

Lakeshore National Adapted Sports Organization (LNASO)
ATHLETE SELECTION PROCEDURES
2024 Paralympic Games
Wheelchair Rugby
May 26, 2023

1. SELECTION SYSTEM

1.1. Provide the minimum eligibility requirements for an athlete to be considered for selection to the 2024 Paralympic Games team:

1.1.0. Nationality/Passport requirements:

Athlete must be a national of the United States at the time when named to the Training Squad, see Section 8 (*December 17, 2023*).

Athlete must hold a valid U.S. passport that will not expire for six months after the conclusion of the Paralympic Games (the Games).

1.1.1. Minimum International Paralympic Committee (IPC) standards for participation:

Any competitor in the Paralympic Games must be a national of the country of the National Paralympic Committee (NPC) which is entering such competitor. For additional information regarding an athlete who is a national of two or more countries, has changed his or her nationality or acquired a new nationality, refer to the IPC Handbook (Section 2, Chapter 3.1).

1.1.2. Minimum International Federation (IF) standards for participation (if any):

To be eligible for selection to the 2024 Paralympic Games Team, athletes must:

- be internationally classified in an eligible Sport Class with a Sport Class Status of Confirmed or Review with a Fixed Review Date after December 2024
- be licensed with the WWR's Membership and Licensing System

1.1.3. Other requirements:

- Athlete must successfully complete all Games Registration requirements by stated deadline.

- 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 as of the Closing Ceremony will be required to remain current with the U.S. Center for SafeSport’s education and training requirements in accordance with the [USOPC Athlete Safety Policy](#).
- Athletes must be in good standing with the LNASO
- Candidates must pass a physical examination by a licensed medical provider/physician, prior to tryouts. Athletes who completed a physical exam at the 2023 Selection Camp will only need to submit an updated health history; all candidates must also submit a complete Athlete Medical Questionnaire to Jim Murdock, Medical Coordinator at vtsoxman2008@gmail.com by no later than November 27, 2023.

1.2. Tryout Events:

- 1.2.1. Event names, dates and locations of all trials, competitions, and camps to be used as part of the selection process:

The 2024 Selection Camp will be held December 11-17, 2023 at the Lakeshore Foundation U.S. Olympic and Paralympic Training Site with up to 40 athletes invited per Section 1.2.2 and Section 1.3. Up to 16 athletes from the 2024 Selection Camp will be selected to the 2024 Training Squad. 12 athletes will be selected to represent the United States at the 2024 Paralympic Games from the training squad of up to 16.

The following events are mandatory for the 2024 Training Squad and will serve as evaluation opportunities to determine the 2024 Paralympic Games Team. Dates and locations are subject to change and could be cancelled or changed. Notification of any changes will be emailed to individual athletes at least 45 days prior to the event date. Dates and locations can be referenced at on the USAWR website, www.usawr.org/.

- High Performance Training Camps:
 - December 11-17, 2023
 - January 16-27, 2024
 - February 27- March 9, 2024
 - Additional Camp date TBD
- Competitions:
 - TBD

An athlete may be excused from one or more of the events listed above under the following extenuating circumstances. Written requests for excused absences must be submitted to meaganr@lakeshore.org.

- An immediate death in the family
- Illness/injury approved by USA Wheelchair Rugby (USAWR) Medical Coordinator
- Hospitalization
- State, Federal or work mandate that would prevent the athlete from traveling
- Other approved emergency at the sole discretion of a committee comprised of USAWR Head Coach, High Performance Manager, AAC representative and AAC alternate.

1.2.2. Describe how athletes qualify for the events listed in 1.2.1.:

To be eligible for an invitation to the 2024 Selection Camp, an athlete must have been a member of one of the following teams; however, the Selection Committee reserves the right to take sport class change/eligibility, performance or conduct while a member of the team into consideration for invitation:

- 2023 Parapan American Games Team and alternates
- 2022 World Championship Team and alternates
- 2020 Paralympic Games Team and alternates
- 2019 Parapan American Games Team and alternates

If an athlete will not receive an invitation to the 2024 Selection Camp per the team requirement above, they may be eligible for an invitation to the 2024 Selection Camp through the following application:

- Athletes may submit an application including their name, current wheelchair rugby experience, a personal statement (no more than three paragraphs regarding their interest in applying) and video clip that depicts the athletes' game play. Applications open October 15, 2023, and must be submitted by October 25, 2023 to jena@lakeshore.org. All applications will be reviewed by the Selection Committee.

