

U.S. Paralympics Cycling 2022 Athlete and Sport Program Plan

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DEFINITIONS

1. **“2022”**: The following dates and seasons:
 - a. The 2022 season, which lasts January 1, 2022 through December 31, 2022
2. **“2023”**: The following dates and seasons:
 - a. The 2023 season, which lasts January 1, 2023 through December 31, 2023
3. **“Term 1”**: The following dates:
 - a. January 1, 2022 through June 30, 2022
4. **“Term 2”**: The following dates:
 - a. October 1, 2022 through December 31, 2022
5. **“Athlete Stipend”**: Previously referred to as Direct Athlete Support or DAS
6. **“EAHI”**: Elite Athlete Health Insurance
7. **“IF”**: an International Federation
 - a. CYC – Union Cycliste Internationale (UCI)
8. **“NGB”**: National Governing Body. For Para-cycling, U.S. Paralympics Cycling serves as the NGB.
9. **“USADA”**: The U.S. Anti-Doping Agency
10. **“Pilot”**: For the purposes of these procedures (except as noted throughout), pilots will be considered athletes.

PROGRAM GOALS

The primary focus of U.S. Paralympics Cycling in 2022 is to identify and develop the best Para-cyclists in the world by supporting the Para-cycling culture in the United States, creating a world-class training environment with the world's best staff, in order develop a strong roster of athletes capable of winning medals at the 2024 Paralympic Games in Paris, France.

Specific activities in pursuit of these program goals will include:

Dates	Activity	Location	Target Athletes & Notes
January 24 - 29	All National Team Camp	Virtual	National Team (Mandatory for all NT Athletes)
February 6-11	Handcycle & Trike Camp	Clermont, FL	Open to NT athletes and Invitees
March 14-18	Elite Track Camp	Carson, CA	Open to NT athletes and Invitees
April 8-10	U.S. Paralympics Road Open	Huntsville, AL	UCI C1 Event (Selection event for Road World Cups #1 and #2)
April 10-15	3-wheeler & 2-wheeler Camp	Alabama, TBD	Open to NT athletes and Invitees
May 5-8	UCI Para-cycling Road W. Cup #1	Europe TBD	Team USA Roster + Independents
May 12-15	UCI Para-cycling Road W. Cup #2	Europe, TBD	Team USA Roster+ Independents
June 27 – July 1	Track Camp	Carson, CA	Open to NT athletes and Invitees
July 9-10	Road National Championships	TBD	Open Event (Selection event for W. Cup #3 and Road Worlds)
July 10-15	3-wheeler & 2-wheeler Road Camp	TBD	Open to NT athletes and Invitees
August 4-7	UCI Para-cycling Road W. Cup #3	Quebec City, Quebec	Team USA Roster + Independents
August 11-14	UCI Para-cycling Road World Championships	Baie Comeau, Canada	Team USA Roster Only
September 9-10	Track National Championships & U.S. Paralympics Track Cycling Open	Carson, CA	Open Event (Selection Event for Track World Championships)
September 11-16	Optional Track Worlds Prep Camp	Carson, CA	Team USA Roster Only
October 1-8	Mandatory Track Worlds Prep Camp	Carson, CA	Team USA Roster Only
October 20-23	UCI Para-cycling Track World Championships	Montigny-le-Bretonneux, France	Team USA Roster Only

Competitions listed do not include travel dates

Target Athletes

- *Team USA Roster: Athletes named to the roster per the selection procedures for the event*
- *Team USA Roster + Independents: Athletes named to the roster per the selection procedures for the event. Event also open to athletes competing as independents.*
- *National Team: Athletes named to the National Team per the Athlete & Sport Program Plan*
- *Open Event: Any athlete who meets the license and classification eligibility requirements may participate*
- *UCI C1 Event: Any athlete with a UCI international classification and international license may participate*
- *Invited Athletes: Athletes who meet the minimum eligibility requirements for the event (usually license and classification) and are invited (typically, from a pool of applicants) may attend*

2022 NATIONAL TEAM

U.S. Paralympics Cycling will nominate National Team(s) for 2022, comprised of the following:

- *TRACK: National A, National B Team, National C Team*
- *ROAD: National A, National B Team, National C Team*

Terms:

There will be two National Team terms for 2022:

- **Term 1:** January 1 – September 30, 2022
- **Term 2:** October 1 – December 31, 2022

2022 NT Selection Process for Term 1:

DISCRETIONARY CRITERIA

U.S. Paralympics Cycling will use a discretionary process to name athletes to the 2022 National Team.

