

USA TEAM HANDBALL

ATHLETE SELECTION PROCEDURES

2025 WOMEN'S JUNIOR PAN AMERICAN GAMES, TEAM HANDBALL; 8/9-15/2025

Updated: April 19, 2025

I. INTRODUCTION

This document outlines the selection procedures for athletes seeking to represent the USA Team Handball Women's Junior National Team at the 2025 Junior Pan American Games. This policy details the eligibility criteria, selection process, and athlete requirements necessary for participation.

II. SELECTION SYSTEM

1. Minimum Eligibility Requirements

1.1 Nationality and Passport Requirements

- The athlete must be a U.S. citizen at the time of selection.
- The athlete must hold a valid U.S. passport that will not expire for at least six months after the conclusion of the tournament.
- The athlete must meet all International Handball Federation (IHF), PanAm Sports Organization (PASO) and North American and Caribbean Handball Confederation (NACHC) eligibility requirements.

1.2 Age Requirements

- The athlete must have been born in years 2005-2009 to be eligible for the event.

1.3 Health and Safety Requirements

- Athletes must comply with all health and safety protocols, including vaccination and testing requirements as mandated by the U.S. Government, the U.S. Olympic & Paralympic Committee (USOPC), IHF, and/or the local organizing committee.
- Athletes 18 years or older must complete a background check per USOPC policy.
- Athletes 18 years or older must remain compliant with U.S. Center for SafeSport's education and training policies.

- Athletes under 18 must complete SafeSport training for minors.
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III. TRYOUT AND SELECTION PROCESS

2.1 Tryout Events

Athletes will be evaluated through the following events and assessments:

- National Team matches and camps (senior, junior, and youth levels).
- Participation in sanctioned and non-sanctioned events from January 1, 2024, onward, including those in the United States, and any organized handball activities in international leagues, clubs, and events.
- Video submissions for consideration via direct submission to the Selection Committee at WNTSelections@handballusa.org.

2.2 Selection Timeline

- **All athletes interested and available for event participation and consideration are to register for selection under the relevant Event Page entry at usateamhandball.sport80.com no later than May 7, 2025.**
- The final team roster will be announced no later than **May 10, 2025**.
- The **competition, including arrival and departure dates, will take place from July 15-July 21, 2025**.
- 14 roster athletes + 6 alternates will be selected.

2.3 Selection Criteria

At the Evaluative activities described above, one (1) or more members of the Selection Committee (SC) will observe and evaluate athletes, or review information and data therefrom. Observation and evaluation duties may be divided among the members of the SC and each member's observations will be reported to the other members of the committee. Athletes will be observed and evaluated in accordance with procedures outlined herein using the selection criteria. It is intended that the observation and evaluation of athletes will be an ongoing process.

Athlete selection will be based on:

- Competitive and performative value observed in previous National Team experience

- Performance, positive and negative, in individual and team settings (offense, defense, goalkeeping, tactical awareness).
- Physical fitness and readiness for competition.
- Technical skills per position (Backcourt, Pivot, Wing, Goalkeeper) and in definable phases of handball (attack, defense, goalkeeping and transition)
- Technical Gestures per positions:
 - a. Backcourts: Suspension shot, breakthrough actions, 1-on-1 actions, collaboration actions. Positional play readiness, and execution of set plays.
 - b. Pivots: adaptability, somatic control, multidimensional receptions, blocks, Ideal use of space, collaboration with first line of attack, and 6 meters shot's efficacy.
 - c. Wing: counterattack readiness, aborted fastbreaks, positive fastbreaks' efficiency, corner shots, 1-on-1 actions, transformations to backcourt and to second pivots.
 - d. Goalkeeping: Saving efficacy per goal's zones, effective use of the goal are, efficiency on outside shots, breakthrough shots and through shots, fastbreak initiation, and technical-tactical readiness on 7vs6 situations, use of defense
- Description of Phases Attributes:
 - a. Attack: Turnovers/Shots/Blocks/Off-Target actions/Penalties
 - b. Defense: Defensive Impact Zones, Defensive's duel readiness, Interceptions (dynamic vs static), Collaboration with the goalie, Zonal Collaboration, transformations and permutes.
 - c. Goalkeeping: fastbreak initiation, Goal Impact zones' success, Saving percentages
 - d. Transition: Speed and reflex in attack or retreat, technical capabilities at speed and in unsettled situations, tactical decision-making
- Key attributes including dominant hand, teamwork, attitude, coachability, strategic and individual adaptability, and mental toughness.
- Evaluations based on live observations and recorded performance data.
- Tactical understanding and integration into team strategy.

