered from lowest percentage (best) to highest percentage. Each athlete will only have one result (their best) on the ranking list, regardless of the number of events in which they competed.

POINTS AVAILABLE						
Place	ROAD			TRACK		
	Cat 1 Events	Cat 2 Events	Cat 3 Events	Cat 1 Events		Cat 3 Events
1	10	20	30	20		30
2	8	17	27	17		27
3	7	15	25	15		25
4	5	11	19	11		19
5	4	9	17	9		17
6	3	7	15			15
7	2	5	13			13

2023 NT Points Threshold: ROAD A TEAM: 70+ points B TEAM: 50-69 points C TEAM: 30-49 points	2023 NT Points Threshold: TRACK A TEAM: 45+ points B TEAM: 35-44 points C TEAM: 25-34 points
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Discretionary National Team Selection

U.S. Paralympics Cycling *may* - but is not required to - utilize a discretionary process to name individual athletes with potential to attain high results on behalf of Team USA at international competitions to the 2023 National C Team, under exceptional circumstances as follows:

- Athlete was ill, injured, or otherwise unable to participate in events that would qualify them for the 2023 National Team, but demonstrates a trend of improving performance that could result in a medal-winning performance at the 2023 World Championships (track or road), or a 2023 World Cup (road).
- Athlete was reclassified in 2022 and has demonstrated potential that could result in a medal-winning performance in the new classification at the 2023 World Championships (track or road) or a 2023 World Cup (road).

Note: Non-selection to World Cup or World Championships is not an exceptional circumstance.

Discretionary Panel:

Discretionary nominations for the National Team, will be determined by a panel that includes 33% athlete representation, as follows:

- Director, Paralympic Cycling
- Associate Director, High Performance, Paralympic Cycling
- Manager, Operations, Paralympic Cycling
- Athlete Representative
- Athlete Representative

Note: Athletes do not need to apply for consideration to be named to the National Team via discretion.

2023 NATIONAL TEAM: TERM 2

TERM 2: U.S. Paralympics Cycling will nominate National Team(s) for the second term of 2023, comprised of the following:

- **ROAD:** National A, National B, National C Team (term dates: 7/1 - 12/31/23)
- **TRACK:** National A, National B, National C Team (term dates: 8/1 – 12/31/23)

Both teams will be nominated based on performances at the events listed below.

ROAD:

- Points will be totaled for each athlete's ~~TOP 5~~ **TOP 4** results (point totals) from competitions listed in the table below, in order to create a National Team ranking list (separate rankings for men and women).
- Athletes will be awarded points from a maximum of one (1) result from Category 1, and three (3) results from Category 2.
- In order to receive points for road races in Category 1 or 2, or points for time trials in Category 2, athletes must finish within 10.0% of the first-place time for their classification.
- Road National team positions will be filled based on the ranking list, as follows:
 - MEN (9): National A Team = 4 | National B Team = 3 | National C Team = 2
 - WOMEN (10): National A Team = 5 | National B Team = 3 | National C Team = 2

TRACK:

Track athletes will be nominated to the term 2 National Team based on the results of the individual pursuit (IP) and the 1km or 500m time trial (TT) at the USA Cycling Para-cycling Track National Championships in Carson, CA

- Each athlete's results from Nationals will be included in a ranking list (separate ranking lists for men and for women) by expressing the results as a percentage vs. the National Track standards. Each result will be rounded to the nearest one hundredth of a second.
- Athletes may compete and attain results in either the TT or the IP at Nationals, however only their top (best) result will be included in the National Team qualification ranking list.
- Track National team positions will be filled based on the ranking list, as follows:
 - MEN (6) National A Team = 3 | National B Team = 2 | National C Team = 1
 - WOMEN (6): National A Team = 3 | National B Team = 2 | National C Team = 1

In addition, track athletes who meet a National Team standard in the IP or the TT at a LAVRA race during Term 1 or 2023 will automatically be named to the National C Team for term 2. (see <https://lavelodrome.org/> for a calendar of events)

A National Team Ranking List (separate lists for track and road) will be available on the U.S. Paralympics Cycling website under the "Results and Rankings" section, updated following each eligible competition.