1.3. Step-by-step description of the selection process for these Games (include maximum Team size):

Player Invitation

- A maximum of 40 invitations to participate in the 2024 Selection Camp will be sent, via email, to the athletes that qualify per the criteria listed in Section 1.2.2) by 1 November 2023.
 - If invited and an athlete chooses not to participate in the team selection camp, additional invitations will be offered based on accepted applications received by the stated deadline and at the committee's discretion.
- Athletes who receive invitations on 1 November must accept or decline the invitation by 8 November 2023 by contacting the USAWR via email at meaganr@lakeshore.org. Any invitations extended after 1 November must be accepted or declined by 12 noon CT on 12 November.
- The final list of team selection camp participants will be posted at www.lakeshore.org and www.usawr.org by midnight on 12 November 2023.
- All athletes accepting the invitation must provide their own transportation to/from the team Selection Camp. Upon arrival to the camp, athletes will be provided with ground transportation, lodging, meals, and on-site support.

Team Selection Process

- At the 2024 Selection Camp, each candidate will be tested and observed in drills and scrimmages. The Selection Committee (See Section 2.3) will evaluate each player to rank candidates with the same sport classes while considering positional play. The skills tests will be posted no later than November 1, 2023.
 - In addition to the skills test criteria, the Selection Committee will consider discretionary criteria listed in Section 2.2 when evaluating athletes.
 - Video of drills and scrimmages will be captured that will aid the Selection Committee in evaluation of athletes.
 - NOTE: As cuts are made during selection camp, athletes may choose to depart early if they are not selected to move forward.
- No later than the conclusion of the 2024 Selection Camp, the Selection Committee will select up to 16 (sixteen) athletes who will train as a group, hereby known as the 2024 Training Squad.
 - In order to ensure athletes are maintaining a level of fitness and readiness capable of producing a medal winning performance, LNASO/USAWR coaching staff and personnel will observe/evaluate 2024 Training Squad athletes nominated from the 2024 Selection Camp as they train and compete in various domestic and international events. In addition, LNASO/USAWR may request video footage and/or statistical information as part of the ongoing evaluation of athletes prior to final team nomination.

- Candidates invited to participate in the 2024 Selection Camp who cannot attend or fully participate in the camp due to an extenuating circumstance per the criteria listed in Section 1.2.1 may be selected to the 2024 Training Squad of up to 16 (sixteen) if:
 - Athlete has demonstrated significant potential, based on the Selection Committee's evaluation of objective and subjective criteria, in the judged qualities from previous domestic and/or international events (athletes may be evaluated on events occurring since the start of the Tokyo Quad in 2017 through the time of nomination to the 2024 Training Squad).
 - The Selection Committee has the right to request video footage that has been captured at a competition or camp from the previous six months to help aid in the above-mentioned decision.
 - If an athlete requests a medical waiver for selection camp, the athlete(s) must provide adequate documentation that will support their reason for absence/participation. This must be sent to the Medical Coordinator, Jim Murdock, at vtsoxman2008@gmail.com and copied to meaganr@lakeshore.org before the beginning of the Selection Camp (no later than 1 December 2023).
- The athletes nominated from the 2024 Selection Camp must submit a training plan, approved by USA Wheelchair Rugby (USAWR) performance providers within 30 days of accepting a slot on the Training Squad after the time of selection (*December 17, 2023*). Plans should be submitted to Joe Delagrave at joedelagrave@gmail.com.

Final Selection

- The up to 16 athletes selected to the 2024 Training Squad will be the athletes considered for the 2024 Paralympic Games. That team of 12 athletes will be named no later than May 1, 2024.

