

## **U.S. Paralympics Nordic Skiing 2025-26 Athlete and Sport Program Plan**

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### **DEFINITIONS**

1. **“2025”**: The following dates and seasons:
  - a. Summer Sports – the 2025 season, which lasts January 1, 2025 through December 31, 2025
  - b. Winter Sports – the 2025-2026 season, which lasts June 1, 2025 through May 31, 2026
2. **“2026”**: The following dates and seasons:
  - a. Summer Sports – 2026 season / January 1, 2026 through December 31, 2026
  - b. Winter Sports – 2026-2027 season / June 1, 2026 through May 31, 2027
3. **“Athlete Stipend”**: Previously referred to as Direct Athlete Support or DAS
4. **“EAHI”**: Elite Athlete Health Insurance
5. **“IF”**: an International Federation
  - a. SKN – [International Ski and Snowboard Federation \(FIS\)](#) and [International Biathlon Union \(for biathlon\)- IBU](#)
6. **“NGB”**: National Governing Body.
7. **“USADA”**: The U.S. Anti-Doping Agency
8. **“Guide/Pilot”**: For the purposes of these procedures (except as noted throughout), guides/pilots/ramp operators will be considered athletes.

### **PROGRAM GOALS**

The primary focus in 2025-26 is to build the strongest team in our team's history, parallel with our high-performance efforts to win medals in international competition. Increased emphasis will be directed toward athletes competitive to be on the podium in the 2025-26 season. Continued effort will be put towards long term athlete development for athletes who have potential to be internationally competitive in the 2030 & 2034 Paralympic Winter Games.

Specific activities in pursuit of these program goals will include:

- Focusing on high performance at training camp
- Games specific training preparation international competitions
- Training and race opportunities for new & developing long term athlete development

### **2025-26 NATIONAL TEAM**

U.S. Paralympics Nordic Skiing will nominate National Team(s) for 2025-26, 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 2025 National Team status applies for June 1, 2025-May 1, 2026. 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 nominated to the 2025-26 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 2025-26 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 FISP master list and hold a current season license for Para Nordic Skiing from FIS and/or a license from IBU. Please note, guide athletes do not undergo international classification evaluation but must meet FIS and/or IBU requirements to fulfill guide role for specified athlete on National Team.
- More information on licensing and classification can be found at:
  - [Licensing for FIS](#)
- For information about obtaining an IBU license, contact BethAnn Chamberlain, [bethann.chamberlain@usopc.org](mailto:bethann.chamberlain@usopc.org)
  - SKN: [U.S. Paralympics Nordic Skiing Classification Information](#)

2025-26 National Team standards (Attachment A) are based on performances in the 2024-25 season.

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

### **2026-27 NATIONAL TEAM**

U.S. Para Nordic will nominate a National Team(s) for 2026, based on athlete performance during 2025-26 season. Criteria will be posted by July 1<sup>st</sup>, 2026.

### **NATIONAL TEAM BENEFITS AND RESOURCES**

**National Team athletes MAY be eligible for the following benefits** – all athlete support recommendations submitted by the NGB are subject to USOPC 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. [USOPC Athlete Career & Education Program](#)
4. [Mental Health & Mental Performance Resources](#)
5. [Athlete Marketing Resources](#)
  1. [Athlete Marketing Platform](#)
6. Confidential Advising – [Team USA Athlete Ombuds](#) (Attachment H)
7. 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.
8. U.S. Paralympics Nordic Skiing National Team uniform. Guidelines for apparel are outlined in the team rules and athlete handbook for each competition or team activity.
9. Access to service providers including nutrition, sport psych, strength & condition, etc.

### DEVELOPMENT TEAM ATHLETES

Athletes who meet the Development Team standard during the 2025-26 season, at FISPN, IBU 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.

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 and/or IBU. Please note, guide athletes do not undergo international classification evaluation but must meet FIS and/or IBU requirements to fulfill guide role for specified athlete.

### 2025 PROGRAM ACTIVITIES

The 2025-26 National Team(s) activities are outlined below. Athletes will be required to attend all 2025-26 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 2025-26 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 2025-26 Program Activities listed below.

The 2025-26 program calendar is subject to change.

### ***Competitions***

*2025- 26 Competitions will be listed here as soon as the FIS & IBU Para Calendars are posted.*

## 2025-26 OPERATION GOLD

The Operation Gold qualifying event for U.S. Paralympics Nordic Skiing is the Paralympic Games.