Category 1: Road National Events	Category 2: Road World Cup Events
<p><u>ROAD:</u></p> <p><i>Rock Prairie U.S. Paralympics Cycling Time Trial (June 14, 2023, Janesville, WI)</i></p> <ul style="list-style-type: none"> - Individual Time Trial: Position on ranking list (men and women) <p><i>USA Cycling Road National Championships</i></p> <ul style="list-style-type: none"> - Time Trial: Position on ranking list (men and women) - Road Race: Position in class 	<p><i>UCI Para-cycling Road World Cup #1, #2, or #3 (separate points for each World Cup)</i></p> <ul style="list-style-type: none"> - Individual Time Trial: Position in class - Road Race: Position in class

ROAD: Points Available		
Place	Cat 1 Events	Cat 2 Events
1	10	25
2	8	22
3	7	19
4	5	17
5	4	15
6	3	13
7	2	11

Discretionary National Team Selection

U.S. Paralympics Cycling *may* - but is not required to - utilize a discretionary process to name individual athletes with potential to attain high results on behalf of Team USA at international competitions to the 2023 Term 2 National C Team, under exceptional circumstances as follows:

- Athlete was ill, injured, or otherwise unable to participate in events that would qualify them for the 2023 National Team, but demonstrates a trend of improving performance that could result in a medal-winning performance at the 2023 World Championships.
- Athlete was reclassified during Term 1 of 2023 and has demonstrated potential that could result in a medal-winning performance in the new classification at the 2023 World Championships (track or road).

Note: Non-selection to World Cup or World Championships is not an exceptional circumstance.

Discretionary Panel:

Discretionary nominations for the National Team, will be determined by a panel that includes 33% athlete representation, as follows:

- Director, Paralympic Cycling
- Associate Director, High Performance, Paralympic Cycling
- Manager, Operations, Paralympic Cycling
- Athlete Representative
- Athlete Representative

Note: Athletes do not need to apply for consideration to be named to the National Team via discretion.

2024 NATIONAL TEAM

U.S. Paralympics Cycling will nominate teams for the first term of 2024, effective January 1, 2024, comprised of the following:

Road: National A, National B, National C Team – Term Dates: 1/1 - 6/30/2023

Track: National A, National B, National C Team – Term Dates: 1/1 – 6/30/2023

The number of athletes and total team size will be determined after the 2024 resource allocation has completed, and will be included in the 2024 Athlete & Sport Program Plan.

Both teams will be nominated utilizing a ranking list that includes events from the list below:

Category 1: National Events	Category 2: International Events
Rock Prairie Time Trial - Individual Time Trial: position on ranking list USA Cycling Para-cycling Road Nationals (TT only) - Individual Time Trial: position on ranking list USA Cycling Para-cycling Track Nationals - 3k or 4k Individual Pursuit: position on ranking list - 500m or 1km Time Trial: position on ranking list	2023 UCI Para-cycling Road World Cup #1 - Individual Time Trial: Position in class - Road Race: Position in class 2023 UCI Para-cycling Road World Cup #2 - Individual Time Trial: Position in class - Road Race: Position in class UCI Para-cycling Road World Cup #3 - Individual Time Trial: Position in class - Road Race: Position in class 2023 Para-cycling Road World Championships - Individual Time Trial: Position in class - Road Race: Position in class 2023 Para-cycling Track World Championships - 3k or 4k Pursuit: Position in class - 500m or 1km Time Trial: Position in class - Omnium: Position in class - Scratch Race: Position in class - Tandem Sprint: Position in class

ROAD:

- Points will be totaled for each athlete’s TOP four (4) results (point totals) from competitions listed in the table above.
- Athletes will be awarded points from a maximum of one (1) result from Category 1 and three (3) results from Category 2.
- In order to receive points for any result in the table below, athlete must:
 - Finish in the top 50.0% of race finishers for their respective sport class; OR
 - Finish within 10.0% of the 1st place finisher (winner) for their respective sport class

TRACK:

- Points will be totaled for each athlete’s TOP two (2) results (point totals) from competitions listed in the table above.

- Athletes will be awarded a maximum of one (1) result from Category 1, and a maximum of one (1) result from Category 2.
- In order to receive points for races in Category 1 and Category 2, athletes must ride the Talent Pool standard (105.0%) or better for their sport class.

Track athletes who meet the National standard in the Individual Pursuit or 500m/1km Time from any event category in the table above will be automatically named to the National C Team on

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 Cycling Additional Athlete Support Programs (Attachment C)
1. USOPC Elite Athlete Health Insurance program (Attachment D)
2. Air transportation (or ground equivalent), lodging, ground transportation, meal per diem, and coaching support at designated U.S. Paralympics U.S. Paralympics Cycling training and competition activities.
3. USOPC Athlete Career & Education Program (<https://www.teamusa.org/athlete-career-and-education-program>).
4. U.S. Paralympics National Team uniform. National Team athletes will be provided with cycling competition and casual apparel for Team USA competitions. Guidelines for apparel are outlined in the team rules and athlete handbook for each competition or team activity.

