

# U.S. Paralympics Alpine Skiing 2019 Athlete and Sport Program Plan

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## REFERENCES & TERMINOLOGY

1. Throughout this document “2019” shall refer to the following dates/seasons:
  - a. Summer Sports – 2019 season / January 1, 2019 through December 31, 2019
  - b. Winter Sports – 2019-2020 season / May 1, 2019 through April 30, 2020
2. Throughout this document “2020” shall refer to the following dates/seasons:
  - a. Summer Sports – 2020 season / January 1, 2020 through December 31, 2020
  - b. Winter Sports – 2020-2021 season / May 1, 2020 through April 30, 2021
3. “DAS” – Direct Athlete Support
4. “EAHI” – Elite Athlete Health Insurance
5. “IF” – International Federation
  - a. ATH – World Para Athletics
  - b. CYC – Union Cycliste Internationale
  - c. SKA – World Para Alpine Skiing
  - d. SBD – World Para Snowboard
  - e. SKN – World Para Nordic Skiing
  - f. SWI – World Para Swimming
6. “NGB” – National Governing Body (for Para ATH, CYC, SKA, SBD, SKN, SWI = U.S. Paralympics)
7. “USADA” – U.S. Anti-Doping Agency

## PROGRAM GOALS

The primary focus for the U.S. Paralympics Alpine Skiing Program in 2019-2020 is to:

- Provide competition and training activities to optimally prepare and field Team USA athletes for medal winning performances at 2019-2020 World Para Alpine Skiing (WPAS) World Cup(s).
- Continue to build an internationally competitive program, focusing on podium performances at regional, national and international competitions.
- Identify new talent.
- Develop and nurture relationships with adaptive and alpine programs and their coaches.

Specific activities in pursuit of these program goals will include:

- Focusing on fundamentals and technology in prep camps.
- Building athlete development at the regional levels.
- A podium focus at WPAS World Cups and WPAS World Finals.

## **2019 NATIONAL TEAM**

U.S. Paralympics will nominate Alpine Skiing National Team(s) (A, B and C teams) for 2019-2020, based on athlete performances in the 2019 WPAS World Championships, 2018-2019 World Cup, NorAm and WPAS events. National Team status applies from May 1, 2019 through April 30, 2020.

U.S. Paralympics 2019-2020 National Team status applies for the season (as defined above) covered by this document. National Team status and benefits are only conferred upon athletes who accept, sign and remain compliant with the U.S. Paralympics National Team Athlete Agreement.

Athletes who meet the National A Team standard during 2019-2020, at a WPAS sanctioned event, become eligible for National Team benefits and will retain their National Team status until April 30<sup>th</sup>, 2020. Athletes will be nominated to the team on the first day of the month following achievement of the National Team standard. No nominations will occur after February 20<sup>th</sup>, 2020.

Athletes nominated to the 2019-2020 National Team(s) will be added to the USADA Registered Testing Pool/ Clean Athlete Program and will be responsible for remaining compliant with all forms, updates and tutorials as required by USADA. More information regarding USADA can be found in Attachment E.

Athletes nominated to the National Team(s) ***must have undergone an international classification evaluation and hold an international Paralympic-eligible sport class*** per the WPAS master list and hold a current season license for Alpine Skiing from WPAS and the US Ski and Snowboard Association.

2019-2020 National Team standards (Attachment A) are based on performances in all World Para Alpine Skiing sanctioned competitions.

## **2020 NATIONAL TEAM**

U.S. Paralympics will nominate an Alpine Skiing National Team for 2020-2021, based on athlete performances during all 2019-2020 WPAS competitions (World Cup, Europa Cup, NorAm, and WPAS events).

## **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 Direct Athlete Support (Attachment B)
2. Alpine Skiing Additional Athlete Support Programs (Attachment C)
2. USOPC Elite Athlete Health Insurance program (Attachment D)
3. Air transportation (or ground equivalent), lodging, ground transportation, and coaching support at designated U.S. Paralympics Alpine Skiing training and competition activities.

4. USOPC Athlete Career & Education Program (<https://www.teamusa.org/athlete-resources/athlete-career-and-education-program>).
5. U.S. Paralympics National Team uniform.

### **EMERGING ATHLETES**

Athletes who meet the Emerging standard (C Team criteria as in Attachment A) during 2019-2020 **may** be invited to participate in selected U.S. Paralympics Alpine Skiing Program activities as outlined below. Invitation is at the discretion of the Director, Alpine Skiing and Snowboarding.

