

U.S. Paralympics Cycling 2024 Athlete and Sport Program Plan

Ian Lawless, Director, U.S. Paralympics Cycling
Phone: (719) 272-1761 / Email: ian.lawless@usopc.org

Sarah Hammer-Kroening, Associate Director, High Performance, U.S. Paralympics Cycling
Phone: (719) 352-8738 / Email: sarah.hammer-kroening@usopc.org

Jenny Ryan, Associate Director, Operations, U.S. Paralympics Cycling
Phone: (719) 338-6331 / Email: jenny.ryan@usopc.org

Steve Donovan, Mechanic & Equipment Manager, U.S. Paralympics Cycling
Phone: (719) 722-0142 / Email: steve.donovan@usopc.org

Athlete's Advisory Group: <https://www.usparacycling.org/athletes-section/athlete-advisors>

DEFINITIONS

1. **“2024”**: The following dates and seasons:
 - a) The 2024 season, which lasts January 1, 2024 through December 31, 2024
2. **“2025”**: The following dates and seasons:
 - a) The 2025 season, which lasts January 1, 2025 through December 31, 2025
3. **“Term 1”**: The following dates:
 - a) ROAD: January 1, 2024 through July 31, 2024
 - b) TRACK: January 1, 2024 through July 31, 2024
4. **“Term 2”**: The following dates:
 - a) ROAD: August 1, 2024 through December 31, 2024
 - b) TRACK: August 1, 2024 through December 31, 2024
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.
 - a) 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 2024 is to support proven performers to qualify slots for Team USA at the Paris 2024 Paralympic Games and field a medal-capable roster for the Games in Paris, France. This includes creating a world-class training environment to provide our athletes with a competitive advantage at international competition. In addition, the program continues to identify new athletes and support their development as elite Para-cyclists.

Specific activities in pursuit of these program goals will include:

U.S. Paralympics Cycling			
2024 High Performance Calendar			
Dates	Activity	Location	Target Athletes & Notes
January 7-18	UCI World Cup #1	Adelaide, AUS	Team USA Roster + Independents
February 10-11	U.S. Paralympics Track Open	Carson, CA	Open Event <i>selection event for UCI Track World Championships</i>
February 12-16	Optional Worlds Track Camp	Carson, CA	Worlds Team USA Roster
March 11-25	UCI Para-cycling Track World Championships	Rio de Janeiro, BRA	Worlds Team USA Roster <i>includes final team training in Rio</i>
April 6-7	U.S. Paralympics Road Open	Bryan, TX	Open Event <i>selection event for UCI World Cups 2 & 3</i>
April 28 – May 5	World Cup #2	Europe, TBD	Team USA Roster + Independents <i>selection event for 2024 Paralympic Games</i>
May 6-9	Elite Road Training Camp	Paris, FRA	TBD
May 10 – 15	World Cup 3 Training Camp	ITA	W. Cup 3 Team USA Roster
May 16 – 19	World Cup 3	Europe, TBD	Team USA Roster + Independents <i>selection event for 2024 Paralympic Games</i>
June, 2024	USA Cycling Para-cycling Road National Championships	TBD	Open Event
June 24-28	Elite Track Camp	Carson, CA	Invited Athletes
July 7-8, 2024	Paralympic Road Selection Time Trial/Team Announcement	Loma Linda, CA	Open Event <i>selection event for 2024 Paralympic Games</i>
July 10-14	USA Cycling Para-cycling Track National Championships	Carson, CA	Open Event (specific Para race days tbd).
TBD	Road & Track Paralympic Games Preparation Camps	TBD	Paralympic Team
August 28 – September 8*	Paris 2024 Paralympic Games	Paris, FRA	Paralympic Team
Sept. 21-29*	UCI Para-cycling Road Worlds	Zurich, SUI	Worlds Team USA Roster <i>Para competition days TBD</i>
October 6 – 11	Talent ID Camp	Colorado Springs, CO	Invitees (application)

Updated: 12/15/23

**Does not include travel dates*

2024 NATIONAL TEAM

2024 Term 1 (January 1, 2024 – July 31, 2024)

U.S. Paralympics Cycling will nominate teams for term 1 of 2024, effective 1/1/2024, comprised of:

Road: National A, National B, National C Team – Term Dates: 1/1 - 7/31/2024

Track: National A, National B, National C Team – Term Dates: 1/1 – 7/31/2024

Team Sizes: 30 Athletes

Road: 22 Athletes (11 men & 11 women) / Track: 8 Athletes (4 men and 4 women)

Team sizes for 2024 were determined based on the 2024 resource allocation from the U.S. Olympic & Paralympic Committee.

