

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

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DEFINITIONS

1. **“2024”**: The following dates and seasons:
 - a. Summer Sports – the 2024 season, which lasts January 1, 2024, through December 31, 2024
2. **“2025”**: The following dates and seasons:
 - a. Summer Sports – 2025 season / January 1, 2025, through December 31, 2025
3. **“Athlete Stipend”**: Previously referred to as Direct Athlete Support or DAS
4. **“EAHI”**: Elite Athlete Health Insurance
5. **“IF”**: an International Federation
 - a. POW – [World Para Powerlifting \(WPPO\)](#)
6. **“NGB”**: National Governing Body.
7. **“USADA”**: The U.S. Anti-Doping Agency.

PROGRAM GOALS

The primary objective for 2024 is to build a highly competitive team of powerlifters who can represent Team USA at the 2024 Paris Paralympic Games. To achieve this goal, we aim to provide our athletes ample opportunities to compete against their most formidable opponents and gain valuable experience. We also plan to create opportunities for focused, high-performance training and promote the overall well-being of our athletes. While focusing on Paris, we will continue concentrating on athlete identification and athlete high performance towards LA28.

Specific activities in pursuit of these program goals will include:

- Provide stipends, EAHI, incentives, and the potential access to service provision for National Team athletes to support high performance and overall well-being.

- Create high-performing environments at World Para Powerlifting sanctioned competitions, especially during qualification events.

2024 NATIONAL TEAM

U.S. Paralympics Powerlifting will nominate National A/B/C Team(s) for 2024, effective, January 1, 2024, based on athlete performances in 2024 and their completion of the obligations in Attachment E of the 2024 Athlete and Sport Program Plan.

- 2024 National Team status applies for January 1, 2024 – December 31, 2024. National Team status and benefits are only awarded to athletes who accept, sign, and remain current with their obligations under the National Team Athlete Agreement and Personal Performance Plan.
- Athletes who meet a National A/B/C Team standard during 2024, at a World Para Powerlifting (WPPO) sanctioned event at <https://www.paralympic.org/powerlifting/events>, become eligible for National Team benefits and will retain their National Team status through December 31, 2024. Athletes will be nominated to the team on the first day of the month following achievement of the National Team standard.
- Athletes who earn an individual medal at the Paris Paralympic Games will be nominated to the National A Team for the remainder of 2024.
- Athletes nominated to the 2024 National Team(s) will be added to the USADA Registered Testing Pool and will be responsible for remaining compliant with all policies and procedures, required by USADA. More information regarding USADA can be found in Attachment D.
- Athletes nominated to the 2024 National Team(s) must be compliant with the following:
 - [USOPC Background Check Policy](#)
 - [USOPC Anti-Doping Policy](#)
 - [USOPC Internally Managed Sport Code of Conduct](#)
 - [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 WPPO master list and hold a current season license for Paralympic Powerlifting from the World Para Powerlifting.
 - More information on licensing and classification can be found at:
 - [Licensing for World Para Powerlifting](#)
 - [U.S. Paralympics Powerlifting Classification Information](#)

2024 NATIONAL TEAM STANDARDS

2024 National Team standards (Attachment A) are based on the results from the Tokyo 2020 Paralympic Games for events included in the Paris 2024 Paralympic Games program.

- National A Team Standards are the result of the 3rd place medalist plus 3%.
- National B Team Standards are the result of the 3rd place medalist plus 5%.
- National C Team Standards are the result of the 3rd place medalist plus 7%.

* National Team status may not be earned based on performance in Mixed-Team events. *

DISCRETIONARY CRITERIA

U.S. Paralympics Powerlifting may use discretionary criteria to select additional athletes onto the National Team who have not met the objective criteria for the National Team for several reasons. These include, but are not limited to, injury or illness (via the “Injury or Illness Provision” of the National Team Agreement) and the occurrence of exceptional circumstances (e.g., earthquakes, cancellation of IF events, epidemics, riots).

Discretionary nominations, if any, may be based on a variety of factors, including consideration of competition results outside of the 12-month selection period and data analytics of individual events, to ensure that U.S. Paralympics Powerlifting is investing in the most qualified athletes with the greatest potential of winning Paralympic Games medals. The following factors will be considered when considering an athlete for discretionary selection:

- athlete achieved a medal in the 2023 WPPO World Championships or the 2023 Parapan American Games; and/or
- athlete demonstrates a trend of improving performance in international competition that is indicative of a podium performance by the current international standards within the next year.