Discretionary nominations, will be based on a variety of factors, including consideration of competition results from the list below, as well as data analytics from competitions on the list, to ensure that U.S. Paralympics Cycling is investing in the most qualified athletes with the greatest potential to attain high results on behalf of Team USA at international competitions. The following factors will be considered when considering an athlete for discretionary selection:

- *Athlete performance(s) in any of the following events:*

Track:	Road:
<ul style="list-style-type: none">- <i>2020 U.S. Paralympics Track Cycling Open (Carson, CA)</i>- <i>2020 UCI Para-cycling Track World Championships (Milton, Ontario, Canada)</i>- <i>2020 [2021] Paralympic Games (Japan)</i>- <i>Other track performances as submitted</i>	<ul style="list-style-type: none">- <i>2020 U.S. Paralympics Cycling Open (Huntsville, AL)</i>- <i>2021 UCI Para-cycling Road World Cup #1 (Ostend, Belgium)</i>- <i>2020 U.S. Paralympic Team Trials (Minneapolis, Minnesota)</i>- <i>2021 UCI Para-cycling Road World Championships (Cascais, Portugal)</i>- <i>2020 [2021] Paralympic Games (Japan)</i>

- *athlete demonstrates a trend of improving performance that could result in a medal-winning performance at the 2022 World Championships (track or road)*
- *athlete was reclassified in 2020 or 2021 and has demonstrated potential that could result in a medal-winning performance in the new classification at the 2022 World Championships (track or road)*
- *Emerging team: athlete has been internationally classified and demonstrates potential to represent Team USA at an international level during the 2022 or 2023 competition season (road or track)*

Discretionary Panel:

Discretionary nominations for the National Team, be determined by a panel that includes 33% athlete representation, as follows:

- Director, Paralympic Cycling
- Associate Director, High Performance, Paralympic Cycling
- Manager, Operations, Paralympic Cycling
- Athlete Representative
- Athlete Representative

2022 NT Selection Process for Term 2 (10/1 – 12/31/2022)

Athletes can be named to the National Team for term 2 based on performances at any of the following events:

ROAD:

- U.S. Paralympics Cycling Open, Huntsville, AL, April 8-10, 2022
- UCI World Cup #1, Ostend, Belgium, May 5-8, 2022
- UCI World Cup #2, Elzach, Germany, May 12-15, 2022
- Para-cycling Road National Championships, location TBD, July 9-10,
- UCI World Cup #3, Quebec City, Canada, August 4-7, 2022

TRACK:

- Para-cycling Track National Championships (U.S. Para-cycling Open), Carson, CA Sep 9-10, 2022

Rankings for Term 2 Team Selection:

Athletes will be included in a ranking list (separate ranking lists for men and women) based on results from the events listed above.

<p>Road Rankings: Athletes will receive points per the “<i>NT Road Term 2 Points</i>” table below, in each of the following categories:</p> <ul style="list-style-type: none"> - Best Time Trial finish position on the men’s or women’s ranking list from a domestic event (Huntsville or Road Nationals). - Best Road Race placing, per classification from a domestic event (Huntsville or Road Nationals) - Best Time Trial placing, per classification, from any World Cup (W. Cup 1, 2, or 3) - Best Road Race placing, per classification from any World Cup (W. Cup 1, 2, or 3) 	<p>Track Rankings: Athletes will receive points per the “<i>NT Track Term 2 Points</i>” table below, in each of the following categories:</p> <ul style="list-style-type: none"> - Pursuit – or – 500m/1km time trial finish position (whichever is higher) on the ranking list at the Para-cycling Track National Championships. - Best placing within one of the following events at the Para-cycling National Championships: <ul style="list-style-type: none"> o Place within classification in the flying 200m – or - o Place within the following categories in the Scratch <ul style="list-style-type: none"> -MC1-2-3 -MC4-5 -WC1-5
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NT ROAD Term 2 Points