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 <sup>nd</sup> Year of Quad	3 <sup>rd</sup> Year of Quad	Paralympic Games Year (Paralympic Games Only)
<b>1<sup>st</sup></b>	\$6,250	\$6,250	\$7,500	\$37,500
<b>2<sup>nd</sup></b>	\$5,000	\$5,000	\$6,250	\$22,500
<b>3<sup>rd</sup></b>	\$4,375	\$4,375	\$5,000	\$15,000
<b>4<sup>th</sup></b>	\$3,750	\$3,750	\$4,375	

<b>5<sup>th</sup></b>	\$3,125	\$3,125	\$3,750
<b>6<sup>th</sup></b>	\$3,125	\$3,125	\$3,750
<b>7<sup>th</sup></b>	\$2,500	\$2,500	\$2,500
<b>8<sup>th</sup></b>	\$2,500	\$2,500	\$2,500

## **Attachment A**

### **2025-26 U.S. Paralympics Nordic Skiing Standards**

The criteria and guidelines for the 2026-27 Para Nordic Team will be posted by July 1<sup>st</sup>, 2026.

## **Attachment B**

### **2025-26 U.S. Paralympics Nordic Skiing Athlete Stipends**

1. Athlete stipends are processed monthly by the first Friday 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 2025-26 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](mailto: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.

### **2025-26 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**  
**2025-26 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.

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



**Attachment D**  
**2025-26 U.S. Paralympics Nordic Skiing Elite Athlete Health Insurance (EAHI)**

All 2025-26 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 2025 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](mailto: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](mailto:eahi@USOPC.org). More information can be found on the [EAHI Website](#).

## **Attachment E**

### **U.S. Anti-Doping Agency (USADA) Resources**

#### **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.

#### **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.

#### **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.

#### **Clean Sport Handbook:**

A comprehensive resource providing an overview of the doping control process, athlete rights and responsibilities, and other crucial information for athletes and athlete support personnel.

#### **Pocket Guide:**

A condensed resource providing an overview of the doping control process, athlete rights and responsibilities, and other crucial information for athletes and athlete support personnel.

#### **Supplement Guide:**

The TrueSport Supplement Guide details the benefits of a food-first nutrition strategy, providing food and supplement comparisons, as well as ways to help athletes realize and reduce the risks associated with dietary supplements.

#### **Nutrition Guide:**

In consultation with registered dietitians, USADA and its TrueSport program created an optimal dietary intake guide for those looking to reach their full potential through nutrition.

**Attachment F**  
**2025-26 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 USOPC Dispute Resolution Hearing 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 2025-26 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 2025-26 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.

## **Attachment H**

### **Ombuds' Policy**

#### **Athlete Ombuds**

Team USA athletes may contact the Office of the Athlete Ombuds for independent and confidential advice on a variety of sport related matters, including their rights, applicable rules, policies or processes, and questions related to resolving disputes and grievances. The Athlete Ombuds can also help Team USA athletes connect with legal counsel or mental health resources if needed. All other NGB athletes (i.e., athletes competing domestically at the masters or youth level, recreational athletes, foreign athletes) are welcome to visit the Athlete Ombuds website to review informational resources and should work directly with their NGB to understand additional resources and options available to them.

Phone: 719-866-5000

Email: [ombudsman@usathlete.org](mailto:ombudsman@usathlete.org)

Website: [usathlete.org](http://usathlete.org)

#### **Athlete Ombuds Confidentiality and Privacy Policy:**

(A) In general.—The Office of the Athlete Ombuds shall maintain as confidential any information communicated or provided to the Office of the Athlete Ombuds in confidence in any matter involving the exercise of the official duties of the Office of the Athlete Ombuds.

(B) Exception.—The Office of the Athlete Ombuds may disclose information described in subparagraph (A) as necessary to resolve or mediate a dispute, with the permission of the parties involved.

(C) Judicial and administrative proceedings.—(i) In general.—The ombudsman and the staff of the Office of the Athlete Ombuds shall not be compelled to testify or produce evidence in any judicial or administrative proceeding with respect to any matter involving the exercise of the duties of the Office of the Athlete Ombuds. (ii) Work product.—Any memorandum, work product, notes, or case file of the Office of the Athlete Ombuds—(I) shall be confidential; and (II) shall not be—(aa) subject to discovery, subpoena, or any other means of legal compulsion; or (bb) admissible as evidence in a judicial or administrative proceeding.

(D) Applicability.—The confidentiality requirements under this paragraph shall not apply to information relating to—(i) applicable federally mandated reporting requirements; (ii) a felony personally witnessed by a member of the Office of the Athlete Ombuds; (iii) a situation, communicated to the Office of the Athlete Ombuds, in which an individual is at imminent risk of serious harm; or (iv) a congressional subpoena.