Discretionary nominations for the National Team, along with Team level and term length, will be determined once at the beginning of each quarter (January, April, July, and October) by a panel of three U.S. Paralympics Powerlifting high performance program staff and two elite athlete representatives meeting the eligibility requirements under, and appointed pursuant to, the USOPC Bylaws.

The length of a term for discretionary National Team nominations is determined by the quarter in which the discretionary nomination occurs. The term starts from the quarter of nomination and ends on December 31st of the same year.

2025 NATIONAL TEAM

U.S. Paralympics Powerlifting will nominate a National Team(s), effective January 1, 2025, based on athletes achieving national team standards from January 1, 2024 – December 31, 2024, at a WPPO-sanctioned competitions. Only athletes who have achieved a performance standard

and have met all obligations in Attachment E during 2024 will be nominated to the respective team.

National C Team athletes who do not achieve a National A or B team standard after having been on the National C Team for two consecutive years will not be eligible for nomination to the National Team for a period of one year or until a National A or B standard has been achieved.

Based on athlete feedback, the opportunity to reassess the new standards will be available throughout 2024. If you have recommendations on standards, please contact the athlete advisory group listed on page 1 of this plan. If changes are made, they will be confirmed to all athletes by December 1, 2024.

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
2. [USOPC Elite Athlete Health Insurance Program](#) (Attachment C)
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 F)
7. Air transportation (or ground equivalent), lodging, ground transportation, meal per diem, and/or coaching support at designated U.S. Paralympics Powerlifting training and competition activities.
8. U.S. Paralympics Powerlifting 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.

2024 PROGRAM ACTIVITIES

The 2024 National Team(s) activities are outlined below. Athletes will be required to attend all 2024 activities included in their Personal/Individual Performance Plan which will be developed in conjunction with the U.S. Paralympics Powerlifting staff.

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 2024 IPC License (<https://www.usparapowerlifting.org/wpp-licensing>).
- WPPO Approved/Sanctioned events are noted in the 2024 Program Activities listed below.

Selection procedures for events noted below can be found at:
<https://www.usparapowerlifting.org/selection-procedures>.

The 2024 program calendar is subject to change.

<u>Event</u>	<u>Host</u>	<u>City</u>	<u>Dates</u>
13th Fazza Dubai 2024 World Cup	UAE	Dubai	February 29 - March 6
Sharm El Sheikh 2024 World Cup	EGY	Sharm	March 20 - 25
Pattaya 2024 World Cup	THA	Pattaya	May 7 - 10
Mexico 2024 Parapan American World Cup	MEX	TBC	May 19 - 22
Tbilisi 2024 World Cup	GEO	Tbilisi	June 20 – 26
2024 Paris Paralympic Games	FRA	Paris	August 28 – September 8
Europe 2024 World Cup	TBC	TBC	TBC

2024 OPERATION GOLD

The Operation Gold qualifying event for U.S. Paralympics Powerlifting is the 2024 Paralympic Games in Paris, France.

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.

Paralympic Sport Payment Schedule

Place	Paralympic Games Year (Paralympic Games Only)
1st	\$37,500
2nd	\$22,500
3rd	\$15,000

Attachment A
2024 U.S. Paralympics Powerlifting Standards

2024 Men's Standards

Weight Category	National A Team	National B Team	National C Team
49KG	151	148	145
54KG	160	157	153
59KG	178	175	171
65KG	186	182	179
72KG	177	173	169
80KG	206	201	197
88KG	208	203	199
97KG	214	210	206
107KG	224	219	215
107KG+	221	217	212

2024 Women's Standards

Weight Category	National A Team	National B Team	National C Team
41KG	94	92	90
45KG	98	96	94
50KG	104	102	100
55KG	120	118	115
61KG	126	124	121
67KG	115	113	111
73KG	128	125	123
79KG	128	125	123
86KG	127	124	122
86KG+	136	133	130

Attachment B
2024 U.S. Paralympics Powerlifting Athlete Stipends

1. Athlete stipends are processed quarterly in March, June, September, and December on/before the last week of each month.
2. Athletes who are nominated to the National Team(s) are eligible to receive stipends at the beginning of the quarter in which they are nominated.
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 WPPO 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 WPPO 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. Athlete support is contingent upon
 - a. Athlete support is contingent upon athlete training in a year-round program that is approved by U.S. Paralympics Powerlifting.
 - b. Maintaining consistent performance standards and competition results as well as complying with team obligations (e.g., proper communication, following travel, policies, competition commitments, team rules, etc.).
 - c. Meeting all requested deadlines for travel forms, reimbursements, athlete agreements and code of conduct.

