



## 2025 USA BOXING ELITE HIGH PERFORMANCE TEAM & ELITE HIGH PERFORMANCE SQUAD SELECTION PROCEDURES – MEN & WOMEN

### **Minimum Eligibility Requirements**

To be considered eligible to participate in USA Boxing's 2025 Elite High Performance Team Athlete Selection process, athletes must meet the following criteria:

1. Athlete must have proof of U.S. citizenship
2. Athlete must have a valid and current U.S. passport at the time of selection
3. Athlete must be eligible to compete for USA in accordance with all USA Boxing rules.
4. Athlete must be a member in good standing of USA Boxing, meaning the athlete is not under suspension from USA Boxing.
5. Athlete must be a minimum of 18 years old by date of birth and cannot be older than 39 years old during the year that the 2024 National Championships occurs.
6. Athlete must meet all requirements to be eligible to train at the Olympic & Paralympic Training Center (OPTC), as established by the US Olympic & Paralympic Committee (USOPC). These requirements include:
  - a. Completed Safe Sport Certification
  - b. Completed background screening

In addition to the minimum eligibility requirements above, athletes must meet at least one of the following performance markers to advance to the evaluation stage of the selection process:

- Athlete must be a medalist from the 2024 Paris Olympic Games in boxing.
- Athlete must finish in the top two (2) at the 2024 USA Boxing Elite National Championships, held December 14-21, 2024, in Richmond, Virginia, in projected Olympic weight category listed below.

### **Projected Olympic Weight Categories**

USA Boxing's evaluation of athletes will be determined based upon their ability to compete in the following weight categories.

<b>Men's Projected Olympic Weight Divisions</b>	
Bantamweight	55kg/121lbs.
Lightweight	60kg/132lbs.
Welterweight	65kg/143lbs.
Light Middleweight	70kg/154lbs.
Light Heavyweight	80kg/176lbs.
Heavyweight	90kg/198lbs.
Super Heavyweight	90+kg/198+lbs.

<b>Women's Projected Olympic Weight Divisions</b>	
Flyweight	51kg/112lbs.
Bantamweight	54kg/119lbs.
Featherweight	57kg/125lbs.
Lightweight	60kg/132lbs.
Welterweight	65kg/143lbs.
Light Middleweight	70kg/154lbs.
Middleweight	75kg/165lbs.



## **Elite High Performance Team & Elite High Performance Squad Selection**

Athletes who meet the requirements above will be selected to participate in the USA Boxing Elite Team Evaluation & Selection Camp, (January-February TBD, 2025 – Colorado Springs, Colorado). Each athlete who participates in the USA Boxing Elite Team Evaluation & Selection Camp will be evaluated by the \*USA Boxing High Performance Staff. This evaluation will be in accordance with the High Performance Evaluation Guidelines outlined in Attachment A.

Once the evaluation process is complete, all evaluations will be submitted to the \*USA Boxing High Performance Selection Committee, which is composed of the USA Boxing High Performance Director and USA Boxing AAC Athlete Representative. The High Performance Selection Committee will review all evaluations and the athlete with the highest evaluation score per weight category, will be selected to the Elite High Performance Team (HP Team), pending that he or she meets the minimum evaluation score of 70 points. Athletes who meet a minimum evaluation score of 65 points but are not selected to the Elite High Performance Team will qualify to the Elite High Performance Squad (HP Squad) and will serve as the Elite Team Alternate in his or her respective weight category.

\*Note: Please see Attachment B for the High Performance Evaluation & Selection Conflict of Interest Policy

In the scenario that a weight category does not have an athlete who meets the minimum evaluation score to be placed on the HP Team or HP Squad, USA Boxing will evaluate the 3<sup>rd</sup> place finisher from the 2024 USA Boxing Elite National Championships in that weight category to fill any HP Team or HP Squad vacancy. This evaluation will be in accordance with the High Performance Evaluation Guidelines in Attachment A and will take place at the earliest possible training camp in 2025. If the 3<sup>rd</sup> place finisher from the 2024 USA Boxing Elite National Championships is not available for the evaluation camp or does not meet the minimum evaluation score as detailed above, the same process will be followed with the 4<sup>th</sup> place finisher from the 2024 Elite National Championships. If there are no athletes within the top four (4) of the 2024 USA Boxing Elite National Championships who meet the minimum evaluation score to be placed on the HP Team and/or HP Squad, USA Boxing will conduct a final evaluation camp to fill any vacancies within the HP Team and/or HP Squad. To be eligible for this final evaluation camp, athletes must meet the Minimum Eligibility Criteria listed above, in addition to one of the following performance markers:

- Athlete was a medalist from the 2024 U19 World Boxing Championships in the same weight category or a bordering weight category.
- Athlete was the 1<sup>st</sup> place finisher at the 2025 USA Boxing National Open in the same weight category.
- Athlete was the 1<sup>st</sup> place finisher at the 2025 USA Boxing Summer Festival in the same weight category.
- Athlete was a 2024 Olympian in the same weight category or a bordering weight category.



