

U.S. Paralympics Nordic Skiing
ATHLETE SELECTION PROCEDURES
Pokljuka 2025 Para Biathlon World Championships
October 30, 2024

1. SELECTION SYSTEM

1.1. Provide the minimum eligibility requirements for an athlete to be considered for selection to the Team:

1.1.1. Nationality/Passport requirements:

Athlete must be a national of the United States at the time of selection.

Athlete must hold a valid U.S. passport that will not expire for six months after the conclusion of the event.

1.1.2. Minimum International Federation (IF) standards for participation:

To compete at the 2025 Para Biathlon World Championships all athletes must have either:

- 360 IBU Para Qualifying Points by the date of competition OR
- 360 FIS Para Cross-Country Points on the World Ranking List on the date of competition.

AND

- All athletes must meet range safety requirements outlined in section 1.5.1 of the IBU Para Biathlon Event and Competition Rules:
<https://www.biathlonworld.com/inside-ibu/para-biathlon/para-biathlon-rules>

1.1.3. Other requirements:

Athlete must:

- Have a valid 2024/2025 IBU Para Biathlon license;
- Be internationally classified with a Sport Class Status Confirmed or Review(R) with a Fixed Review Date 2025 or later (i.e., Review 2025 or later);
- Be in good standing with U.S. Paralympics Nordic Skiing (USPN) at the time of nomination.
- Have competed in an official FIS Para Biathlon race between March 1-30, 2024- or IBU Para Biathlon Race between November 1, 2024- January 13, 2025.

- Successfully complete all World Championships registration requirements by stated deadline.
- Any athlete aged 18 or older will be required to undergo a background screen in accordance with the current [USOPC Background Check Policy](#).
- Any athlete aged 18 or older as of the end of competition at the World Championships will be required to remain current with the U.S. Center for SafeSport’s education and training requirements in accordance with the [USOPC Athlete Safety Policy](#).

1.2. Tryout Events:

1.2.1. Event names, dates and locations of all trials, competitions, and camps to be used as part of the selection process:

- Any FIS Para Nordic races between July 1, 2023 and June 30, 2024
- Any FIS Para Cross-Country races between July 1, 2024 and December 21, 2024.

Events are posted at: <https://www.fis-ski.com/DB/para-snowsports/para-nordic/calendar-results.html?noselection=true>

- Any IBU Para Biathlon races between July 1, 2024 and December 21, 2024.

Events are posted at: <https://www.biathlonworld.com/inside-ibu/para-biathlon/para-biathlon-calendar-results>.

1.2.2. Describe how athletes qualify for the events listed in 1.2.1.:

- All FIS Para Nordic Continental Cup level races (or below) are open to athletes with a valid FIS Para Nordic License and an international classification Sport Status Class of Confirmed (C) or Review (R) 2025 or later.
- Participation in World Cups require qualification published here: <https://www.usparanordic.org/selection-criteria>

1.3. Step-by-step description of the selection process for these World Championships (include maximum Team size):

- All athletes who meet the minimum eligibility requirements outlined in section 1.1 will be selected to the team. There will be no maximum team size.

2. DISCRETIONARY SELECTION (if applicable)

2.1. Rationale for utilizing discretionary selection:

The purpose of discretionary selection is to allow U.S. Paralympics Nordic Skiing the ability to nominate the best physically, psychologically, and technically prepared

athletes to the World Championships Team who are capable of a podium result, who can positively impact Team performance, or those who are considered to be on track to produce a podium result in future Paralympic competition and are not captured through objective measures. The U.S. Paralympics Discretionary Selection Committee for Nordic Skiing will evaluate and recommend athletes to be nominated to the Team via discretionary criteria.

2.2. Define the discretionary criteria to be used (if any):

A. Guide athletes

The Discretionary Selection Committee will nominate guide athletes to the Team through discretionary selection. Guide athletes are used for the NS1-3 sport classes (visually impaired). The total number of guide athletes nominated is contingent upon the overall number of athletes in the NS1-3 sport classes nominated to the team.