Domestic TT Finish <i>(Best position on ranking list at Huntsville or Road Nats),</i>	Domestic RR Placing <i>(RR place in classification in Huntsville or Road Nats)</i>	W. Cup Time Trial <i>(Best TT place in classification at any 2022 Road World Cup)</i>	W. Cup Road Race <i>(Best RR place in classification at any 2022 Road World Cup)</i>
1st - 20 points	1st - 8 points	1st - 30 points	1st - 30 points
2nd - 17	2nd - 7	2nd - 27	2nd - 27
3rd - 15	3rd - 5	3rd - 25	3rd - 25
4th - 13	4th - 3	4th - 15	4th - 15
5th - 11	5th - 2	5th - 12	5th - 12
6th - 9	6th - 1	6th - 9	6th - 9
7th - 7		7th - 7	7th - 7
8th - 5		8th - 5	8th - 5
9th - 3		9th - 3	9th - 3
10th - 1		10th - 1	10th - 1

NT TRACK Term 2 Points

Track Nationals Pursuit or 500 <i>(Best position [Pursuit or 500m/1km result on ranking list at Track Nationals),</i>	Track Nationals Scratch Race – or - Flying 200m <i>(Best place in flying 200m within classification, - or - Place in MC1-2-3 MC4-5, or WC1-5 Scratch Race)</i>
1st - 30 points	1st - 8 points
2nd - 27	2nd - 7
3rd - 25	3rd - 5
4th - 15	4th - 3
5th - 12	5th - 2
6th - 9	6th - 1
7th - 7	
8th - 5	
9th - 3	
10th 1	

NATIONAL TEAM LEVEL-UP OPPORTUNITY

Athletes currently on the National, B, or C team can upgrade one level higher *during* 2022 if they meet the following criteria:

- Gold medal in an individual event at UCI Para-cycling Road World Cup #1, 2, or 3
- Two podium performances in individual events at UCI Para-cycling Road World Cup #1, 2, or 3
- One podium performance in an individual event at the 2022 UCI Para-cycling World Championships (Track or Road).

Athletes who meet this criteria will move to the next highest National Team level on the 1st of the month following their performance(s). Athletes are only eligible to level-up one time during 2022.

Term 2 National Team Slots

ROAD: The top eleven (11) men and the top six (6) women on the Road Ranking List will be named to the Road National Team for term 2.

A Team: 5 men and 3 women

B Team: 3 men and 2 women

C Team: 3 men and 1 woman

TRACK: The top five (5) men, and the top four (4) women on the Track Ranking List will be named to the Track National Team for term 2.

A Team: 2 men and 2 women

B Team: 2 men and 1 woman

C Team: 1 man and 1 woman

Note: The numbers above do not include tandem pilots. In the event that an athlete levels-up during 2022, the number of A, or B team slots will be increased to accommodate the additional athlete(s).

Team Status and Requirements

- Eligible athletes named to the track or road National Team for term 1 of 2022 will be granted team status effective January 1 – June 30, 2022.
- Eligible athletes named to the track or road National Team for term 2 of 2022 will be granted team status effective October 1 – December 31, 2022.
- National Team status and benefits are only awarded to athletes who accept, sign and remain current with their obligations under the U.S. Paralympics National Team Athlete Agreement.
- All National Team athletes must ride a talent pool standard during term 1 at a competition or camp listed on page 2 in order to maintain National Team status.
- All National Team athletes must attend a minimum of one camp listed on page 2 during term 1 in order to maintain National Team status.
- All National Team athletes must attend a minimum of one competition listed on page 2 during term 1 in order to maintain National Team status.
- Athletes nominated to the 2022 National Team(s) may be added to the USADA Registered Testing Pool/Clean Athlete Program and will be responsible for remaining compliant with all

policies and procedures, required by USADA. More information regarding USADA can be found in Attachment E.