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 UCI master list and hold a 2024 license from USA Cycling. Please note, pilot athletes do not undergo international classification evaluation but must meet UCI requirements to fulfill guide/pilot role for specified athlete on National Team.

More information on classification can be found here:

<https://www.usparacycling.org/classification>

More information on licensing can be found here:

https://memberships.usacycling.org/?gad_source=1

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	2023 UCI Para-cycling Road World Cup #1 - Individual Time Trial: Position in class - Road Race: Position in class
USA Cycling Para-cycling Road Nationals (TT only) - Individual Time Trial: position on ranking list	2023 UCI Para-cycling Road World Cup #2 - Individual Time Trial: Position in class - Road Race: Position in class
USA Cycling Para-cycling Track Nationals - 3k or 4k Individual Pursuit: position on ranking list - 500m or 1km Time Trial: position on ranking list	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 for Term 2.

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 2024 Term 1 National C Team, under exceptional circumstances as follows:

1. Athlete was ill, injured, or otherwise unable to participate in events that would qualify them for the 2024 National Team, but demonstrates a trend of improving performance that could result in high results at an international, Paris 2024 qualification events during the 2024 season.
2. Athlete was reclassified during 2023 and has demonstrated potential that could result in a medal-winning performance in the new sport class at an international Paris 2024 qualification event during the 2024 season.

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
- Associate Director, 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 Term 2 (August 1 – December 31, 2024)

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

Road: National A, National B Team – Term Dates: 8/1-12/31/2024

Track: National A, National B Team – Term Dates: 8/1-12/31/2024

The **Term 2 National A team** will be comprised exclusively of athletes who make the 2024 Paralympic Games roster, per the 2024 Paralympic Games Athlete Selection Procedures:

<https://www.usparacycling.org/athletes-section/selection-procedures>

The **Term 2 National B team** will be nominated based on the following criteria:

- The top 1 male and top 1 female athletes on the Paris Track selection ranking list who are not named to the Paris 2024 Paralympic Games roster.
- The top 2 male and top 2 female athletes on the Paris Road selection ranking list who are not named to the Paris 2024 Paralympic Games roster.

2025 NATIONAL TEAM

U.S. Paralympics Cycling will nominate a National Team(s) for 2025, based on athlete criteria to be published in this plan during the first quarter of 2024.

NATIONAL TEAM TERM LIMITS

Beginning 1/1/2024, C team athletes can only serve a maximum of two (2) consecutive terms on the C team and must advance to the B or the A team level on or before the beginning of the third term. C Team athletes who do not advance after two (2) terms must wait one (1) term in order to be eligible again for the C Team.

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 Cycling Additional Athlete Support Programs (Attachment C)
 1. [USOPC Elite Athlete Health Insurance Program](#) (Attachment D)
 2. [USOPC Athlete Career & Education Program](#)
 3. [Mental Health & Mental Performance Resources](#)
 4. [Athlete Marketing Resources](#)
 1. [Athlete Marketing Platform](#)
5. Confidential Advising – [Team USA Athlete Ombuds](#) (Attachment H)
6. Air transportation (or ground equivalent), lodging, ground transportation, meal per diem, and coaching support at designated U.S. Paralympics Cycling training and competition activities.
7. U.S. Paralympics National Team uniform. National Team athletes will be provided with cycling competition and casual apparel for international competitions for which they are named to the Team USA roster. 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 2024, 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.

2024 PROGRAM ACTIVITIES

The 2024 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. All Term 1 National Team athletes must attend a minimum of one **international competition** listed on page 2 in order to retain National Team status

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, event selection procedures, 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.

National Team athletes are required to be registered members of USA Cycling and hold a 2024 USA Cycling competition license.