EMERGING ATHLETES

Athletes who meet the Emerging standard during 2023, at a UCI or USA Cycling-sanctioned event, **may** be invited to participate in selected U.S. Paralympics Cycling Program activities as outlined on page 2. Invitation is at the discretion of U.S. Paralympics Cycling.

2023 PROGRAM ACTIVITIES

The 2023 National Team(s) activities are outlined on page 2. Athletes will be required to attend certain activities as part of their personal performance plan which will be developed in conjunction with the staff at U.S. Paralympics Cycling.

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).

Failure to attend required activities could impact an athlete's national team status and/or eligibility for benefits.

2023 OPERATION GOLD

The Operation gold qualifying event(s) for Para-cycling in 2023 are *either* the UCI Para-cycling Track World Championships, *or* the UCI Para-cycling Road World Championships in Glasgow, Scotland, August 3-13, 2023.

In non-Paralympic Games years, Operation Gold Awards are limited to one award per athlete in a program year; 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 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 be 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)
1 st	\$6,250	\$6,250	\$7,500	\$37,500
2 nd	\$5,000	\$5,000	\$6,250	\$22,500
3 rd	\$4,375	\$4,375	\$5,000	\$15,000
4 th	\$3,750	\$3,750	\$4,375	
5 th	\$3,125	\$3,125	\$3,750	
6 th	\$3,125	\$3,125	\$3,750	
7 th	\$2,500	\$2,500	\$2,500	
8 th	\$2,500	\$2,500	\$2,500	

Attachment A
2023 National Team Standards

TRACK

Track Standards for 2023 are published on the U.S. Paralympics Cycling website:
<https://www.teamusa.org/usparacycling/athletes-section/athlete-and-sport-program>

ROAD

Road Standards for 2023 are published on the U.S. Paralympics Cycling website:
<https://www.teamusa.org/usparacycling/athletes-section/athlete-and-sport-program>

Attachment B

2023 U.S. Paralympics SPORT Athlete Stipends

1. Athlete stipends are processed monthly on/before 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](#).
 - a. All National Team athletes must ride a talent pool standard during term 1 at a competition or camp listed on page 2 in order to maintain National Team status.
 - b. All National Team athletes must attend a minimum of one camp listed on page 2 during term 1 in order to maintain National Team status.
 - c. All National Team athletes must attend a minimum of one competition listed on page 2 during term 1 in order to maintain National Team status.

2023 Para-Cycling Athlete Stipends:

Team Status Level	2023 Monthly Payment
National A Team	\$1,100
National B Team	\$750
National C Team	\$450

Attachment C

2023 U.S. Paralympics Cycling Additional Athlete Support Programs

Coaching Support

U.S. Paralympics Cycling will provide individual coaching support for National Team athletes in 2023, by coaches under contract with the USOPC and U.S. Paralympics Cycling. Athletes may request to work with any contracted coach, at the expense of U.S. Paralympics. Athletes who wish to work with coaches that are not under contract with USOPC / U.S. Paralympics Cycling, may utilize their Supplemental Athlete Support (SAS) to cover coaching costs.

Travel Support

Travel for National Team (NT) athletes to NT-specific activities may be funded. Travel expenses to UCI World Cup, or World Championship events may also be covered, only for athletes named to the roster per the selection procedures for that event. Travel for NT athletes to attend selection events or the National Championships is not funded; however, attendance by NT athletes at any event may be required as outlined on page 3 and/or per the athlete's individual performance plan.

Supplement Athlete Support (SAS)

NT athletes are eligible to receive a stipend for each term to support expenses such as: equipment, travel, training, and coaching.

Term 1 NT athletes must use their SAS by June 30 (road) or July 31 (track), or they will forfeit the remainder. Term 2 NT athletes must use their SAS by December 10, 2023 or they will forfeit the remainder.

The application for Supplemental Athlete Support is included on the website at <https://www.teamusa.org/usparacycling/athletes-section/athlete-and-sport-program>

Term 1	SAS Amounts
National A Team	Road: \$2,700 Track: \$3,150
National B Team	Road: \$1,600 Track: \$1,850
National C Team	Road: \$600 Track: \$700

Term 2	SAS Amounts
National A Team	Road: \$2,700 Track: \$2,250
National B Team	Road: \$1,600 Track: \$1,350
National C Team	Road: \$600 Track: \$500

*The amount for the entire term. Athletes on the National Team for partial term(s), will receive a prorated SAS allocation.