2019-20 Emerging standards are based on results from WPAS sanctioned competitions. Schedules and results can be located at [www.paralympic.org/alpine-skiing/calendar](http://www.paralympic.org/alpine-skiing/calendar).

Athletes nominated to the Emerging Team must be internationally classified by WPAS OR nationally classified by U.S. Paralympics Alpine Skiing and **hold a Paralympic-eligible sport class** as per the IF and/or U.S. Paralympics master list and hold a current season license from WPAS and the US Ski and Snowboard Association.

### **2019 PROGRAM ACTIVITIES**

The 2019-2020 National Team(s) activities will be outlined in each National Team Athlete's Individual Performance Plan (IPP). Athletes will be required to attend all 2019-2020 activities included in their IPP which will be developed in conjunction with the Director, U.S. Paralympics Alpine Skiing and Snowboarding.

Each athlete is responsible for individual arrangements (including expenses) to attend these activities (i.e. travel, lodging, accommodation, entries) **unless otherwise indicated** in the athlete's personal performance plan or in Attachment C.

National Team athletes are required to obtain a 2019 WPAS License.

National Team athletes are required to be registered members of their respective U.S. NGB (US Ski and Snowboard Association).

### **2019 OPERATION GOLD**

There is no World Championship event for World Para Alpine Skiing in 2019. Therefore, no Operation Gold will be awarded.

In a Paralympic Games year, teams and individuals must place in the top-three at the Paralympic Games to qualify for Operation Gold Awards; multiple Operation Gold Awards can be received if an athlete has multiple top-three finishes at the Paralympic Games.

In non-Paralympic 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 <sup>nd</sup> Year of Quad	3 <sup>rd</sup> Year of Quad	Paralympic Games Year (Paralympic Games Only)
<b>1<sup>st</sup></b>	\$6,250	\$6,250	\$7,500	\$37,500
<b>2<sup>nd</sup></b>	\$5,000	\$5,000	\$6,250	\$22,500
<b>3<sup>rd</sup></b>	\$4,375	\$4,375	\$5,000	\$15,000
<b>4<sup>th</sup></b>	\$3,750	\$3,750	\$4,375	
<b>5<sup>th</sup></b>	\$3,125	\$3,125	\$3,750	
<b>6<sup>th</sup></b>	\$3,125	\$3,125	\$3,750	
<b>7<sup>th</sup></b>	\$2,500	\$2,500	\$2,500	
<b>8<sup>th</sup></b>	\$2,500	\$2,500	\$2,500	

## Attachment A

### 2019-2020 U.S. PARALYMPICS ALPINE SKIING TEAM SELECTION CRITERIA

Minimum Requirements to be nominated to the National Team:

- Be internationally classified by World Para Alpine Skiing (WPAS)
- Have a National (USSA) and International (WPAS) License
- Be in the USADA testing pool
- Be in good standing with the USOPC, SafeSport, IPC, USADA, WADA and USSA.

#### A TEAM

Athletes must be World Para Alpine Skiing (WPAS) World Cup eligible and be:

##### Women

- 2019 World Para Alpine Skiing World Championships Medalist OR
- Ranked in top 5 for VI athletes, top 7 for Standing athletes or top 4 for Sitting athletes or the equivalent to the top 2/3 of the WC qualified field per category (*of current active competitors that are World Cup eligible*).

##### Men

- 2019 World Para Alpine Skiing World Championships Medalist OR
- Ranked in top 7 for VI athletes, top 16 for Standing athletes or top 14 for Sitting athletes or the equivalent to the top 2/3 of the WC qualified field per category (*of current active competitors that are World Cup eligible*).

#### B TEAM

Athletes (both Men and Women) must be qualified in a minimum of two disciplines to the World Cup based on published WPAS standards (of current active competitors that are World Cup eligible) and must be ranked in the top 5 athletes representing the U.S.A within their respective sport class. The following criteria shall apply for B Team athletes:

##### Women

- Ranked in top 7 for VI athletes, top 9 for Standing athletes or top 5 for Sitting athletes in at least one discipline or the equivalent to the top 3/4 of the WC qualified field per category (*of current active competitors that are World Cup eligible*).

##### Men

- Ranked in top 8 for VI athletes, top 20 for Standing athletes or top 18 for Sitting athletes in at least one discipline or the equivalent to the top 3/4 of the WC qualified field per category (*of current active competitors that are World Cup eligible*).