#### **Anti-retaliation Statement**

No employee, contractor, agent, volunteer, or member of the NGB or USOPC shall take or threaten action against an athlete as a reprisal for disclosing information to or seeking assistance from the Office of the Athlete Ombuds.

## **Attachment I**

### **Athlete Safety**

Athlete safety is of the utmost importance to the U.S. Olympic & Paralympic Committee (USOPC). In an effort to create a safe environment that is free from misconduct and abuse, it is critical that you review the policies and reporting requirements listed below. While we have provided some important highlights from the policies below, please take the time to review the them thoroughly. For additional information regarding the USOPC's Athlete Safety Program, or to report an allegation of misconduct or abuse please visit [www.usopc.org/safe-sport](http://www.usopc.org/safe-sport).

#### **Policies**

- [USOPC Athlete Safety Policy](#)
- [USOPC Minor Athlete Abuse Prevention Policies \(MAAPP\)](#)
- U.S. Center for SafeSport's [SafeSport Code for the U.S. Olympic and Paralympic Movement](#) (SafeSport Code)

#### **Prohibited Conduct**

Adult participants are expected to refrain from engaging in Prohibited Conduct as defined in the [USOPC Athlete Safety Policy](#), and the U.S. Center for SafeSport's [SafeSport Code for the U.S. Olympic and Paralympic Movement](#). Prohibited Conduct includes, but is not limited to the following:

- Sexual misconduct
- Child abuse
- Emotional misconduct
- Physical misconduct
- Bullying
- Harassment
- Hazing
- Retaliation
- Violations of the USOPC MAAPP

#### **USOPC MAAPP**

Adult participants are required to be familiar with and comply with the USOPC MAAPP. The USOPC MAAPP establishes clear requirements for interactions between Adult Participants and Minor Athletes. Minor Athletes, and their parent/legal guardian, should also be familiar with the USOPC MAAPP.

#### **Reporting Requirements**

As detailed in the USOPC Athlete Safety Policy, Adult Participants are required to report allegations of Prohibited Conduct, to include violations of the MAAPP. While the mandatory reporting requirements apply to Adult Participants, the USOPC encourages anyone who becomes aware of, or experiences misconduct or abuse, to report those allegations. For additional information regarding the USOPC's Athlete Safety Program or to report an allegation of

Prohibited Conduct please visit [www.usopc.org/safe-sport](http://www.usopc.org/safe-sport) and review the USOPC Reporting Guidelines below.

### Training Requirements

Adult participants must complete, or have completed within the last calendar year, the U.S. Center for SafeSport's SafeSport™ Trained Core training, or applicable Refresher training course if they have previously taken the SafeSport™ Trained Core training. Please note, NGB membership with SafeSport training will be accepted. If you are not in compliance with training, depending on the required course, it will take at least between 30 to 90 minutes to complete the training. Taking the SafeSport™ Trained Core or Refresher training is free.

If you are a Minor Athlete, completing SafeSport training is not required, however, we recommend Minor Athletes work with their parent/guardian to take the free youth training course offered by the U.S. Center for SafeSport. The U.S. Center for SafeSport also has resources available to parents/guardians regarding abuse prevention in sport, to include the Parent Toolkit, and free online training. These resources, and information regarding the training for both minor athletes and parents/guardians is available at: <https://uscenterforsafesport.org/training-and-education/safesport-courses-for-all/>.

### USOPC Reporting Guidelines

If you learn of any allegation of emotional, physical or sexual misconduct, retaliation, or a violation of the USOPC Minor Athlete Abuse Prevention Policies (MAAPP), **DO NOT evaluate the credibility of the allegation or investigate the allegation. Your vital job is simply to report the allegation to the appropriate entities.** The following guideline outlines your reporting requirements.

### How to Report a Concern

**For Sexual Misconduct, Child Abuse, or Retaliation: Report to the U.S. Center for SafeSport (the Center)**

- Online: <https://uscenterforsafesport.org/report-a-concern/>
- Phone: 833-587-7233
- If you become aware of an allegation of sexual misconduct, child abuse, or retaliation you **must immediately** report to the Center.

In addition to reporting to the Center, you **must also report child abuse to law enforcement.** If you learn of information or reasonably suspect that a child (defined as under the age of 18) has suffered an incident of child abuse to include neglect, physical, emotional, and sexual abuse, you **must** report this to law enforcement, or, in some states, child protective services **immediately.** Filing a report with the Center **does not** satisfy the reporting requirement to law enforcement. Please include the law enforcement case number or reference number in your report to the Center. The appropriate law enforcement agency or child protective services agency is most often the local agency where the incident occurred.