## **HP Team & HP Squad Requirements**

### **Participation Requirements**

Once an athlete is selected to the 2025 HP Team or HP Squad, he or she must adhere to USA Boxing's Elite Athlete Contract, Code of Conduct and National Team Policies and Procedures, and actively participate in the HP Team and/or HP Squad training and competition plan established by USA Boxing. Notification of the dates and locations of camps and competitions within this plan will be provided no less than 21 days from the start of each event, when possible. Waivers from these events are not permitted, unless there are extraordinary circumstances submitted in writing, via the High Performance Waiver Request Form, to the USA Boxing High Performance Director. At that point, the waiver is reviewed and either accepted or rejected by the USA Boxing High Performance Director and the USA Boxing AAC Representative. Any unexcused absence may serve as cause for removal from the HP Team or HP Squad and forfeiture of all associated benefits, with the right to a hearing pursuant to the USA Boxing Bylaws and Grievance Procedures.

### **Performance Marker Requirements**

HP Team members must achieve minimum performance markers to maintain their place on the HP Team and continue receiving associated benefits.

Minimum performance markers for HP Team members include the following:

- HP Team members must win a minimum of one (1) medal at an international competition within the first six (6) months of the year.
  - Note: The boxer must have competed and won a minimum of one bout at the competition to achieve this marker. If a boxer wins a medal due to a bye, walk-over, or a draw size which advances them to the medal rounds without competing and winning a bout, this does not count as achieving the performance marker.
  - Note: In the scenario that a HP Team member does not win a minimum of one (1) medal at an international competition within the first six (6) months of the year, there will be an additional evaluation camp to determine who will be the HP Team member for the remainder of the year. This evaluation will be in accordance with the HP Team Member Replacement Procedures below.

### **Removal of HP Team & HP Squad Members After Selection**

An athlete who is selected to USA Boxing's HP Team or HP Squad may be removed for any of the following reasons, as determined by USA Boxing:

- a) Voluntary withdrawal. Athlete must submit written notification to USA Boxing's High Performance Director.
- b) Injury or illness as certified by a physician (or medical staff) approved by USA Boxing. If an athlete refuses verification of his or her illness or injury by a physician (or medical staff)



approved by USA Boxing, his or her injury will be assumed to be disabling, and he or she may be removed from the Elite High Performance Team.

- c) Failure to participate in Mandatory Training Camps and/or Competitions
- d) Failure to comply with the USA Boxing Code of Conduct and/or National Team Policies and Procedures
- e) Failure to meet the HP Team and/or HP Squad Requirements and Performance Markers.

An athlete who is removed from the HP Team or HP Squad pursuant to this provision has the right to a hearing per USA Boxing's Bylaws, Article 22 and the USA Boxing Grievance and Complaint Policy.

### **HP Team Member Replacement Procedures**

If an athlete is removed from the HP Team, he or she will be replaced by the HP Squad competing in the same weight category, pending that the HP Squad member has met all HP Squad member requirements.

In the scenario that a HP Team member does not meet his or her performance marker within the first six (6) months of the year, an additional High Performance Evaluation Camp will be conducted to determine if the HP Team Member will be replaced by the HP Squad member for the remainder of the year. This evaluation camp will be in accordance with the High Performance Evaluation Guidelines in Attachment A and will take place after the conclusion of the first six (6) months of the year. This evaluation may also include both the HP Team and HP Squad members competing in an international competition to provide additional information to guide the evaluation process.

### **Supporting Documents & Resources**

The following documents and resources are referenced in the above procedures and found on USA Boxing's website: <https://usaboxing.org/>:

- The USA Boxing Code of Conduct can be found at:
  - <https://www.usaboxing.org/rulebook/forms-and-documents/grievance-and-appeal-forms>
- The USA Boxing National Team Policies & Procedures can be found at:
  - <https://www.usaboxing.org/rulebook/forms-and-documents/grievance-and-appeal-forms>
- The USA Boxing Bylaws and Grievance Procedures can be found at:
  - <https://www.usaboxing.org/rulebook/forms-and-documents/grievance-and-appeal-forms>

In addition to the documents above, 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 USA Boxing.



Please see the Ombuds Policy located at <https://bit.ly/OmbudsPolicy> for more information.