Selection procedures for UCI events noted on page 2 can be found at:
<https://www.usparacycling.org/athletes-section/selection-procedures>

2024 OPERATION GOLD

The 2024 Operation Gold qualifying event for U.S. Paralympics Cycling is the **Paris 2024, 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 nd Year of Quad	3 rd Year of Quad	Paralympic Games Year (Paralympic Games Only)
1st	\$6,250	\$6,250	\$7,500	\$37,500
2nd	\$5,000	\$5,000	\$6,250	\$22,500
3rd	\$4,375	\$4,375	\$5,000	\$15,000
4th	\$3,750	\$3,750	\$4,375	
5th	\$3,125	\$3,125	\$3,750	
6th	\$3,125	\$3,125	\$3,750	
7th	\$2,500	\$2,500	\$2,500	
8th	\$2,500	\$2,500	\$2,500	

Attachment A

2024 U.S. Paralympics Cycling Performance Standards

Road and Track Standards for 2024 are currently in development and will be published on the U.S. Paralympics Cycling website in January, 2024.

<https://www.usparacycling.org/athletes-section/athlete-and-sport-program>

Attachment B
2024 U.S. Paralympics Cycling 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 2024 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 UCI for classification Intentional Misrepresentation are not eligible for an athlete stipend, regardless of any National Team(s) status, during the period of such sanction.
6. Athletes sanctioned by the U.S. Center for SafeSport, the USOPC, or another National Governing Body (NGB) for a SafeSport Code violation are not eligible for athlete stipends, regardless of any National Team(s) status, during the period of such sanction.
7. Athlete stipends will only be paid once the USOPC’s Athlete Stipend Designee Form, Direct Deposit Form and W-9 Form have been completed and submitted (annual basis).
8. Athlete stipends are paid directly to the athlete. National Team athletes are responsible for understanding and maintaining their own eligibility status with other organizations where applicable (i.e. NCAA, NFHS, etc.), and may choose to decline athlete stipend payments in order to retain high school or collegiate eligibility.
9. Athlete stipends will be reported to the IRS and may be subject to federal and state income tax. The USOPC encourages athletes to speak with a tax professional to receive guidance regarding tax implications..
10. Female athletes who become pregnant must inform the USOPC health benefits administrator at eahi@USOPC.org. More information can be found on the [EAHI Website](#)
11. All Term 1 National Team athletes must attend a minimum of one **international competition** listed on page 2 in order to retain National Team status.

2024 Para-Cycling Athlete Stipends:

Team Status Level	2024 Monthly Payment: Term 1 (1/1 – 7/31/2024)	2024 Monthly Payment: Term 2 (8/1 - 12/31/2024)
National A Team	\$1,100	\$1,400
National B Team	\$750	\$400
National C Team	\$450	N/A

Attachment C
2024 U.S. Paralympics Cycling Additional Athlete Support Programs

Coaching Support

U.S. Paralympics Cycling will provide individual coaching support for National Team athletes in 2024, 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 or selection procedures for the event.

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 July 31, or they will forfeit the remainder. Term 2 NT athletes must use their SAS by December 10, 2024 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*	Air BNB Credit <i>New</i>[^]
National A Team	\$3,000	\$1,000
National B Team	\$2,000	\$750
National C Team	\$600	\$0

Term 2	SAS Amounts*	Air BNB Credit <i>New</i>[^]
National A Team	\$5,000	\$500
National B Team	\$0	\$0

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

[^]Air BNB credit is a new benefit for athletes. Athletes utilizing Air BNB credit must meet requirements as outlined in Attachment C.

Air BNB Booking Procedure and Policies

- Air BNB requests must be made through the SAS form.
- All Air BNB reservations are made by U.S. Paralympics Cycling staff.
- Requests for Air BNB stays must be made a minimum of 15 days in advance
- Air BNB stays by athletes using the SAS Air BNB benefit must adhere to the Athlete Safety Policies (Attachment I).
- All guests at the Air BNB must meet athlete safety and background check requirements.
- Athletes are responsible to pay the 10% Air BNB fee for each stay
 - Note: Athletes may use their regular SAS benefit to cover the 10% fee, if the athlete has adequate balance in their SAS account.