PERFORMANCE INCENTIVE SUPPORT

Additional performance incentives will be provided to athletes who attain results at UCI Paracycling C1 events, as well as Road World Cups – including results for team competitions – when competing as a member of Team USA*.

Place / Participants	UCI C1 Events (Overall finish placing within sport class [one payout per event])	World Cups (Place within sport class, per individual race)
1 st – Field with > 2 participants	\$600	\$600
2 nd – Field with > 3 participants	\$400	\$400
3 rd – Field with > 4 participants	\$300	\$300

**No incentives will be paid to athletes who race at UCI events as independent or as part of a trade team. Athletes who wish to compete at C1 events for Team USA must be named to the Team USA roster for the event and must be entered by U.S. Paralympics.*

EQUIPMENT

National Team and resident athletes may have access to team equipment, including, but not limited to:

- Bicycles/Trikes/Handcycles/Tandems (or frames/forks)
- Components and Wheels
- Power Meters
- Specialty Helmets
- Race-specific Competition Apparel
- Trainers and Rollers
- Subscriptions
- Prototype Gear

All NT equipment will be inventoried and distributed based on current need and future medal potential of the athlete(s). Equipment will be issued at the discretion of the Director, Paralympic Cycling, in consultation with staff.

All National Team athletes using equipment owned by U.S. Paralympics Cycling will be required to sign the *NT Equipment Agreement* and will be responsible for costs incurred due to damage or loss of the equipment.

Special Pricing

NT athletes may have access to special pricing from partners and suppliers of U.S. Paralympics Cycling. Details and policies will be communicated by U.S. Paralympics Cycling staff throughout the 2023 season.

Attachment D

2023 U.S. Paralympics Cycling Elite Athlete Health Insurance (EAHI)

All 2023 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 Cycling National Team Procedures & Obligations

Para-cycling 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 the following link:
<https://www.teamusa.org/usparacycling/athletes-section/athlete-and-sport-program>

Para-cycling Athlete Obligations

- Maintain compliance with U.S. Paralympics Athlete Agreement
- Maintain compliance with 2023 Athlete Performance Plan
- Maintain compliance with the National Team Code of Conduct
- Maintain compliance with the National Team Equipment Agreement
- Maintain compliance with USADA, UCI/CADEF, IPC, and WADA anti-doping rules
- Maintain compliance with the 2023 U.S. Paralympics Cycling Team Rules
- Update Training Peaks on a weekly basis
- Attend the mandatory January National Team camp in order to maintain team status
- TRACK Athletes: Must compete at Nationals. A & B Team athletes must make an international roster for Term 2 to maintain status (Track Worlds and/or Parapan)
- ROAD ATHLETES: Must compete at Nationals, Must make at least one international roster during each term to maintain team status (Term 1: World Cups, Term 2: World Champs or Parapan)
 - Note: Athletes who are both Road and Track rosters will have a hybrid, customized list of obligations as agreed upon with staff
- Maintain an appropriate level of fitness and weekly training in order to be prepared for international (UCI) Para-cycling competition
- Maintain communication with U.S. Paralympics Cycling staff as needed

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

The following rules apply to all official National Team and Team USA Para-cycling activities and events (additional rules may be implemented on a per-event basis as needed):

- The possession or use of weapons, tobacco products (including E-cigarettes or vape pens) or controlled substances by any athlete or staff member is prohibited. If an athlete possesses a Therapeutic Use Exemption (TUE) for medical marijuana, it may not be used within the confines of a shared room. Despite the existence of a TUE, athletes are required to abide by local, state, and federal laws of the country, city, or region in which any team activity takes place.
- Daily Curfews (“lights out” times) established by the Team Staff and published in the daily schedule must be observed by all athletes.
- Team members and staff will attend all team functions including meetings, practices, exhibitions, press conferences, competitions, etc., unless otherwise excused or

instructed by U.S. Paralympics Cycling staff.