The below factors, in no priority order, will be considered in the selection of a guide athlete:

- The speed of the guide athlete in relation to the athlete being guided. The guide athlete must be faster than the athlete.
- Voice command and positioning experience.
- Preference of the qualified athlete.
- Demonstrated expertise of the guide athlete—must have expertise and experience in the assigned athlete’s specific event(s).
- Knowledge and understanding of the FIS Para Nordic Rules pertaining to guide athletes. <https://www.fis-ski.com/en/para-snowsports/para-nordic/documents>

Guide athletes will be held to the same standards and code of conduct as outlined in these Procedures. The guide athlete position is contingent on the nomination and participation of the designated athlete to be guided. If the designated athlete is removed, or will not compete, the guide athlete will be removed unless otherwise reassigned to another athlete by the Discretionary Selection Committee.

2.3. Name of the committee that will be responsible for making discretionary selections, or other decisions/recommendations directly impacting athletes, along with a complete list of the members’ titles:

U.S. Paralympics Nordic Skiing Discretionary Committee:

- Athlete Representative, U.S. Paralympics Nordic Skiing
- Director, U.S. Paralympics Nordic Skiing

- Director, Paralympic Performance, U.S. Paralympics

2.3.1. Process that will be used to identify and handle any potential conflicts of interest involving a member of the committee:

All members of the selection committee must comply with the USOPC Conflict of Interest Policy, to include completing and submitting a disclosure form consistent with the USOPC's Conflict of Interest Policy before convening the committee.

Any member of the selection committee who has an actual, potential, or perceived conflict of interest must disclose it consistent with the USOPC's Conflict of Interest Policy prior to the start of the selection process. A conflict of interest exists when a personal, family, financial, professional, club, team or business interest of the committee member poses a direct or indirect relationship, connection, or affiliation, past or present, with an athlete in contention for the applicable team selection that could compromise or could be perceived to compromise the committee member's ability to participate in the selection process in a fair and impartial manner. If an actual, potential, or perceived conflict exists, the internally managed sport team should send the disclosure to the Chief Ethics & Compliance Officer and the Sr. Director, Compliance Investigations and Ethics (collectively, the Ethics team) to share with the Ethics & Compliance Committee for review and disposition. For example, if a Selection Committee member may be required to recuse him/herself from voting, but that individual may still be able to provide relevant or necessary information concerning athlete performance in a fair and impartial manner. The Selection Committee member must not otherwise influence other members of the committee during the selection process.

Additionally, any person (including any potentially impacted athlete or coach of a potentially impacted athlete) with a good faith belief that a committee member has a conflict of interest may report the alleged conflict of interest to the USOPC's Ethics team. Reports may also be made anonymously through the [USOPC's Integrity Portal](#). No committee member shall retaliate in any way against a person who, in good faith, reports an alleged conflict of interest.

Any recused individual shall be replaced in accordance with the USOPC's internally managed sport selection committee appointment process.

3. REMOVAL OF ATHLETES

- 3.1. An athlete who is nominated to the Team by USPN may be removed for any of the following reasons, as determined by USPN:
 - 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the U.S. Paralympics Nordic Skiing Director.
 - 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by U.S. Paralympics Nordic Skiing. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by U.S. Paralympics Nordic Skiing, his/her injury will be assumed to be disabling and he/she may be removed.
 - 3.1.3. Failure to participate in Mandatory Training and/or Competition as defined in Section 9 of these procedures.
 - 3.1.4. Violation of the U.S. Paralympics National Team or Non-National Team Athlete Agreement.
 - 3.1.5. Non-compliance with the eligibility requirements listed in Section 1.1. of these selection procedures.
 - 3.1.6. Removal by the IPC/IF of the event in which the athlete qualified for the team from the medal event program of the World Championships.
 - 3.1.7. Change in the athlete's sport class(es) following team selection, such that:
 - 3.1.7.1. the athlete's qualifying performance would not have qualified him/her for the team; and/or
 - 3.1.7.2. the athlete is deemed Not Eligible (NE) by the IPC/IF.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per USOPC Bylaws, Section 9.

