

USA BOXING
 PRELIMINARY NOTICE TO ATHLETE SELECTION PROCEDURE
 2023 PAN AMERICAN GAMES
 PARIS 2024 OLYMPIC GAMES*
 Men & Women
 August 24, 2022

TO: Members of USA Boxing
 United States Olympic & Paralympic Committee (USOPC)

FROM: USA Boxing

RE: Preliminary Notice to the Athlete Selection Procedure for the 2023 Pan American Games in Santiago with potential implications* for Paris 2024 Olympic Games


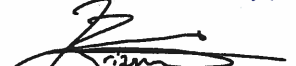
At this time, it is unknown as to what method(s) will be used by the American Boxing Confederation (AMBC) to qualify boxers for the 2023 Pan American Games in Santiago (2023 PAG). USA Boxing will keep its membership informed as details are made available, but in the meantime, wants to ensure adequate notice is provided for athletes who are interested in making the 2023 PAG Team.

Operating under the assumption that the qualification method(s) that will be established by the AMBC will again involve allocating quotas by name (as has been done in the past), it is the domestic process by which USA Boxing will select athletes to participate in these international qualification events that is important to clarify. Therefore, the selection process that USA Boxing will use to identify the boxers who will attempt qualification by name to the 2023 PAG is contained herein.

* The two paragraphs above also hold true for the Paris 2024 Olympic Games. While this preliminary notice and the selection procedure outlined herein is primarily relevant to the qualification process for the 2023 Pan American Games, it may have implications for the 2024 U.S. Olympic Team as follows:

1. Should the 2023 Pan American Games be confirmed by the IOC as being a continental qualification pathway for the 2024 Olympic Games, then any athlete who participates in the 2023 PAG would thereby have a chance to qualify him or herself to the 2024 U.S. Olympic Team based on his/her place finish at the 2023 PAG.
2. In addition, if there are any international qualification events identified by the IOC that would be held prior to naming the 2024 USA Boxing Elite High Performance Team, it is likely that athletes who are identified through the process outlined below would also be the boxers to attempt Olympic qualification by name through participating in that event.

USA Boxing acknowledges this preliminary notice is not a substitute for the complete Athlete Selection Procedure for the 2023 Pan American Games in Santiago and understands and agrees to finalize the complete Athlete Selection Procedures for review and approval once the reason for the delay is resolved.

Position	Print Name	Signature	Date
USA Boxing Executive Director	Mike MATE		9/06/22
USOPC Athletes' Advisory Council Representative	Brian Ceballo		9/2/2022



2023 USA BOXING ELITE HIGH PERFORMANCE TEAM SELECTION PROCEDURES - MEN & WOMEN

The following procedures will be utilized by USA Boxing to select its Elite High Performance Team for 2023. Athletes selected based on these procedures will be given the first opportunity to participate in elite training camp and international competition opportunities, including the Pan American Games and any Olympic qualifying events that may be scheduled in 2023.

Minimum Eligibility Requirements

In order to be considered eligible to participate in USA Boxing's 2023 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 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:

- A. Athlete must have been a member of the 2022 Elite High Performance Team, in accordance with the 2022 Elite High Performance Team Selection procedures, which can be found at: <https://www.teamusa.org/USA-Boxing/Rulebook/Forms-and-Documents/Athlete-Selection-Procedures>
- B. Athlete must be the 1st place finisher from the 2022 USA Boxing Elite National Championships (December 3-10, 2022 – Lubbock, Texas) in an Olympic weight category listed below. Full details on the 2022 Elite National Championships Qualification Guidelines can be found at: <https://www.teamusa.org/USA-Boxing/Rulebook/Forms-and-Documents/Athlete-Selection-Procedures>

Olympic Weight Categories

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

Elite Men's Olympic Weight Categories

51 kg/112 lbs.
57 kg/125 lbs.



63.5 kg /139 lbs.
71 kg/156 lbs.
80 kg/176 lbs.
92 kg/203 lbs.
92+ kg/203+ lbs.

Elite Women's Olympic Weight Categories

50 kg/110 lbs.
54 kg/119 lbs.
57 kg/125 lbs.
60 kg/132 lbs.
66 kg/146 lbs.
75 kg/165 lbs.

Note: USA Boxing reserves the right to enter a boxer in a weight class not listed above, pending he or she meets the minimum evaluation score of 75 points.

Evaluation & Team Selection

Athletes who meet the requirements above will be selected to participate in the USA Boxing Elite Team Evaluation & Selection Camp, taking place January 8-February 16, 2023. 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 based on the High Performance Evaluation Guidelines outlined in Attachment A.