2024 Criteria for U.S. Paralympics Powerlifting Athlete Stipends:

Team Status Level	2024 Quarterly Payment
National A Team	\$1,500.00
National B Team	\$750.00
National C Team	<i>Not eligible for Athlete Stipend</i>

Attachment C
2024 U.S. Paralympics Powerlifting Elite Athlete Health Insurance (EAHI)

All 2024 National 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 Personal/Individual Performance Plan obligations.
3. Athletes are eligible for EAHI at the beginning of the month following nomination to the National Team(s).
4. Enrollment in EAHI will only be completed once the athlete has accepted an EAHI offer via email from eahi@USOPC.org and has completed and submitted the USOPC Elite Athlete Health Insurance Designee Form and W-9 Form (annual basis).
5. Athletes sanctioned by USADA, WADA and/or the WPPO 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 WPPO 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 D

[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 E
2024 U.S. Paralympics Powerlifting National Team
Procedures & Obligations

U.S. Paralympics Powerlifting Team Procedures

- Failure to comply with the Athlete Obligations listed below or violating the Athlete Agreement may result in a suspension of athlete stipends, other team benefits, and/or removal from the National Team.
- Any alleged violations of the Athlete Obligations, Team Rules or other Disciplinary Actions will be managed in accordance with the Dispute Resolution Complaint Procedures, which can be found at <https://www.usparapowerlifting.org/athlete-information>.
- Failure to attend national team event(s) as outlined in the Personal/Individual Performance Plan may result in forfeiture of National Team benefits including future invitations to camps, clinics & competitions hosted by USOPC IMS, prize money eligibility, travel stipends, and/or travel and training grants.
- Failure to submit all 2024 National Team Paperwork by the posted deadline will result in a suspension of benefits until the paperwork has been completed.
- Powerlifting issued national team uniforms and competition gear must be worn at required competitions and training camps. Example of such events include WPPO sanctioned World Cups and the Paralympic Games.

U.S. Paralympics Powerlifting Athlete Obligations

- Maintain compliance with U.S. Paralympics Powerlifting Athlete Agreement
- Maintain compliance with 2024 Personal Performance Plan/Individual Performance Plan
- Maintain compliance with the National Team Code of Conduct
- Maintain compliance with USADA, IPC, WPPO, and WADA anti-doping policies
- Maintain a proper level of fitness through 2024
- Provide regular training updates and touchpoints with USOPC IMS staff and participate in designated National Team meetings
- Maintain compliance with the 2024 Powerlifting Team Rules, Regulations and travel policies

U.S. Paralympics Powerlifting Team Rules and Regulations

- The possession or use of controlled substances by any athlete during competition is prohibited.
- The possession or use of alcohol by any athlete in the field of play before or during an event is prohibited.
- The possession or use of weapons, such as guns, knives, swords, etc., by any athlete or staff member is prohibited.
- During Team travel, daily curfews (“lights out” times) established by the Team Staff must be observed by all athletes.
- Team members and staff will attend all team functions including meetings, practices, exhibitions, press conferences, competitions, etc., unless otherwise excused or instructed by the Head Coach or Team Leader.

- Team members and staff will cooperate with all Team leadership and U.S. Paralympics Powerlifting staff (to include, but not limited to Team Leader, Head Coach, Director, USOPC IMS).
- Team members and staff will refrain from behavior that would detract from a positive image of the U.S. Paralympics Powerlifting 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.
- For designated Rule 50 events [Paralympic Games, etc.], team members and staff will wear USOPC and/or Powerlifting provided apparel as required and as designated by Team leadership (Team Leader, Head Coach, Director, USOPC IMS).
- During U.S. Paralympics Powerlifting funded and supported trips, team members must adhere to the following:
 - Team members are required to sleep in their assigned rooms and are not permitted to switch rooms – even temporarily – without prior approval from USOPC IMS Director.
 - To ensure the propriety of the athletes and to protect the staff, there will be no male athletes in female athletes’ rooms, and no female athletes in male athletes’ rooms. There will be a team room provided for relaxation and recreation whenever possible.
- Public intoxication or consuming alcohol to excess is prohibited.
- Staff drinking with athletes is not allowed. This includes being in the same establishment or in the same room together.
- Athletes under the age of 21 may not consume alcohol regardless of the laws in the country the team is competing or training in.
- Team members and staff will keep accommodations clean and in good condition.
- 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.
- No friends/family/partners/personal coaches permitted on the field of play unless they are credentialed by the designated event. Only Team USA staff are allowed in these areas, with priority to USOPC credentialed staff, unless otherwise designated by the USOPC IMS Director in writing. Chaperones are allowed within the rules of the WPPO and/or IPC as indicated – per event.

Attachment F 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 G

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