DISCRETIONARY CRITERIA

Rationale

Given the team nature of handball, selection will not be solely based on objective performance metrics. The selection committee will assess how each athlete contributes to overall team cohesion and effectiveness.

Discretionary Criteria include:

- Performance in sanctioned and non-sanctioned events.
 - Team chemistry, leadership, adaptability, and coachability.
 - Tactical understanding and execution of team strategies.
 - Versatility and ability to play multiple roles within the team.
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IV. Selection Committee**4.1 Selection Committee, as of Apr. 19, 2025:**

- **Michael King** – CEO, USA Team Handball (Non-voting)
- **Head Coach** – Thomas Baeckmann
- **Yth. WNT Head Coach**– Pauline Marangoni
- **Sr. WNT Head Coach**– Sarah Gascon
- **Athlete Representative #1** – TBD
- **Athlete Representative #2** – TBD

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 NGB/PSO'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.

V. REMOVAL & REPLACEMENT OF ATHLETES

5.1 Removal Criteria

An athlete may be removed for the following reasons:

- Voluntary withdrawal.
- Injury or illness as confirmed by a physician approved by USA Team Handball.
- Failure to participate in mandatory training or competitions.
- Violation of USA Team Handball's Code of Conduct.
- 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 Team Handball's Bylaws, Article 14 or the USOPC's Bylaws, Section 9.

5.2 Replacement Procedures

- Replacement athletes will be identified based on selection criteria and team needs.

- If a vacancy occurs after entry submission, the selection committee will determine the best candidate to fill the role.
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VI. ANTI-DOPING REQUIREMENTS

6.1 Anti-Doping Compliance

- Athletes must comply with all anti-doping regulations of the **International Olympic Committee (IOC), World Anti-Doping Agency (WADA), U.S. Anti-Doping Agency (USADA), and all other relevant governing bodies.**
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VII. PUBLICATION & DISPUTE RESOLUTION

7.1 Publication of Selection Procedures

- These procedures will be publicly available on the **USA Team Handball website (<https://www.teamusa.org/USA-Team-Handball>)** within five business days of approval.

7.2 Athlete Ombuds Office

- Athletes may seek guidance from the **Athlete Ombuds Office** regarding their rights and grievance procedures.
 - Phone: (719) 866-5000
 - Email: ombudsman@usathlete.org
 - Website: www.usathlete.org

7.3 USA Team Handball Bylaws & Grievance Procedures

- Available at: <https://www.teamusa.org/usa-team-handball/about/governance/corporate-documents>.
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VIII. DISCLAIMER

These procedures are based on the latest available information from **IOC, IPC, Panam Sports, APC, and the International Handball Federation (IHF)**. Adjustments due to unforeseen circumstances (e.g., force majeure) may be required, and affected athletes will

be notified immediately. The selection process may be revised to ensure compliance with governing body regulations.

IX. DEVELOPMENT AND REVIEW OF PROCEDURES

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

- a. Michael King, CEO
- b. Thomas Baeckmann, JWNT Head Coach
- c. Andrew Donlin, Athlete Representative

NGB/PSO SIGNATURES I certify that I have read and understand the standards/criteria set by our IF and/or CF 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 NGB/PSO.

SIGNATURES

Position	Print Name	Signature	Date

* Signature by party 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.