2. DISCRETIONARY SELECTION (if applicable)

2.1. Rationale for utilizing discretionary selection (if any):

The sport of Wheelchair Rugby is not a measured or timed event. In the selection of athletes who will compete together as a team, it is impossible to make selection decisions based solely upon objective criteria. It is the belief of LNASO that the selection criteria set out above, which includes subjective components in the evaluation of performance and ability, will result in the selection of the very best athletes to comprise the 2024 Training Squad and the final 2024 Paralympic Games Team. The Selection Committee will develop a roster of players for the 2024 Training Squad and the final

2024 Paralympic Games Team that will enable the USA to field a legal variety of lineups in order to maximize the Team competitiveness.

2.2. Define the discretionary criteria to be used (if any):

Wheelchair Rugby is a team sport requiring effective combinations and individual skills. Thus, a combination of drills will be conducted at the 2024 Selection Camp to evaluate players in their selection to the 2024 Training Squad in combination with the subsequent discretionary criteria below. A list of those specific drills will be posted on the USAWR Website, <https://usawr.org/about/>, no later than November 1, 2023. The results of these drills, along with subsequent evaluation of the 2024 Training Squad against the discretionary criteria listed below throughout the mandatory events listed in Section 1.2.1, will be used by the Selection Committee to inform their selection of the final 2024 Paralympic Games team.

The following discretionary criteria are considered in the selection of players.

Physical

- Athletes will be evaluated on physical traits in one or more of the events listed in Section 1.2.1 by national team staff which will be taken into consideration for selection. These include, but are not limited to an athlete's:
 - Aerobic/Anaerobic Fitness
 - Agility/Quickness
 - Passing Capabilities
 - Speed
 - Communication
 - Specialist Skills Relative to Classification position

Tactical

- Athletes will be evaluated on tactical awareness in game situations in one or more of the events listed in Section 1.2.1 by national coaching staff which will be taken into consideration for selection.

Psychological/Social

- Attitude: This applies both on and off the court, respecting those athletes he/she plays with and against, staff, coaches, and officials. To act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct. Respecting the property of others whether personal or public. Past team history, accountability and/or code of conduct issues and standing with the Lakeshore Foundation and the USOPC will also be taken into consideration.

- Leadership: Leading by example with a positive influence on all those around him/her.
- Teamwork: Cooperative effort to be the best he/she can be, working with their teammates to fulfill one common goal, success.
- Coachable: Always open to constructive feedback, embracing new ideas and putting the Team's needs before his/her own.
- Ambassador: Acting in a manner that would be pleasing to the program, sport, country, and else affiliated. Doing what is right, even when no one is watching. Refraining from conduct that would detract from their ability or that of their teammates to attain peak performance.

2.3. Name of the committee that will be responsible for making discretionary selections, or other decisions/recommendations directly impacting athletes in the selection process, along with a complete list of the members' titles:

Selection Committee:

- Head Coach
- Assistant Coach
- Athlete Representative
- High Performance Manager, USA National Team – while this individual will take part in all committee meetings, they just have a “voice” in the process and will not have a “vote” in the review process.
- USWRA Representative –this individual will observe all committee meetings and will have a “voice” in the process and but will not have a “vote”

2.3.1. 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 LNASO's conflict of interest policy, to include completing and submitting a disclosure form for review by the LNASO'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 LNASO'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 LNASO'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 LNASO'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.

3. REMOVAL OF ATHLETES

- 3.1. Prior to submitting athlete entries by name to the USOPC, the LNASO has jurisdiction over potential nominees.

An athlete who is nominated to the Team by the LNASO may be removed for any of the following reasons, as determined by the LNASO:

- 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the LNASO CEO/Executive Director.
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by the LNASO. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by the LNASO, his/her injury will be assumed to be debilitating and he/she may be removed.
- 3.1.3. Failure to participate in Mandatory Training and/or Competition as defined in Section 9 of these procedures.
- 3.1.4. Violation of the LNASO Code of Conduct (Attachment A).
- 3.1.5. Non-compliance with the eligibility requirements listed in Section 1.1. of these selection procedures.