To contact the Athlete Ombuds Office:

- PHONE: (719) 866-5000
- EMAIL: [ombudsman@usathlete.org](mailto:ombudsman@usathlete.org)
- WEBSITE: [www.usathlete.org](http://www.usathlete.org)

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**DISCLAIMER: USA Boxing reserves the right to make changes to these procedures as deemed necessary.**



## Attachment A

### High Performance Evaluation Guidelines

Athletes will be evaluated on the following categories during the USA Boxing Elite Team Evaluation & Selection Camp

<b>USA Boxing Athlete Evaluation Form</b>		
<b>Athlete Name:</b>	<b>Weight Category:</b>	
<b>Evaluation Topic</b>	<b>Max 10 Points per Category</b>	<b>Comments</b>
<b>High Performance Compliance:</b> Ability to follow National Team Policies & Procedures, meet all deadlines and participate fully in individual and team activities.		
<b>International Performance Potential:</b> Potential for success at the international level based on assessment of technique and skill by USA Boxing's Coaching Staff.		
<b>Weight Management:</b> Compliance with Body Weight Management Policy as listed in the National Team Policies and Procedures.		
<b>Health Management:</b> Compliance with all Medical Rules and Guidelines as listed in National Team Policies & Procedures		
<b>High Performance Mindset:</b> Displays drive, determination, willingness to learn new concepts, continuous improvement mindset.		
<b>Evaluation Topic</b>	<b>Max 50 Points per Category</b>	
<b>Performance in Training:</b> Successful implementation of techniques and tactics taught by USA Boxing's High Performance Coaching Staff based on the subcategories listed on the following page.		
<b>Boxer Evaluation Score</b>		

<b>Scoring Guide</b>					
<b>0</b>	<b>1 or 2</b>	<b>3 or 4</b>	<b>5 to 6</b>	<b>7 to 8</b>	<b>9 to 10</b>
<b>Very Poor</b>	<b>Poor</b>	<b>Below Average</b>	<b>Average</b>	<b>Above Average</b>	<b>Excellent</b>



## Performance in Training Subcategories

<b>Athlete Name:</b>	<b>Weight Category:</b>	
	<b>Event Name &amp; Date:</b>	
<b>Evaluation Topic (Technical/Tactical Criteria)</b>	<b>Description</b>	<b>0 - 5</b>
<b>Competitiveness/Domination</b>	Winning decisively through technical and tactical superiority, and secondarily actions are determined and tenacious	
<b>Combination Punching</b>	A series of two or more punches in a series without a break or back-to-back series of immediate attacks (ex. A 3 phase attack: attack-defend-attack-defend-attack)	
<b>Defense/Counter Punching</b>	Effectively using blocking and/or head movement, and/or attacking immediately after defending	
<b>Effective Jab</b>	Proficient use of the lead hand to effectively score at various ranges and tempos	
<b>Mental Toughness/Conditioning</b>	Consistently showing confidence and durability during various adversities	
<b>Effective Feinting</b>	Ability to effectively fake, draw an opening and score on the opening	
<b>Intensity/Time Between Attacks</b>	Dictating the pace and pressing the action with effective attacks every 3-5 seconds	
<b>Coachability</b>	Ability to take directions from coaching staff and implement them in training	
<b>Adaptability</b>	Proficient at appropriately and effectively executing various strategies and fighting at all three distances	
<b>Rules Infringement/Ring General</b>	Does not break rules and controls the ring with effective footwork	
<b>Total</b>		

Scoring Guide		
0	Very Poor	Did not fulfill any aspect of topic
1	Poor	Boxer rarely demonstrated boxing criteria
2	Below Average	Boxer did not demonstrate enough boxing criteria
3	Average	Boxing demonstrated adequately in boxing criteria, but not consistent
4	Above Average	Boxer demonstrated majority of boxing criteria proficiently
5	Excellent	Boxer demonstrated all boxing criteria consistently and dominantly



## **Attachment B**

### **High Performance Evaluation & Selection Conflict of Interest Policy**

Any member of the High Performance Staff or High Performance Selection Committee that has a possible conflict of interest must either recuse him/herself or disclose it to the NGB's Ethics Committee prior to the start of the selection process. A conflict of interest exists when the committee member has 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's Ethics Committee shall vet the conflict and make the final determination of whether that committee member must recuse him/herself from participating in discussions and/or voting. The Ethics Committee may determine that a committee member who has relevant and necessary information with respect to athlete performance, for example a High Performance 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 the committee member with the conflict of interest does not vote toward the final decision. The committee member should 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 the USA Boxing National Office, in accordance with the USA Boxing Grievance and Complaint Policy, which can be found at <https://www.teamusa.org/USA-Boxing/Rulebook/Forms-and-Documents/Grievance-and-Appeal-Forms>. No committee member shall retaliate in any way against a person who, in good faith, reports an alleged conflict of interest.

If the recused individual is the USA Boxing AAC Representative, this selection committee member will be replaced by USA Boxing Board's alternate AAC Athlete Representative. If the recused individual is USA Boxing High Performance Director, this selection committee member will be replaced by the USA Boxing Assistant High Performance Director – Operations or High Performance Manager.