- Athletes nominated to the 2022 National Team(s) must be compliant with the USOPC COVID-19 Vaccination Requirement, USOPC Background Check Policy, USOPC Anti-Doping Policy, USOPC Code of Conduct for U.S. Paralympics National Teams and U.S. Paralympics Programs, USOPC Athlete Safety Policy and USOPC Minor Athlete Abuse Prevention Policy.
- Prior to being nominated to the National Team, athletes ***must have undergone national or international classification evaluation and hold a Paralympic-eligible sport class*** as per the UCI or U.S. Paralympics Cycling classification master list(s) and hold a current season license for Para-cycling from USA Cycling. Please note, pilots do not undergo international classification evaluation but must meet UCI requirements to fulfill pilot role for specified athlete on National Team.

2022 National Team Standards

TRACK

*Track Standards for 2022 are published on the U.S. Paralympics Cycling website:
<https://www.teamusa.org/usparacycling/athletes-section/athlete-and-sport-program>*

ROAD

*Road Standards for 2022 are published on the U.S. Paralympics Cycling website:
<https://www.teamusa.org/usparacycling/athletes-section/athlete-and-sport-program>*

2023 NATIONAL TEAM

U.S. Paralympics will nominate a Para-cycling National Team(s) for 2023, based on athlete performances during the term 2022. Criteria for 2023 will be updated in this section of the plan during the first quarter of 2022.

NATIONAL TEAM BENEFITS

National Team athletes MAY be eligible for the following benefits – all athlete support recommendations submitted by the NGB are subject to USOPC Paralympic Sport Performance approval:

1. USOPC Athlete Stipend (Attachment B)
2. Operation Gold
3. U.S. Paralympics Cycling Additional Athlete Support Programs (Attachment C)
2. USOPC Elite Athlete Health Insurance program (Attachment D)
3. Air transportation (or ground equivalent), lodging, ground transportation, meal per diem, and coaching support at designated U.S. Paralympics U.S. Paralympics Cycling training and competition activities.
4. USOPC Athlete Career & Education Program (<https://www.teamusa.org/athlete-career-and-education-program>).
5. U.S. Paralympics National Team uniform. National Team athletes will be provided with cycling competition and casual apparel for Team USA competitions. Guidelines for apparel are outlined in the team rules and athlete handbook for each competition or team activity.

EMERGING ATHLETES

Athletes who meet the Emerging standard during 2022, at a UCI or USA Cycling-sanctioned event, **may** be invited to participate in selected U.S. Paralympics Cycling Program activities as outlined on page 2. Invitation is at the discretion of U.S. Paralympics Cycling.

2022 PROGRAM ACTIVITIES

The 2022 National Team(s) activities are outlined on page 2. Athletes will be required to attend certain activities as part of their personal performance plan which will be developed in conjunction with the staff at U.S. Paralympics Cycling.

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).

Failure to attend required activities could impact an athlete's national team status and/or eligibility for benefits.

2022 OPERATION GOLD

The Operation gold qualifying event(s) for Para-cycling in 2022 is *either* the UCI Para-cycling Track World Championships, location and dates TBD, *or* the UCI Para-cycling Road World Championships in Baie Comeau, Quebec, August 11-14, 2022.

In non-Paralympic Games years, Operation Gold Awards are limited to one award per athlete in a program year; athletes who qualify for more than one award automatically receive the higher award. Individuals must finish in one of the top eight places, while teams must finish in one of the top six places at the qualifying event in order to qualify for Operation Gold Awards in non-Paralympic years, provided individuals/teams finish among the top 50% of the individuals/teams who started the event.

For purposes of Operation Gold, a team is defined as three or more athletes (pairs are awarded at the same rate as individual athletes).

NOTE: For Paralympic sports with a discipline or event that is not included on the program of the Paralympic Games, that discipline or event will not be eligible for Operation Gold. However, if a Paralympic sport has a revolving program for the Paralympic Games (i.e., an event is taken from the program one quad, but is added back to the program the next quad), that event or discipline will be eligible for Operation Gold at the approved qualifying event.