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])	Road World Cups and Track or Road World Championships (Place within sport class per race)
1 st – Field with > 2 participants	\$600	\$700
2 nd – Field with > 3 participants	\$400	\$500
3 rd – Field with > 4 participants	\$300	\$350

**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 2024 season.

Attachment D
2024 U.S. Paralympics Cycling Elite Athlete Health Insurance (EAHI)

All 2024 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 2024 Athlete Agreement obligations and other obligations as outlined in this plan.
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 UCI 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 \(USADA\) 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
2024 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 2024 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/CADF, IPC, and WADA anti-doping rules
- Maintain compliance with the 2024 U.S. Paralympics Cycling Team Rules
- Update Training Peaks on a weekly basis
- All Term 1 National Team athletes must attend a minimum of one **international competition** listed on page 2 in order to retain National Team status.
- 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

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):

1. 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.
2. Daily Curfews (“lights out” times) established by the Team Staff and published in the daily schedule must be observed by all athletes.
3. 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.

4. 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, or Associate Director of Operations).
5. Team members will cooperate with U.S. Paralympics Cycling staff.
6. 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.
7. Team members and staff will display proper respect and sportsmanship toward coaches, officials, administrators, teammates, fellow competitors, and the public.
8. If named to a Team USA rostered event, athletes who accept their spot on the roster are required to:
 - (a) Stay at the Team USA hotel or other accommodations as arranged by U.S. Paralympics Cycling
 - (b) Utilize Team USA transportation as arranged by U.S. Paralympics Cycling
 - (c) Eat meals provided by at the team accommodations or other location(s) as arranged by U.S. Paralympics Cycling.
 - (d) Sleep in assigned rooms. Athletes are not permitted to switch rooms – even temporarily – without prior approval from team staff.
 - (e) Travel on designated team travel dates, as listed in the specific event selection procedures. Any request to travel on different dates must be confirmed by U.S. Paralympics and any potential additional cost is at the expense of the athlete.
 - (f) Travel with their own luggage and equipment. Team staff are not permitted to travel with individual athlete luggage and equipment.
9. 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.
10. 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.
11. Public intoxication or consuming alcohol to excess is prohibited.
12. Staff drinking alcohol with athletes is not allowed. This includes being in the same establishment or even in the same room together.
13. Friends and family are not permitted in athlete rooms or beyond the hotel lobby.
14. Team USA staff and athletes *only* on the field of play (including team pits/cabins). No friends/family/personal coaches.
15. Team USA athletes should only be in the official team area (the “team cabin” or “team pit”) during their assigned training and competition days/times, and should not be in the team area at other times (i.e. while teammates are preparing for their competitions).
16. 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.
17. Team members are responsible for maintaining their equipment and arriving at events with all equipment in race-ready condition (defined as clean, safe, and in excellent working order). This includes but is not limited to bikes, handcycles, wheels, bike or wheel cases, helmets, competition clothing, and hydration systems.
 18. Team members are responsible for ensuring that all of their equipment is “UCI legal” and conforms to all current UCI regulations prior to arrival at an event. This includes but is not limited to rider position (the jig), equipment brand choices (i.e. wheels and frames which have UCI certification) and all safety regulations (i.e. secure draft bar attachment, two functioning brakes, etc.).
 19. Team members and staff are responsible for maintaining their shipping containers/luggage in good working order, with all wheels, handles, zippers, and clasps present and functional.
 20. No athlete bike case, wheel case, or piece of luggage is allowed to exceed 70 pounds.
 21. Team members at international competitions are responsible for removing all items from their bike case after building their bike. Cases will often be stored in an inaccessible area to provide maximum working space for team mechanics, and access to the cases may not be possible.
 22. Team members and staff are responsible for ensuring that all personal items and equipment are labeled with their name. At a minimum this includes bikes, handcycles, wheels, cases, helmets, jackets, vests, hoodies, tool kits, track kits and all bags and luggage.
 23. Team members must arrive to all group rides fully prepared with a tool kit, spare tube or tire, inflation device, and clothing for possible weather changes. Three wheeled cycles must have draft bars and flags.
 24. The Complaint Procedures can be found at: <https://www.usparacycling.org/athletes-section/athlete-and-sport-program>

Attachment G

2024 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 with a midpoint review. 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. The 2024 application can be found at the following link:

https://usoc.az1.qualtrics.com/jfe/form/SV_d1fSTYVxJbgSAgS

Applications for the 2024 program are due Monday, December 4, 2023 at 5:00 pm, mountain time.

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 year-round program. Residents are expected to live and train in Colorado Springs for most of the year. After acceptance 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,, sport nutrition, and sport psychology.

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

Website: 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 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.

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 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 or 719-208-6031, or report directly to Nicole Deal at 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