

USA Field Hockey
ATHLETE SELECTION PROCEDURES
Paris Olympic Games 2024
(Women's Hockey)
June 13, 2023

1. SELECTION SYSTEM

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

1.1.0. Nationality/Passport requirements:

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

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

1.1.1. Minimum International Olympic Committee (IOC), International Paralympic Committee (IPC), Pan American Sports Organization (Panam Sports) or Americas Paralympic Committee (APC) standards for participation:

Any competitor in the Olympic, Paralympic, Pan American or Parapan American Games must be a national of the country of the National Olympic Committee (NOC) or National Paralympic Committee (NPC) which is entering such competitor. For additional information regarding an athlete who is a national of two or more countries, has changed his or her nationality or acquired a new nationality, refer to the Olympic Charter (Rule 41), the IPC Handbook (Section 2, Chapter 3.1), the Panam Sports Constitution (Article 34.4-7), or the Americas Paralympic Committee bylaws (Chapter 2.4.12 of the IPC Handbook).

1.1.2. Minimum International Federation (IF) and/or Continental Federation (CF) (PAG and PPAG only) standards for participation (if any):

None

1.1.3. Other requirements:

- Athlete must be a member, in good standing, of USA Field Hockey and must satisfy the eligibility requirements of the USOPC and FIH.

- Athlete must successfully complete all Games Registration requirements by stated deadline.
- Any athlete age 18 or older will be required to undergo a background screen in accordance with the current [USOPC Background Check Policy](#).
- Any athlete age 18 or older as of the Closing Ceremony 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:
- USAFHWHP selection event April/May 2024
 - WNT Training between May 1st and June 14th, 2024
 - All WNT scrimmages and international matches between May 1st and June 14th, 2024

Dates and locations of scrimmages, USA Field Hockey events and international matches will be announced at <https://www.teamusa.org/USA-Field-Hockey> at least 45 days in advance.

In addition to events listed above, the Women’s Field Hockey High Performance Staff may use observations and information from the most recent two NCAA D1 Seasons and Women’s professional matches where U.S. players are competing.

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

The USAFH Women’s Olympic Games Team (USAFHWOGT) will be selected from the pool of athletes in the USAFH Women’s High Performance Program (USAFHWHP) to be selected in March/April 2024.

The USAFHWHP 2024 will be selected from:

- The pool of 36 (maximum) athletes that were selected as members of the USAFHWHP in May 2023.
- Additional athletes invited to a USAFHWHP trial to be held in Charlotte, North Carolina, in April/May 2024

The following evaluative events will be used for the selection of additional athletes to attend the USAFHWHP trial in April/May 2024:

- NCAA Division 1 College Field Hockey Fall 2023 Season
- The USA Field Hockey U21 and Development Camps in December 2023 and January 2024
- In addition, athletes may be selected to join the USAFHWHP at any point in time based on the Selection Criteria outlined in 2.2 through ongoing observation at any events that USAFH eligible athletes are competing in, including domestic, international, club, college, high school, or indoor matches.

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

Step 1 - Selection to the USAFHWHP in April/May 2024

Athletes will be selected to the USAFHWHP in accordance with the Selection Criteria outlined in 2.2, through observation at the USAFHWHP Trial to be held in April/May 2024 in Charlotte, North Carolina.

In addition, athletes may be selected to join the USAFHWHP at any point in time based on the Selection Criteria outlined in 2.2 through ongoing observation at any events that USAFH eligible athletes are competing in, including domestic, international, club, college, high school, or indoor matches.

Once selected to the USAFHWHP in April/May 2024, athletes will be observed at:

- WNT Training between May 1st and June 14th 2024
- All WNT scrimmages and international matches between May 1st and June 14th, 2024. Dates and locations for the scrimmages and international matches will be announced at <https://www.teamusa.org/USA-Field-Hockey> at least 45 days in advance.
- In addition to these events listed above all events listed in Section 1.2.1 will be considered for observation

Step 2 - Selection to the USA Field Hockey Women's Olympic Games Team (USAFHWOGT - 16 Athletes)

Using the criteria in Section 2, and process in this document, the USAFHWOGT will be selected from the members of the USAFHWHP selected in April/May 2024 or as added to the USAFHWHP through ongoing observation outlined in Step 1.

- A list of 25 athletes will be recommended by the Recommendation Panel on or before June 7, 2024, using the process and criteria in this document to the Selection Committee.
- From the list of 25 athletes recommended on or before June 7th, 2024, the 16 athletes who will be selected for the USAFHWOGT and the 2 alternate “Ap”, plus 1 reserve goalkeeper athletes will be recommended to the Selection Committee, by the Recommendation Panel, using the process and criteria in this document, to the Selection Committee for finalization. The Selection Committee shall submit the final list of 16 Athletes for the USAFHWOGT and 2 alternate “Ap” plus 1 reserve goalkeeper athletes to the USOPC on or before June 14, 2024.