Paralympic Sport Payment Schedule

Place	1st Year of Quad	2 nd Year of Quad	3 rd Year of Quad	Paralympic Games Year (Paralympic Games Only)
1 st	\$6,250	\$6,250	\$7,500	\$37,500
2 nd	\$5,000	\$5,000	\$6,250	\$22,500
3 rd	\$4,375	\$4,375	\$5,000	\$15,000
4 th	\$3,750	\$3,750	\$4,375	
5 th	\$3,125	\$3,125	\$3,750	
6 th	\$3,125	\$3,125	\$3,750	
7 th	\$2,500	\$2,500	\$2,500	
8 th	\$2,500	\$2,500	\$2,500	

Attachment B

2022 U.S. Paralympics SPORT Athlete Stipends

1. Athlete stipends are processed monthly on/before the first day of each month
2. Athletes are eligible for athlete stipends at the beginning of the month following nomination to the National Team(s).
3. Athlete stipends are provided to athletes that are in compliance with their 2022 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 IF 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 IF 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 the following:
 - a. All National Team athletes must ride a talent pool standard during term 1 at a competition or camp listed on page 2 in order to maintain National Team status.
 - b. All National Team athletes must attend a minimum of one camp listed on page 2 during term 1 in order to maintain National Team status.
 - c. All National Team athletes must attend a minimum of one competition listed on page 2 during term 1 in order to maintain National Team status.
 - i. *Note: for track team athletes, special consideration will be made if no UCI track competitions are scheduled during Term 1 of 2022.*

2022 Criteria for Para-cycling Athlete Stipends:

Team Status Level	2022 Monthly Payment
National A Team	\$1,100
National B Team	\$750
National C Team	\$450

Attachment C

Additional Athlete Support

Coaching Support

U.S. Paralympics Cycling will provide individual coaching support for National Team athletes in 2022, by coaches under contract with the USOPC and U.S. Paralympics Cycling. Athletes may request to work with any contracted coach, at the expense of U.S. Paralympics. Athletes who wish to work with coaches that are not under contract with USOPC / U.S. Paralympics Cycling, may utilize their Supplemental Athlete Support (SAS) to cover coaching costs.

Travel Support

Travel for National Team (NT) athletes to NT-specific activities may be funded. Travel expenses to UCI World Cup, or World Championship events may also be covered, only for athletes named to the roster per the selection procedures for that event. Travel for NT athletes to attend selection events or the National Championships is not funded; however, attendance by NT athletes at any event may be required as outlined on page 3 and/or per the athlete's individual performance plan.

Supplement Athlete Support (SAS)

NT athletes are eligible to receive a stipend for each term to support expenses such as: equipment, travel, training, and coaching.

Term 1 NT athletes must use their SAS by June 30, 2022 or they will forfeit the remainder. Term 2 NT athletes must use their SAS by December 8, 2022 or they will forfeit the remainder.

The application for Supplemental Athlete Support is included on the website at <https://www.teamusa.org/usparacycling/athletes-section/athlete-and-sport-program>

Term 1	SAS Amounts
National A Team	\$2,500*
National B Team	\$1,500*
National C Team	\$500*

Term 2	SAS Amounts
National A Team	\$2,500*
National B Team	\$1,500*
National C Team	\$500*

*The amount for the entire term (6 month total). Athletes on the National Team for partial term(s), will receive a prorated SAS allocation.

PERFORMANCE INCENTIVE SUPPORT

Additional performance incentives will be provided to athletes who attain results at UCI Paracycling C1 events, as well as Road World Cups – including results for team competitions – when competing as a member of Team USA*.