- 3.1.6. Removal by the IPC/IF of the event in which the athlete qualified for the team from the medal event program of the 2024 Paralympic Games.
- 3.1.7. Change in the athlete's sport class(es) following team selection, such that:
 - 3.1.7.1. the athlete's qualifying performance would not have qualified him/her for the team; and/or
 - 3.1.7.2. the athlete is deemed Not Eligible (NE) by the IPC/IF.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the LNASO/USA Wheelchair Rugby (USAWR) Complaint Procedures (Attachment A) and the USOPC Bylaws, Section 9.

- 3.2. Once athlete entries have been submitted to the USOPC, the USOPC has jurisdiction over the Team, at which time, in addition to any applicable LNASO Code of Conduct, the USOPC's Delegation Conduct Requirements apply, contained in the USOPC Games Delegation Terms. The USOPC Games Delegation Terms are specific to each Games and made available during the Games registration process; the USOPC's Grievance Procedures and Hearing Process are found within the Delegation Terms. See "Delegation Events" at <https://www.teamusa.org/Footer/Legal/Dispute-Resolution> for more information.
- 3.3. An athlete may be removed as a nominee to the Team or from the Team for an adjudicated violation of IPC, WADA, IF, USADA and/or USOPC anti-doping protocol, policies and procedures, as well as the U.S. Center for SafeSport Code, the USOPC Athlete Safety Policy and LNASO SafeSport policies, as applicable.

4. REPLACEMENT OF ATHLETES

- 4.1. Describe the selection and approval process for determining replacement athlete(s) should a vacancy occur:
 - 4.1.1. prior to submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

The Selection Committee listed in Section 2.3 will determine the replacement athlete based on the criteria in Section 1.3 and 2.2, team need and sport class from among the pool of athletes eligible (see Section 1) who participated at the 2024 Selection Camp.

- 4.1.2. after submission of Entries by Name to the Local Organizing Committee, including any applicable group or committee:

The Selection Committee listed in Section 2.3 will determine the replacement athlete based on the criteria in Section 1.3 and 2.2, team need and sport class

from among the pool of athletes eligible (see Section 1) who participated at the 2024 Selection Camp.

5. SUPPORTING DOCUMENTS

LNASO/USAWR will retain the approved Selection Procedures and all supporting documents, including scouting or evaluation forms, etc., and data from the selection process for six months past the date of the Closing Ceremony of the Games.

6. REQUIRED DOCUMENTS

In addition to the USOPC Delegation Conduct Requirements, the following documents are required to be signed by an athlete as a condition of nomination to the 2024 Training Squad and the 2024 Paralympic Games Team. The following are included as attachments:

- LNASO/USAWR Code of Conduct (Attachment A)

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

The USOPC approved Selection Procedures (complete and unaltered) will be posted/published by the LNASO in the following public location(s):

7.1. LNASO Web site: www.usawr.org

These procedures will be posted as soon as possible, but not more than five business days following notice of approval by the USOPC.

7.2. Other: N/A

8. DATE OF NOMINATION

Up to 16 athletes will be named to the 2024 Training Squad to be in consideration for the 2024 Paralympic Games Team on 17 December 2023.

The 2024 Paralympic Games Team will be named on or before May 1, 2024.

9. MANDATORY TRAINING AND/OR COMPETITION

Specify the location, schedule, and duration of mandatory training and/or competition:

All athletes nominated to the 2024 Training Squad will be required to participate in the events listed in Section 1.2 as they serve as evaluation opportunities to determine the selection of the 2024 Paralympic Games Team.

10. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IPC, WADA, IF, USADA and USOPC anti-doping protocols, policies, and procedures, as applicable. This includes participation in Out-of-Competition Testing as required by the IPC, WADA, IF, USADA and USOPC rules, as applicable.

11. DEVELOPMENT OF SELECTION PROCEDURES

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

- Chuck Aoki, athlete, Team Captain
- Eric Newby, athlete, Team Captain
- Lee Fredette, athlete, AAC Rep
- Jen Allred, CPO
- Meagan Rowe, HPM
- Jim Murdock, Medical Coordinator
- Joe Delagrave, Head Coach
- Mike Klonowski, Assistant Coach

12. LNASO BYLAWS AND GRIEVANCE PROCEDURES

The LNASO Bylaws and Grievance Procedures can be found at:

- www.lakeshore.org
- www.usawr.org

13. INTERNATIONAL DISCLAIMER

These procedures are based on IPC, as applicable, and/or WWR rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IPC, as applicable, and/or WWR rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to LNASO. However, the selection criteria are always subject to unforeseen, intervening circumstances, and realistically may not have accounted for every possible contingency.