Once the evaluation process is complete, all evaluations will be submitted to the *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 best evaluation, per weight class, will be selected to the Elite High Performance Team. Athletes who meet a minimum evaluation score of 75 points but are not selected to the Elite High Performance Team will qualify to the Elite High Performance Squad and will be ranked within an Olympic weight category according to his or her evaluation score.

*Note: Any member of the 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>.

If the recused individual is the USOPC 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.

Elite High Performance Team Requirements

Once an athlete is selected to the USA Boxing Elite High Performance Team, he or she must adhere to the USA Boxing Elite Athlete Contract, Code of Conduct, and High Performance Policies and Procedures and actively participate in the Elite Team 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 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 USOPC Boxing AAC Representative. Any unexcused absence may serve as cause for removal from the Elite High Performance Team and all associated benefits, with the right to a hearing pursuant to the USA Boxing Bylaws and Grievance Procedures.

Removal of Athletes After Selection

An athlete who is selected to USA Boxing's Elite High Performance Team 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.
- c) Failure to participate in Mandatory Training Camps and/or Competitions.
- d) Failure to comply with the USA Boxing Elite Athlete Contract, Code of Conduct and/or National Team Policies and Procedures.



- e) Failure to achieve minimum performance markers as detailed in writing by USA Boxing at the time of selection.

An athlete who is removed from the Team 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.

Replacement of Athletes After Selection

If an athlete is removed from the Elite High Performance Team, he or she will be replaced with the next highest ranked athlete from his or her weight class from the USA Boxing Elite Team Evaluation, pending that this individual has met the minimum evaluation score of 75 points. If the next highest ranked athlete does not have a minimum evaluation score of 75 points, USA Boxing will conduct an additional evaluation camp for this weight category.

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 2023 USA Boxing Elite Team Selection Procedures can be found at:
 - <https://www.teamusa.org/USA-Boxing/Rulebook/Forms-and-Documents/Athlete-Selection-Procedures>
- The USA Boxing Code of Conduct can be found at:
 - www.teamusa.org/USA-Boxing/Rulebook/Forms-and-Documents/Grievance-and-Appeal-Forms
- The USA Boxing National Team Policies & Procedures can be found at:
 - www.teamusa.org/USA-Boxing/Rulebook/Forms-and-Documents/Grievance-and-Appeal-Forms
- The USA Boxing Bylaws and Grievance Procedures can be found at:
 - <https://www.teamusa.org/usa-boxing/rulebook/usa-boxing-bylaws>
 - <https://www.teamusa.org/USA-Boxing/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.

To contact the Athlete Ombuds Office:

- PHONE: (719) 866-5000
- EMAIL: ombudsman@usathlete.org
- WEBSITE: www.usathlete.org

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



Attachment A

High Performance Evaluation Guidelines

The following evaluation criteria will be utilized during the USA Boxing Elite Team Evaluation & Selection Camp:

USA Boxing Athlete Evaluation Form		
Athlete Name:	Weight Category:	
Evaluation Topic	Max 10 Points per Category	Comments
High Performance Compliance: Ability to follow Covid-19 protocol, Team Policies & Procedures, participate fully in individual and team activities.		
International Performance Potential: Potential for success at the international level based on assessment of technique and skill by USA Boxing's Coaching Staff.		
Weight Management: Compliance with Body Weight Management Policy as listed in Team Policies and Procedures.		
Health Management: Compliance with all Medical Rules and Guidelines as listed in Team Policies & Procedures		
High Performance Mindset: Displays drive, determination, willingness to learn new concepts, continuous improvement mindset.		
Evaluation Topic	Max 50 Points per Category	
Performance in Training: Successful implementation of techniques and tactics taught by National Head Coach, National Strength & Conditioning Coach, and High Performance Staff based on the subcategories listed on the following page.		
Boxer Evaluation Score		

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



Performance in Training Subcategories

Athlete Name:	Weight Category:			
	Event Name & Date:			
	Evaluation Criteria	Topic (Technical/Tactical)	0 - 5	Comments
	Competitiveness/Domination			
	Combination Punching			
	Defense/Counter Punching			
	Effective Jab			
	Mental Toughness/Conditioning			
	Effective Feinting			
	Intensity/Time Between Attacks			
	Coachability			
	Adaptability			
	Rules Infringement/Ring General			
	Total			

Scoring Guide	
0	Very Poor
1	Did not fulfill any aspect of topic
2	Poor
3	Boxer not competitive, taking too much punishment
4	Below Average
5	Boxer did not demonstrate enough boxing criteria
6	Average
7	Boxing demonstrated adequately in boxing criteria, but not consistent
8	Above Average
9	Boxer demonstrated majority of boxing criteria proficiently
10	Excellent
11	Boxer demonstrated all boxing criteria consistently and dominantly