Place / Participants	UCI C1 Events (Overall finish placing within sport class [one payout per event])	World Cups (Place within sport class, per individual race)
1 st – Field with > 2 participants	\$600	\$600
2 nd – Field with > 3 participants	\$400	\$400
3 rd – Field with > 4 participants	\$300	\$300

**No incentives will be paid to athletes who race at UCI events as independent or as part of a trade team. Athletes who wish to compete at C1 events for Team USA must be named to the Team USA roster for the event and must be entered by U.S. Paralympics.*

EQUIPMENT

National Team and resident athletes may have access to team equipment, including, but not limited to:

- Bicycles/Trikes/Handcycles/Tandems (or frames/forks)
- Components and Wheels
- Power Meters
- Specialty Helmets
- Race-specific Competition Apparel
- Trainers and Rollers
- Subscriptions
- Prototype Gear

All NT equipment will be inventoried and distributed based on current need and future medal potential of the athlete(s). Equipment will be issued at the discretion of the Director, Paralympic Cycling, in consultation with staff.

All National Team athletes using equipment owned by U.S. Paralympics Cycling will be required to sign the *NT Equipment Agreement* and will be responsible for costs incurred due to damage or loss of the equipment.

Special Pricing

NT athletes may have access to special pricing from partners and suppliers of U.S. Paralympics Cycling. Details and policies will be communicated by U.S. Paralympics Cycling staff throughout the 2022 season.

Attachment D

2022 U.S. Paralympics Cycling Elite Athlete Health Insurance (EAHI)

All 2022 National A, B, and C team 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 2022 Athlete Agreement obligations and personal 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 respective sport IF 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 the respective sport IF 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 E

U.S. Anti-Doping Agency (USADA)

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.

For more information on whereabouts, please go to <https://www.usada.org/testing/whereabouts/>.

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.

For more information on TUEs, please go to <https://www.usada.org/substances/tue/>.

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.

Global DRO does not contain information on, or that applies to, any dietary supplements.

The Global DRO can be found at <https://www.globaldro.com/Home>.

Additional Resources from USADA:

USADA Website: <https://www.usada.org/>

Supplement 411: <https://www.usada.org/substances/supplement-411/>

WADA Prohibited List: <https://www.usada.org/substances/prohibited-list/>

Anti-Doping 101: <https://www.usada.org/athletes/antidoping101/>

Attachment F

2022 U.S. Paralympics Cycling National Team Procedures & Obligations

Para-cycling Team Procedures

- Failure to comply with the Athlete Obligations listed below or violating the Athlete Agreement will result in a suspension of athlete stipends, other team benefits, and/or removal from the National Team.
- The U.S. Paralympics Complaint Procedures can be found at the following link:
<https://www.teamusa.org/usparacycling/athletes-section/athlete-and-sport-program>

Para-cycling Athlete Obligations

- Maintain compliance with U.S. Paralympics Athlete Agreement
- Maintain compliance with 2022 Athlete Performance Plan
- Maintain compliance with the National Team Code of Conduct
- Maintain compliance with the National Team Equipment Agreement
- Maintain compliance with USADA, UCI/CADF, IPC, and WADA anti-doping rules
- Maintain compliance with the 2022 U.S. Paralympics Cycling Team Rules
- Update Training Peaks on a weekly basis
- Maintain an appropriate level of fitness and weekly training in order to be prepared for international (UCI) Para-cycling competition
- Maintain communication with U.S. Paralympics Cycling staff as needed

U.S. Paralympics Cycling Team Rules and Regulations (if applicable)

The following rules apply to all official National Team and Team USA Para-cycling activities and events (additional rules may be implemented on a per-event basis as needed):

- The possession or use of weapons, tobacco products (including E-cigarettes or vape pens) or controlled substances by any athlete or staff member is prohibited. If an athlete possesses a Therapeutic Use Exemption (TUE) for medical marijuana, it may not be used within the confines of a shared room. Despite the existence of a TUE, athletes are required to abide by local, state, and federal laws of the country, city, or region in which any team activity takes place.
- Daily Curfews (“lights out” times) established by the Team Staff and published in the daily schedule 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 U.S. Paralympics Cycling staff.
- Team members and staff will wear USOPC and/or U.S. Paralympics Cycling provided apparel as required and as designated by team leadership (Director, Associate Director of High Performance, Associate Director of Operations).
- Team members will cooperate with U.S. Paralympics Cycling staff
- Team members and staff will refrain from behavior that would detract from a positive image of the U.S. Paralympics Cycling National Team 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.