2. DISCRETIONARY SELECTION (if applicable)

2.1. Rationale for utilizing discretionary selection (if any):

The multi-faceted nature of team sports makes solely objective criteria very difficult to define, and thus there will be a significant component of discretionary decision making with regard to final selection. The criteria below are weighted against the requirements of a senior international player at world podium level. The criteria are not a nationwide comparison.

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

This criteria is intended to provide transparency as to the factors which contribute to the selection for the USAFHWPP and the USAFHWOGT.

The length and intensity of the program surrounding senior international hockey requires self-motivated, self-disciplined, dedicated players who only require themselves to motivate their training and play. The pride and passion of players representing their country should be evident to all in what they do day-to-day.

In addition, the areas set out below are those identified by the Head Coach and Recommendation Panel as fundamental to selection for Team USA.

a. Technical

- I. Demonstrates sound basic skills under pressure
- II. A high level proficiency in one playing line, and an ability to effectively play

- more than one position across and through playing lines
 - III. Demonstrates a high level of technical skill relevant to their primary playing position
 - IV. High level set piece skills in both attack and defense
 - b. Tactical
 - I. Understands and implements tactical instructions
 - II. Learns and is aware of options within a system of play
 - III. Understands playing philosophy; believes in it and commits to it
 - IV. Demonstrates an ability to make sound decisions under pressure
 - c. Physical
 - I. Athletically capable
 - II. Positive work ethic, both on and off pitch
 - III. Physically robust in tournament scenarios and challenging climatic conditions
 - d. Mental
 - I. Takes individual responsibility
 - II. Has a high level of self-awareness
 - III. Open minded to new ideas and concepts
 - IV. Selfless, supportive in attitude towards team members and staff both on and off pitch
 - e. Impact
 - I. Consistently has a positive impact on the outcome of matches played
 - II. Positively contributes to the balance of strengths and capabilities in the squad
 - III. Commits to the program and embraces team culture
 - IV. Consistently demonstrates and delivers high performance behaviors and standards

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

Recommendation Panel and Selection Committee

A list of 25 athletes will be recommended by the Recommendation Panel on or before June 7, 2024, using the process and criteria in this document to the Selection Committee.

From the list of 25 athletes recommended on or before June 7th, 2024, the 16 athletes who will be selected for the USAFHWOGT and the 2 alternate "Ap", plus 1 reserve goalkeeper athletes will be recommended to the Selection Committee, by the Recommendation Panel, using the process and criteria in this document, to the

Selection Committee for finalization. The Selection Committee shall submit the final list of 16 Athletes for the USAFHWOGT and 2 alternate “Ap” plus 1 reserve goalkeeper athletes to the USOPC on or before June 14, 2024.

The Recommendation Panel is:

- a. WNT Head Coach
- b. WNT Assistant Coach
- c. Up to two specialists as appointed by the Head Coach

The Selection Committee is:

- a. USA Field Hockey WNT Head Coach
- b. USA Field Hockey Athlete’s Advisory Council Representative
- c. USA Field Hockey High Performance Director

- 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 NGB/PSO’s conflict of interest policy, to include completing and submitting a disclosure form for review by the NGB/PSO’s ethics committee prior to convening the committee.

Any member of the selection committee who has an actual, possible, or perceived conflict of interest must disclose it to the NGB/PSO’s ethics committee prior to the start of the selection process and/or recuse him/herself from the review process and/or voting. 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 the committee member’s ability to participate in the selection process in an unbiased manner. If a conflict exists, the NGB/PSO’s ethics committee shall review the conflict and determine the committee member’s level of involvement (e.g., whether that committee member must recuse him/herself from participating in discussions and/or voting). For example, if it is determined that a committee member must recuse him/herself from voting, the ethics committee may still determine that a committee member who has relevant and necessary information with respect to athlete performance, for example a national team coach or high performance director, may, if requested by the selection committee, provide such information to the committee so long as such information is provided in a

fair and unbiased manner and so long as the committee member with the conflict of interest does not vote toward the final decision. The committee member must not otherwise influence other members of the committee in 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 USA Field Hockey's ethics committee. Reports may be made anonymously. 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 NGB/PSO selection committee appointment process.

3. REMOVAL OF ATHLETES

- 3.1. Prior to submitting athlete entries by name to the Local Organizing Committee by the USOPC, the USA Field Hockey has jurisdiction over potential nominees.