- Team members and staff will wear USOPC and/or U.S. Paralympics Cycling provided apparel as required and as designated by team leadership (Director, Associate Director of High Performance, Manager of Operations).
- Team members will cooperate with U.S. Paralympics Cycling staff
- Team members and staff will refrain from behavior that would detract from a positive image of the U.S. Paralympics Cycling 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 are required to sleep in their assigned rooms and are not permitted to switch rooms – even temporarily – without prior approval from team staff.
- 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, harassment, disparagement, or defamation of teammates, fellow competitors, team staff, event organizers, or UCI/IPC representatives – verbally, through social media, email, or text – is prohibited.
- Public intoxication or consuming alcohol to excess is prohibited.
- Staff drinking with athletes is ***not allowed***. This includes being in the same establishment or even in the same room together.
- Friends and family are not permitted in athlete rooms or beyond the hotel lobby
- Team USA staff and athletes ****only**** on the field of play (including team pits/cabins). No friends/family/personal coaches.
- For athletes who need help putting on competition apparel (i.e. speedsuits):
 - Athletes are not required to have assistance and should request it of the staff if/when they require it.
 - There will always be at least three persons present when assisting with suits:
 - Three persons can be defined as two athletes (including the athlete putting on the suit) and one staff member, or one athlete and two staff members. The make-up of staff and athletes when assisting with suits should be the same gender whenever possible.

Staff will be considerate of the athlete and will avoid all but inadvertent touching of the groin, buttocks, and breast area.

Attachment G

2023 U.S. Paralympics Cycling Resident Program

U.S. Paralympics Cycling implements a Resident Program at the Colorado Springs Olympic and Paralympic Training Center (CSOPTC).

Eligibility:

- Be at least 17 years of age.
- Be a current US Citizen eligible to represent the USA in the Paralympic Games.
- Applicants who take college courses must maintain a 3.0 GPA.
- Be willing to submit to a complete health profile coordinated by USOPC Sports Medicine including thorough medical history and comprehensive physical examination.

Accepted athletes (see application & acceptance for further details) who desire to enter the program must commit to the full resident program period of twelve months with a review every six months. Natural break periods for visits to family/friends will be built into training cycles, but athletes should be prepared to live and train at the CSOPTC up through the 2024 Paris Paralympic Games. All residents will be required to undergo performance reviews and must re-apply every twelve months.

APPLICATION & ACCEPTANCE

Acceptance to the resident program will be at the sole discretion of U.S. Paralympics Cycling staff and all positions in the program will not necessarily be filled.

For consideration applicants must:

- Be at least 17 years of age.
- Be a current U.S. Citizen eligible to represent the U.S. at UCI International events and at the Paralympic Games.
- Have completed High School or earned an equivalent degree.
- Demonstrate an appropriate time commitment to full-time training for cycling, balanced with work and/or school responsibilities.
- Be willing to submit to a complete health profile coordinated by USOPC Sports Medicine including thorough medical history and comprehensive physical examination.
- Be able to live independently and take care of all personal needs which shall include, but are not limited to:
 - attending scheduled training on time
 - cleaning up after themselves
 - respecting Team and USOPC property

Evaluation of athletes for acceptance to the resident program will consider a wide range of factors including:

- Space availability
- Relevant performance data from current quadrennium
- Athlete's current "home" training environment

- Potential for the athlete to medal at future Paralympic Games, UCI Para-cycling World Championships, World Cups, or other major international competitions
- Impact of the Cycling resident program on the athlete's medal potential
- Athlete's desire and willingness to commit fully to training in the resident program

U.S. Paralympics Cycling may add additional athletes after the application deadline(s) and start date(s) until maximum program slots are filled as approved by the Director, Paralympic Cycling and/or Chief of Paralympics.

CSOPTC WAIVER AND PARTICIPATION FORMS

Upon acceptance into the resident program, all participants are required to sign the following CSOPTC forms:

- USOPC Waiver and Release of Liability
- Participation Consent
- Participant Conduct
- Resident Athlete Application
- United States Olympic and Paralympic Training Center Participant Biography
- Olympic and Paralympic Training Center Participant Medical History Questionnaire
- HIPAA Form

EXPECTATIONS OF PARTICIPANTS

All participants in the resident program are responsible for fulfilling program commitments as detailed in the U.S. Paralympics Cycling Resident Program Rules & Responsibilities. Failure to meet resident program requirements will result in removal from the resident program. This is a 12-month program. Residents are expected to live and train in Colorado Springs for most of the year. After accepted into the program all travel outside of racing, will need to be approved by U.S. Para Cycling High Performance staff. We understand the need to have time off from training, but it will need to be in line with performance.

COACHING STAFF

The U.S. Paralympics Cycling Resident Program will be directed by the U.S. Paralympics Cycling high performance staff. Internal and external staff will assist with monthly coaching programs, track training workouts, sport science and weight room conditioning.