- Team members are required to sleep in their assigned rooms and are not permitted to switch rooms – even temporarily – without prior approval from team staff.
- 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, harassment, disparagement, or defamation of teammates, fellow competitors, team staff, event organizers, or UCI/IPC representatives – verbally, through social media, email, or text – is prohibited.
- Public intoxication or consuming alcohol to excess is prohibited.
- Staff drinking with athletes is **not allowed**. This includes being in the same establishment or even in the same room together.
- Friends and family are not permitted in athlete rooms or beyond the hotel lobby
- Team USA staff and athletes **only** on the field of play (including team pits/cabins). No friends/family/personal coaches.
- For athletes who need help putting on competition apparel (i.e. speedsuits):
 - Athletes are not required to have assistance and should request it of the staff if/when they require it.
 - There will always be at least three persons present when assisting with suits:
 - Three persons can be defined as two athletes (including the athlete putting on the suit) and one staff member, or one athlete and two staff members. The make-up of staff and athletes when assisting with suits should be the same gender whenever possible.
 - Staff will be considerate of the athlete and will avoid all but inadvertent touching of the groin, buttocks, and breast area.

Attachment G

2022 U.S. Paralympics Cycling Resident Program

U.S. Paralympics Cycling implements a Resident Program at Colorado Springs Olympic and Paralympic Training Center (CSOPTC/LPOPTC).

Eligibility:

- Be at least 15 years of age (OPTC policy).
- Be a current US Citizen eligible to represent the USA in the Paralympic Games.
- High School age applicants must be enrolled in high school and maintain a 2.7 GPA. *Program staff will strongly recommend online courses or enrolling in private school to best facilitate both school and training requirements.*
- Applicants who take college courses must maintain a 2.0 GPA.
- Be willing to submit to a complete health profile coordinated by USOPC Sports Medicine including thorough medical history and comprehensive physical examination.
- 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 will be required to complete the U.S. Center for SafeSport's online training.

Acceptance & Application

Acceptance to the Resident Program will be at the sole discretion of U.S. Paralympics and all positions available in the Resident Program will not necessarily be filled. Evaluation of athletes for acceptance to the Resident Program will consider a wide range of factors including:

- Space availability.
- Meeting and maintaining a minimum emerging standard (Attachment A) per the athlete's specific event/sport class.
- Athlete's current "home" training environment.
- Potential for the athlete to medal at the World Championships/Paralympic Games.
- Projected effect/impact of the Para-cycling Resident Program on the athlete's medal potential.
- Athlete's desire and willingness to commit fully to the training Resident Program.
- Training compatibility with other resident athletes.
- Relevant performance data from current quadrennium.

The Application and all necessary forms for the Resident Program are available at www.usparacycling.org. Any athlete who wishes to participate must apply and be accepted into the Resident Program.

Program Description

For 2022, U.S. Paralympics Cycling will run a program that may include up to four (4) on-complex resident athletes who live on-campus at the CSOPTC, and up to six (6) off-complex

resident athletes who live independently in Colorado Springs but are part of the resident training group.

Athletes invited to participate as part of the resident program will have access to coaching, sports medicine, strength and conditioning, nutrition services, and sport psychology services and may have access to team equipment as well as the U.S. Paralympics Cycling training and storage room at the CSOPTC. Athletes in the program will be required to meet specific performance benchmarks – both during training and competition – as arranged with the Director and/or Associate Director for High Performance.

Program Staff

- Sarah Hammer, Associate Director, High Performance
- James Lehman, National Team Coach
- Michael Durner, National Team Coach
- Brian Abers, Track Coach
- Sam Gardner, Strength and Conditioning Coach
- Marta Scechura, Sport Dietician
- Dr. Sara Mitchell, Sports Psychologist

Important Dates

- December 17, 2021: Applications due for 2022 Resident Program
- Mid-January, 2022: On-complex athletes move-in to CSOPTC
- June, 2022: Athlete Reviews with Program Staff