If any force of nature, or force majeure, should cause the alteration or cancellation of any of the selection events listed in this document, these selection procedures may require revisions, pursuant to their resubmission to the USOPC.

14. ATHLETE OMBUDS OFFICE

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 their NGB/PSO.

To contact the Athlete Ombuds Office:




PHONE: (719) 866-5000

EMAIL: ombudsman@usathlete.org

WEBSITE: www.usathlete.org

15. NGB/PSO SIGNATURES

I certify that I have read and understand the standards/criteria set by our IFand 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 LNASO.

Position	Print Name	Signature	Date
Lakeshore Foundation President or CEO/Executive Director	John D. Kemp		9/25/2023
Nat. Team Coach, Head Coach, or Nat. Program Director	Jen Allred		9/25/2023
USOPC Athletes' Advisory Council Representative*	Lee Fredette		9/25/23

* If the USOPC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.

* Signature by the Athlete Representative 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.

* If, for some reason, a sport does not have an elected USOPC AAC Representative, the NGB/PSO must designate an athlete from that sport to review and sign the Selection Procedures.

ATTACHMENT "A"
LAKESHORE FOUNDATION/USA WHEELCHAIR RUGBY
CODE OF CONDUCT
2023

I pledge to uphold the spirit of the Lakeshore National Adapted Sport Organization (LNASO) Code of Conduct (the "Code"), which offers a guide to my conduct as a member of the United States Wheelchair Rugby National Team (the "Team"). I acknowledge that I have a right to a hearing if my opportunity to compete is denied or if I am charged with a violation of this Code.

I have familiarized myself with the Code and understand that acceptance of its provisions is a condition of my selection to the 2023 United States Wheelchair Rugby National Team.

As a Member of the Team, I hereby promise and agree that I:

- Will abide by all rules related to the Team selection procedures as approved by the LNASO;
- Will abide by all bylaws, rules, regulations, policies and procedures of USAWR including but not limited to, its Safe Sport Policy;
- Will abide by all rules, regulations, policies, and procedures of the U.S. Center for Safe Sport, and submit without reservation to the jurisdiction of the U.S. Center for Safe Sport;
- Will abide by all rules, regulations, policies and procedures of the United States Olympic and Paralympic Committee including but not limited to the Olympic Movement Code on the Prevention of the Manipulation of Competitions;
- Understand and agree that the World Wheelchair Rugby Anti-Doping Rules and U.S. Anti-Doping Agency Protocol for Olympic and Paralympic Movement Testing (USADA Protocol) and all other policies and rules adopted by WWR, USADA, and the USOPC apply to me and that it is my responsibility to comply with those rules. I agree to submit to drug testing at any time and understand that the use of methods or substances prohibited by the applicable anti-doping rules would make me subject to penalties including, but not limited to, disqualification and suspension. If it is determined that I may have committed a doping violation, I agree to submit to the results management authority and processes of USADA, including arbitration under the USADA Protocol, or to the results management authority of the World Wheelchair Rugby (WWR) and/or my national federation, if applicable or referred by USADA.
- Will not commit a doping violation as defined by the Olympic/Paralympic Movement Anti-Doping Code (OMADC), World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the United States Olympic and Paralympic Committee (USOPC) or the World Wheelchair Rugby (WWR) rules;