**For Emotional or Physical Misconduct or MAAPP Violations\*: Report to the USOPC Office of Athlete Safety**

- Online: <https://www.teamusa.org/AthleteSafetyReportingForm>

- Phone: 719-866-3869
- Report directly to the Office of Athlete Safety: Maggie Green at [Maggie.Green@usopc.org](mailto:Maggie.Green@usopc.org) or 719-208-6031, or report directly to Nicole Deal at [Nicole.Deal@usopc.org](mailto:Nicole.Deal@usopc.org) or 719-373-7041. If you report directly to Maggie or Nicole, they will talk through the various options for reporting and will help to ensure that you satisfy your reporting obligations.
  - Nothing precludes you from reporting emotional or physical misconduct or MAAPP violations to the Center. While the Center has the exclusive jurisdiction for response & resolution of allegations of sexual misconduct, they can also assume discretionary jurisdiction over other forms of misconduct. If they do not assume jurisdiction, they have a process to route the allegation to the appropriate entity (e.g. NGB or USOPC) for response & resolution.

\*NOTE: If you learn of information or reasonably suspect that a child (under the age of 18) has suffered an incident of child abuse to include sexual abuse, you must follow the reporting requirements to law enforcement outlined in the Sexual Misconduct, Child Abuse, and Retaliation section above.

### **USOPC Minor Athlete Abuse Prevention Policies: MAAPP AT-A-GLANCE**

All **one-on-one interactions** between an Adult Participant and Minor Athlete must be **observable** and **interruptible**. The one-on-one interactions policy must be followed for **all in-program contact** meaning any contact including communications, interactions, or activities between an Adult Participant and any Minor Athlete(s) **related to participation in sport**.

If one of the following **exceptions exists**, the one-on-one interactions policy *does not* apply:

- An **Emergency** occurs
- A **Dual Relationship** exists (written consent required)
- The **Close-in-Age exception** applies (written consent required for lodging)
- The Minor Athlete needs an **Adult Personal Care Assistant** (written consent required)

*\*written consent in this document refers to written consent from the parent/guardian of the Minor Athlete.*

### **Meetings and Training Sessions**

- Must follow the one-on-one interactions policy
- **Individual Training Sessions require annual written consent**, and parents/guardians are allowed to observe
- Closed door meetings with **licensed providers** are permissible if the door is unlocked, another adult is present at the facility and notified, the USOPC is notified, and the provider obtains consent
- Virtual meetings with **licensed providers** are permissible if an Adult Participant and USOPC are notified, and the provider obtains consent



### **Therapeutic and Recovery Modalities and Manual Therapy**

- Must be **observable** and **interruptible**
- **A second Adult Participant must be physically present**
- **Annual written consent** is required, and parent/guardian must be allowed to observe except where credentialing is limited
- Can **only be administered** by licensed or otherwise certified providers (excluding coaches)
- Private areas of the minor **must** always be covered
- **No exceptions** to this policy

### **Locker Rooms and Changing Areas**

- Must follow the one-on-one interactions policy
- **No** photography or recording
- When changing, Adult Participants **cannot** intentionally expose their private areas to Minor Athletes
- **Cannot** shower with Minor Athletes unless a Close-in-Age exception exists, or for pre-or post-activity rinse while wearing swimwear
- For events or facilities under USOPC jurisdiction, locker room monitoring **must** occur and changing areas **must** be provided for Minor Athletes

### **Electronic Communications**

- Includes **but is not limited to** phone calls, videoconferencing, video coaching, texts, email, and social media
- Must be **open** and **transparent**
- The Minor Athlete's parent/guardian, another adult family member, or another Adult Participant **must be copied**
- Another Adult Participant or all the Minor Athletes' parents/guardians must be copied on **all team communications**
- All communication must be **professional**

### **Transportation**

- Must follow the one-on-one interactions policy
- Meets the requirements if an Adult Participant is **accompanied by another Adult Participant or at least two minors**
- One-on-one transportation is permitted if **advance, written consent** is obtained
- **Annual written consent** is required for all transportation sanctioned by the USOPC

### **Lodging**

- Must follow the one-on-one interactions policy
- **Cannot** share a hotel room/sleep in the same room with a Minor Athlete(s) unless a close in-age, dual relationship, or PCA exception exists, and written consent is obtained
- **Annual written consent** is required for all in-program lodging
- **Written consent required for all shared housing arrangements** that include Minor Athlete(s) and Adult Participant(s), even if the minor has their own separate bedroom (e.g., Airbnb)

- Adult Participants traveling overnight with Minor Athlete(s) **must agree to** the lodging policy annually and comply with the Education & Training Policy
- Two adults **must be present** for room checks