An athlete who is nominated to the Team by USA Field Hockey may be removed for any of the following reasons, as determined by USA Field Hockey:

- 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the USA Field Hockey CEO/Executive Director.
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by USA Field Hockey. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by USA Field Hockey, his/her injury will be assumed to be debilitating 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 USA Field Hockey Women's National Team Handbook (provided upon request to the National Team Manager or High Performance Director).
- 3.1.5. Violation of the USA Field Hockey Code of Conduct
- 3.1.6. Non-compliance with the eligibility requirements listed in Section 1.1. of these selection procedures.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per USA Field Hockey Bylaws <https://www.teamusa.org/usa-field-hockey/about/corporate-docs> and the USOPC Bylaws, Section 9.

- 3.2. Once athlete entries have been submitted to the USOPC, the USOPC has jurisdiction over the Team, at which time, in addition to any applicable NGB/PSO Code of

Conduct, the USOPC's Delegation Conduct Requirements apply, contained in the USOPC Games Delegation Terms. The USOPC Games Delegation Terms are specific to each Games and made available during the Games registration process; the USOPC's Grievance Procedures and Hearing Process are found within the Delegation Terms. See "Delegation Events" at <https://www.teamusa.org/Footer/Legal/Dispute-Resolution> for more information.

- 3.3. An athlete may be removed as a nominee to the Team or from the Team for an adjudicated violation of IOC, IPC, Panam Sports, APC, 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 and USA Field Hockey's SafeSport policies, as applicable.

4. REPLACEMENT OF ATHLETES

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

- 4.1.1. prior to submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

Should a replacement athlete be required, an athlete from the list of 25 mentioned in in Section 2, will be selected by the Recommendation Panel and recommended to the Selection Committee in accordance with the Selection Criteria and the requirements of the team.

- 4.1.2. after submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

See 4.1.1. above

5. SUPPORTING DOCUMENTS

USA Field Hockey 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 date of the Closing Ceremony of the Games.

6. REQUIRED DOCUMENTS

In addition to the USOPC Delegation Conduct Requirements, the following documents are required to be signed by an athlete as a condition of nomination to the Olympic Games (include as attachments or provide links):

- USA Field Hockey Women's National Team Handbook (provided upon request to the National Team Manager or High Performance Director).
- USA Field Hockey Code of Conduct <https://www.teamusa.org/usa-field-hockey/about/corporate-docs>

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

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

7.1. NGB Web site: usafieldhockey.com

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 and submitted to the USOPC on or before:

A list of 25 athletes will be submitted on or before June 7, 2024

The final list of 16 and 2 alternate "Ap" plus 1 reserve goalkeeper athletes will be submitted on or June 14, 2024

9. MANDATORY TRAINING AND/OR COMPETITION

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

The location, schedule and duration of mandatory training and/or competition will be released on 1st April 2024. This is prior to athletes being selected to the USAFHWHP in April/May 2024 and subsequently to the 2024 USAFHWOGT.

10. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IOC, IPC, Panam Sports, APC, WADA, IF, USADA and USOPC anti-doping protocols, policies and procedures, as applicable. This includes participation in Out-of-Competition Testing as required by the IOC, IPC, Panam Sports, APC, WADA, IF, 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:

1. USA Field Hockey WNT Head Coach
2. USA Field Hockey Athlete's Advisory Council Representative
3. USA Field Hockey High Performance Director

12. USA Field Hockey BYLAWS AND GRIEVANCE PROCEDURES

The USA Field Hockey Bylaws and Grievance Procedures can be found at:

<https://www.teamusa.org/usa-field-hockey/about/corporate-docs>

13. INTERNATIONAL DISCLAIMER

These procedures are based on IOC, IPC, Panam Sports, APC, as applicable, and/or your IF/CF rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC, IPC, Panam Sports, APC, as applicable, and/or your IF/CF rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USA Field Hockey. However, the selection criteria 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. USA Field Hockey 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 USA Field Hockey.

Position	Print Name	Signature	Date
USAFH President or CEO/Executive Director	Simon Hoskins		
Nat. Team Coach, Head Coach, or Nat. Program Director	Craig Parnham		
USOPC Athletes' Advisory Council Representative*	Lauren Liska		

* 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.

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. USA Field Hockey 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 USA Field Hockey.

Position	Print Name	Signature	Date
USAFH President or CEO/Executive Director	Simon Hoskins		7.19.23
Nat. Team Coach, Head Coach, or Nat. Program Director	Craig Parnham		7/19/23
USOPC Athletes' Advisory Council Representative*	Lauren Liska		7-24-23

* 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.