- Am not currently serving a doping violation and/or do not have a pending or unresolved doping charge;
- Will abide by all state and federal laws as applicable;
- Have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
- Will maintain a level of fitness and competitive readiness, in compliance with the USAWR staff that will permit my performance to be at the maximum of my abilities;
- Will not engage in any conduct that is criminal under any laws applicable to me, including, but not limited to laws governing the possession and use of drugs, and alcohol and providing of drugs to any person and of alcohol to minors;
- Am eligible to compete under the rules of WWR;
- Will refrain from conduct detracting from my ability or that of my teammates to attain peak performance;
- Will respect the property of others whether personal or public;
- Will respect members of my Team, other teams, spectators and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse;
- Will follow my Team's rules, including by way of example, rules regarding curfew and required attendance at team meetings;
- Am aware that United States Olympic and Paralympic Committee (USOPC) and LNASO sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, I will wear designated USOPC and LNASO apparel at all official Team functions and events;
- Will not conceal or cover-up any USOPC and/or LNASO sponsor, supplier or licensee brand or other identification appearing on my USOPC and/or LNASO apparel;
- Agree to be filmed and photographed by the official photographer(s) and network(s) of USOPC and/or LNASO under conditions authorized by USOPC and/or LNASO and give event organizers and USOPC and/or LNASO the right to use my name, picture, likeness, and biographical information before, during and after the period of my participation in these activities to promote the activity in which I participate or to promote the success of the team on which I compete; in no event may USOPC and/or LNASO or the event organizers use or authorize the use of my name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply an endorsement of any company, product, or service, without my written permission;

- Will not use or authorize the use of photographs, films or videos of myself in my USOPC and/or LNASO apparel or equipment or the use of the USOPC and/or LNASO logo for the purpose of trade, without the prior written consent of the USOPC and/or LNASO (which consent shall not be unreasonably withheld);
- Will act in a way that will bring respect and honor to myself, my teammates, USOPC and/or LNASO and the United States; and
- Will remember that at all times I am an ambassador for my sport, my country and the Paralympic Movement.
- I understand that I also have a responsibility to report any potential code of conduct violations. I will report any code of conduct violations to the Chief Program Officer of at jena@lakeshore.org or via phone at 205.313.7417. I understand that these violations will be reported to the Lakeshore Foundation President and CEO. Further, I understand that retaliation against any individual who reports, in good faith, wrongful conduct and/or participates in the investigation is prohibited.

As outlined in the USAWR Complaint Procedures (posted on usawr.org):

Section 6. Hearing Panel.

The CEO shall appoint a hearing panel consisting of three (3) individuals to hear the complaint. At least one member of the hearing panel shall be an athlete. The Chief Executive Officer shall also appoint a chair of the hearing panel from among the three individuals appointed. The Hearing Panel shall be responsible to ensure that all complaints are heard in a timely, fair, and impartial manner not to exceed 90 days after the last filing without just cause for the delay.

In the event that a complaint is filed against the CEO, the Lakeshore National Adapted Sport Organization (LNASO) Board Chair shall appoint and convene a hearing panel that is free from a conflict of interest. Any member of the hearing panel empowered to resolve grievances that has a possible conflict of interest must disclose it. If the chair of the hearing panel has a conflict, then the CEO shall determine if a conflict is material/exists. If such conflict exists, then the CEO shall name appoint a new chair of the hearing panel. The names of the hearing panel shall be forwarded to all parties at least 14 days in advance of the hearing. Should any party believe a conflict exists they may submit a written appeal to ethics@lakeshore.org stating the reason for the conflict. The decision of the Board Chair or President shall be final and communicated and responded to in writing.

Fair notice of charges will be given to the respondent within 14 days of the LNASO's receipt of the filing, as well as the requested remedy, any supporting documentation filed by the filing party, and an opportunity for a hearing will be provided to any athlete coach, staff member, administrator or official in writing prior to declaring an individual ineligible. The respondent will have the opportunity to submit an answer as to why the matter should not be taken on by the LNASO as well as the opportunity to have a reasonable time to prepare a defense of the filing. The Complainant shall also be informed of the respondent's answer.

If the hearing panel determines that the grievance fails to meet the criteria in this procedure, the hearing panel shall dismiss the grievance and so notify Complainant in writing providing sufficient details and reasons for the nature of the deficiencies. Upon dismissal, the Complainant may correct any deficiencies in the grievance and refile the grievance in accordance with Section A, provided that the re-filed grievance is timely. Alternatively, within 14 days of the notice, Complainant may file an appeal of the dismissal with the hearing panel.