- 3.2. An athlete may be removed from the Team for an adjudicated violation of IPC, WADA, IF, USADA and/or USOPC anti-doping protocol, policies and procedures, as well as the U.S. Center for SafeSport Code, the USOPC Athlete Safety Policy, as applicable.

4. REPLACEMENT OF ATHLETES

- 4.1. Describe the selection and approval process for determining replacement athlete(s) should a vacancy occur:

There will be no replacement of athletes.

5. SUPPORTING DOCUMENTS

USPN will retain the approved Selection Procedures and all supporting documents, including scouting or evaluation forms, etc., and data from the selection process for six months past the last date of competition of the World Championships.

6. REQUIRED DOCUMENTS

In addition to the USOPC Code of Conduct, the following documents are required to be signed by an athlete as a condition of nomination to the USPN World Championships team.

- U.S. Paralympics Code of Conduct:
<https://www.teamusa.org/usparanordicskiing/athlete-and-sport-program>
- U.S. Paralympics National or Non-National Team Athlete Agreement

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

The USOPC-approved Selection Procedures (complete and unaltered) will be posted/published by the USPN in the following public location(s):

7.1. USPN Web site: <https://www.teamusa.org/usparanordicskiing/selection-criteria>

These procedures will be posted as soon as possible, but not more than five business days following notice of approval by the USOPC.

8. DATE OF NOMINATION

Nomination of athletes, including replacements, will be announced to all athletes on or before:

December 30, 2024

9. MANDATORY TRAINING AND/OR COMPETITION

Specify the location, schedule and duration of mandatory training and/or competition:

There will be no mandatory training or competitions.

10. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IPC, WADA, FIS, USADA and USOPC anti-doping protocols, policies and procedures, as applicable. This includes participation in Out-of-Competition Testing as required by the IPC, WADA, FIS, USADA and USOPC rules, as applicable.

11. DEVELOPMENT OF SELECTION PROCEDURES

The following committee/group (include names and titles) was responsible for creating these Selection Procedures:

- Eileen Carey – Director, U.S. Paralympics Nordic Skiing
- Gary Colliander – Associate Director, Para Nordic Skiing High Performance
- Sean Halsted – AAC Representative, U.S. Paralympics Nordic Skiing

12. NGB/PSO BYLAWS AND GRIEVANCE PROCEDURES

The USPN Bylaws and Grievance Procedures can be found at:
<https://www.teamusa.org/usparanordicskiing/athlete-and-sport-program>

13. INTERNATIONAL DISCLAIMER

These procedures are based on IPC and/or FIS Para Nordic rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IPC and/or FIS Para Nordic rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USPN. However, the selections are always subject to unforeseen, intervening circumstances, and realistically may not have accounted for every possible contingency.

If any force of nature, or force majeure, should cause the alteration or cancellation of any of the selection events listed in this document, these selection procedures may require revisions, pursuant to their resubmission to the USOPC.


14. ATHLETE OMBUDS OFFICE



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.

To contact the Athlete Ombuds Office:
PHONE: (719) 866-5000
EMAIL: ombudsman@usathlete.org
WEBSITE: www.usathlete.org

15. NGB/PSO SIGNATURES

I certify that I have read and understand the standards/criteria set by our IF and incorporated those standards/criteria into our Selection Procedures. I further certify that the information provided herein regarding Athlete Selection Procedures represents the method approved by USPN.

Position	Print Name	Signature	Date
Director, Paralympic Performance, USOPC	Kyle McKinnis		12/5/24

Director, U.S. Paralympics Nordic Skiing	Eileen Carey		12/5/24
USOPC Athletes' Advisory Council Representative*	Sean Halsted		12/5/24

* If the USOPC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.

* Signature by the Athlete Representative constitutes that he/she has read and understands the Selection Procedures. If the Athlete Representative reads and does not agree with the Athlete Selection Procedures being submitted by the NGB/PSO, he/she may submit those reasons in writing to his/her USOPC Sport Performance Team.

* If, for some reason, a sport does not have an elected USOPC AAC Representative, the NGB/PSO must designate an athlete from that sport to review and sign the Selection Procedures.