



2022 Toyota USA Elite Paratriathlon Development Team Program

GUIDING PRINCIPLES, OVERVIEW, & CRITERIA

Guiding Principles & Overview

USA Triathlon (USAT) High Performance (HP) Departments is responsible for supporting athletes who have the vision, goals and capable of winning Olympic & Paralympic Games medals, while identifying, supporting & developing future Games medalists. To help achieve this objective USAT has developed and supports the Paralympic Development Team Program. U.S. Paratriathlon Team Program (the “Program”) and any financial support associated is designed specifically to assist athletes in their development pathway to achieving podium performances at the Paralympic Games in the near future. The program is available to athletes showing they may be capable of progressing in their sport class to a world class performance standard that would put them on track for future Games medal performances with the proper support, guidance, coaching, & resources. The Program has the ability to provide performance-based discretionary support to athletes in the form of administrative assistance, performance advisement and allocation of equipment and financial resources as deemed appropriate for each athletes APP as well as availability of such resources by USAT.

In addition to the qualification criteria specific to each tier outlined on Page 2, athletes must meet the following minimum criteria to be eligible for the Program:

- Eligible to represent USA Triathlon in World Triathlon competition, including but not limited to:
 - National Federation (NF) affiliation
 - Current USAT Elite Paratriathlon elite license holder in good standing
 - Current with World Triathlon Pre-Participation Evaluation (PPE) requirements
- Current with Safe Sport training & Background checks
- Be internationally classified according to the World Triathlon Masterlist
- Be 2024 and/or 2028 Paralympic Games eligible
- Commitment to the sprint distance triathlon (to be evaluated by USA Triathlon; all endurance events over 60 minutes in length must be approved in advance by the Director of the Paralympic program)
- Creation and submission of an annual performance plan
- Signed Elite Paratriathlon Development Team Program Athlete Agreement for the term
- Utilize a USAT certified coach who provides training on a weekly basis for the term

Results achieved on or after January 1, 2022 are eligible to be used as automatic qualification criteria outlined on Page 2. It is the responsibility of each athlete to inform USAT High Performance when they have achieved a result which would earn them a potential slot on the Program. Program athletes will be subject to renewal 12 months after achieving the development team program metrics. Current National Team Program athletes are not eligible for the Elite Paratriathlon Development Team Program.

Any discretionary support to athletes in the form of administrative assistance, performance advisement and allocation of equipment and financial resources as deemed appropriate for each athletes APP as well as availability of such resources by USAT will be evaluated when metrics to making the Program are achieved. Adjustments to the approved APP must be approved prior to incurring reimbursable expenses. Examples of possible discretionary funds:

- Travel reimbursement: supports travel to compete in developmentally appropriate World Triathlon events
- Coaching stipend: compensates USA Triathlon Certified Coaches working with Elite Paratriathlon Development Team Program athletes
- Equipment: USAT loans an athlete a piece of equipment with the expectation it will be returned in used but excellent condition
- Performance advisement: access to performance resources in key areas of expertise to enhance performance

Performance Progress

Athletes who have been part of the Program for 2 years or more (consecutively or not) will not be automatically eligible for the Program. Athletes who have been on the Elite Paratriathlon National Team Program are not automatically eligible for the Elite Paratriathlon Development Team Program. Requests for special consideration will be subject to discretionary review (as described below) which will review performance results, and data analytics, with an objective of demonstrating continued progress towards Paralympic medal capacity in the near future before being eligible for the Program.

Tier 4 (Elite Paratriathlon Development Team Program) is the entry level of the U.S. Paratriathlon pipeline and is designed to capture developing athletes on their way to attain a spot on the Elite Paratriathlon National Team Program in Tiers 1, 2, or 3. Returning Elite Paratriathlon Development Team Program athletes are not expected to remain on the program for more than 2 years.

Discretionary Consideration

USA Triathlon may use discretion to select athletes who have not met the objective criteria for the Program for several reasons. These include, but are not limited to, injury or illness, the occurrence of exceptional circumstances (e.g. earthquakes, cancellation of other World Triathlon/USAT sanctioned events, epidemics, riots), and other unanticipated failure of objective criteria to select an athlete likely to achieve competition results consistent with the program. Discretionary nominations, if any, may be based on a variety of factors, including consideration of competition results in the past 12-18 months and data analytics, to ensure that USA Triathlon is investing in the most development capable athletes. Discretionary nominations for the Program, along with term length, will be determined by a panel of two USA Triathlon High Performance Staff (who do not serve in the capacity as a personal coach to program athletes) and one USAT elite athlete representative.

2022 Toyota USA Elite Paratriathlon Development Team Program criteria

Athletes achieve Elite Paratriathlon Development Team Program status through any **ONE** of the following criteria:

- Top 5 finish at the 2022 World Triathlon Para Championships - provided the finish was within 5% of the winners result in the medal event

Athletes achieve Elite Paratriathlon Development Team Program status through any **two** of the following criteria:

- Win at the 2022 Toyota U.S. Paratriathlon National Championships – provided the medal event had a minimum of three starters
- Podium finish at the Americas Triathlon Para Championships – provided the finish was within 5% of the winners result in the medal event and there was a minimum of three starters
- Podium finish at a World Triathlon Para Cup or Series event – provided the finish was within 5% of the winners result in the medal event and there was a minimum of four starters

Athletes achieve Elite Paratriathlon Development Team Program status through any **three** of the following criteria:

- Win at the 2021 Toyota U.S. Paratriathlon National Championships – provided the medal event had a minimum of three starters
- Podium finish at the Americas Triathlon Para Championships – provided the finish was within 5% of the winners result in the medal event
- Top 5 finish at a World Triathlon Para Cup or Series event – provided the finish was within 5% of the winners result in the medal event
- Win at a 2021 U.S. Paratriathlon Development Race Series event – provided the medal event had a minimum of three starters

Concerns or questions related to discretionary decisions should be communicated to the USA Triathlon High Performance General Manager (hpgm@usatriathlon.org or 719-744-2842). In addition, athletes are encouraged to contact the Athlete Ombuds Office as a resource for confidential, independent advice and assistance with resolving disputes (contact information below). After the previous steps have occurred, athletes may contact USA Triathlon Senior Counsel (legal@usatriathlon.org or 720-800-6622) to administer an executive review to ensure published criteria and process was followed.

Athletes have the right to file a grievance and have a hearing per the [USAT Grievance and Disciplinary Policy](#). Athletes also have the right to report any actual, potential or perceived conflicts of interest and will not be retaliated against for raising concerns or asking questions of USA Triathlon or the Athlete Ombuds Office. For more information, please see [USA Triathlon's Whistleblower Policy](#).

Athlete Ombuds - The Office of the Athlete Ombuds offers independent, confidential advice to elite athletes regarding their rights and responsibilities in the Olympic and Paralympic Movement, and assists athletes with a broad range of questions, disputes, complaints and concerns.

Phone: 719-866-5000

Email: ombudsman@usathlete.org

Website: usathlete.org