Section 7. Administration.

The General Counsel shall generally administer and oversee all administrative grievances and right to compete matters filed with LNASO.

Section 8. Conduct of the Proceeding.

The hearing panel shall rule on all motions and other matters raised in the proceeding. If the complaint is not dismissed, the hearing panel shall hold a hearing on the complaint. The hearing panel shall set such timelines and other rules regarding the proceeding and the conduct of the hearing as it deems necessary. The hearing shall be informal, except that testimony shall be taken under oath. All evidence shall be provided to all parties such that the evidence can be inspected within a reasonable time to prepare one's position on the matter. All witnesses that will appear at the hearing will be disclosed to all parties as well.

The hearing may be conducted by teleconference, if necessary or convenient to the parties. Each party shall have the right to appear personally or through a legal representative. All parties shall be given a reasonable opportunity to present and examine evidence, cross-examine witnesses and to present argument. Members of the hearing panel shall have the right to question witnesses or the parties to the proceeding at any time.

Any party may have a record made of the hearing. A court reporter may be present at the hearing at the request of a party. The court reporter shall be paid for by the party requesting the court reporter, or if mutually agreed, the cost may be equally divided. Any transcript shall be paid for by the party requesting the transcript.

Section 9. Expedited Procedures.

Upon the request of a party, and provided that it is necessary to expedite the proceeding in order to resolve a matter relating to a competition that is so scheduled that compliance with regular procedures would not be likely to produce a sufficiently early decision to do justice to the affected parties, the Chief Executive Officer is authorized to order that the complaint be heard and decided within forty-eight (48) hours of the filing of the complaint. In such a case, the hearing panel is authorized to hear and decide the complaint pursuant to such procedures as are necessary, but fair to the parties involved.

Section 10. Complaints Involving Selection to Participate in a Competition.

Where a complaint is filed involving selection of an individual to participate in a competition, the complainant shall include with the complaint a list of all other individuals, together with their contact information, that may be adversely affected by a decision rendered on the complaint. The hearing panel shall determine which additional individuals must receive notice of the complaint. The complainant shall then be responsible for providing appropriate notice to these individuals. Any individual so notified then shall have the option to participate in the proceeding as a party. If an individual is notified of the complaint, then that individual shall be bound by the decision of the hearing panel even though the individual chose not to participate as a party.

Section 11. Decision.

A decision shall be determined by a majority of the hearing panel. The hearing panel's decision shall be in writing, shall state the reasons for the decision and shall be distributed to the parties.

Section 12. Arbitration.

Any party may appeal a decision of the hearing panel to the American Arbitration Association. The arbitrator appointed by the American Arbitration Association shall have the authority to hear the matter anew or if requested by a party to render a decision on a more limited review. Either party may submit the decision of the hearing panel to the arbitrator for the arbitrator's consideration. The arbitrator may give whatever weight or authority to the hearing panel's decision as the arbitrator deems appropriate.

USA WHEELCHAIR RUGBY
CODE OF CONDUCT
2023

PARTICIPANTS' AFFIRMATION

I have read and accept this addendum to the Code of Conduct. I agree to the rules, guidelines, jurisdiction and procedures stated in this document as a condition of being selected to participate as a member of the USA Wheelchair Rugby program. By signing this addendum, I also acknowledge that if I fail to follow the above standards and the USA Wheelchair Rugby Code of Conduct, there will be disciplinary consequences. I am subject, but not limited to, the potential consequences; warning, probationary period, removal from a competition squad and/or removal of playing time, removal of my DAS stipend, or removal from the program.

Athletes may contact the USOC Athlete Ombudsman for independent, cost-free advice regarding the opportunity to participate in protected competition, or for further information regarding their rights under this Code. The Athlete Ombudsman can be reached at 1-800-ATHLETE, 719-866-5000, via email: athlete.ombudsman@usoc.org or visit www.athleteombudsman.org for more information.

Signature

Date

NGB Name

Sport

<p>PARENT/GUARDIAN CERTIFICATION (For Participants Under the Age of 18 as of Date of Signature)</p>

Signature

Relationship (Parent or Guardian)

Date