***B Team athletes that fail to advance to the A Team after 2 seasons will no longer be nominated to any team(s).***

#### C TEAM

Athletes (both Men and Women) must be qualified in a minimum of two disciplines to the WPAS World Cup based on published WPAS standards and must be ranked in the top 5 athletes representing the U.S.A. within their respective sport class.

Only athletes that have not previously been nominated for the A and/or B Team within the past 4 seasons are eligible for the C Team. After April 30, 2019 athletes not already named to the team must meet the A Team standard to be nominated mid-season. B and C Team athletes must meet the A Team standard during the 2019/20 season prior to February 20, 2020 for promotion. No new National Team nominations will occur after February 20, 2020.

***C Team athletes that fail to advance to the B Team after 3 seasons will no longer be nominated to any team(s).***

**ADDITIONAL NOTES FOR SELECTION:**

- *Any 2018-19 National Team athlete returning to active competition status from Injury Status/Study Break/Professional Obligation(s) that met the National A Team standard prior to freezing their WPAS points, will be granted B Team funding until they are removed from Injury Status / Study Break / Professional Obligation(s) status on the WPAS points list. Any WPAS points attained over 15 months prior will not be accepted as qualifying events.*
- *Any 2018-19 National Team athlete returning to active competition status from Injury Status/Study Break/Professional Obligation(s) that met the National B Team standard prior to freezing their WPAS points, will be granted C Team funding until they are removed from Injury Status / Study Break / Professional Obligation(s) status on the WPAS points list. Any WPAS points attained over 15 months prior will not be accepted as qualifying events.*

## **Attachment B**

### **2019 U.S. Paralympics Alpine Skiing Direct Athlete Support**

1. DAS is processed monthly on the first Friday of each month following the release of the WPAS World Ranking list.
2. Athletes are eligible for DAS at the beginning of the month following nomination to the National Team(s).
3. DAS is provided to athletes that are in compliance with 2019 Athlete Agreement obligations 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. U.S. Paralympics will provide DAS for a multi-sport athlete in ONLY one sport at any given time. In conjunction with the respective NGBs/HPMOs the multi-sport athlete shall designate the primary ("A") sport in which they wish to receive DAS.
5. Athletes sanctioned by USADA, WADA and/or the respective sport IF for a doping violation are not eligible for DAS, 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 DAS, 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 safe sport code violation are not eligible for DAS, regardless of any National Team(s) status, during the period of such sanction.
8. DAS will only be paid once the Athlete Support Designee Form has been completed and submitted (annual basis).
9. Athlete support is 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 direct athlete support payments in order to retain high school or collegiate eligibility.
10. Athlete Support is contingent upon athlete training in a full-time program.
11. Athlete support 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.
12. Athlete support is contingent upon maintaining consistent performance standards and competition results as well as complying with team obligations (e.g., proper communication, following travel policies, event commitments, etc.).

## **2019 Criteria for Alpine Skiing Direct Athlete Support (include dollar amounts):**

DAS will be dispersed monthly from December through April to athletes that have National Team status and are compliant with team regulations.

DAS will be based on current National Team status and number of events qualified and will be reevaluated monthly throughout the competitive season (Dec 15 – April 15).

- \$2000/monthly if qualified for the A Team standard in three or more disciplines
- \$1750/monthly if qualified for the A Team standard in two disciplines
- \$1500/monthly per month if qualified for the A Team standard in one discipline
- \$1000/monthly if qualified for the B Team standard in three or more disciplines
- \$500/monthly if qualified for the B Team standard in two disciplines
- \$250 /monthly if qualified for the C Team standard

## **Victory Program- Performance Incentive Support**

Victory Program funding will only be awarded to athletes who in compliance with 2019-20 Athlete Agreement obligations and personal performance plan obligations.

- Earned podium funds will be added to monthly Direct Athlete Support payments.
- Athletes must finish within the top 50% of competitors in the category AND within 15% of the winning time in order to be eligible to receive podium funds.
- Podium funds will be awarded in 2019-20 at the 2020 WPAS World Cup Finals (final race of each discipline).
- Athletes may earn funds in multiple events – SL, GS, SG, SC, and DH.
- Guides are not eligible for podium funds.

### 2020 WPAS World Cup Finals

1st place - \$1000

2<sup>nd</sup> place - \$500

3rd place - \$250

## Attachment C

### 2019 U.S. Paralympics Alpine Additional Athlete Support Programs

#### TRAVEL AND TRAINING SUPPORT

Athletes that are named to the “A Team” will have all expenses covered including airfare, event transportation, lodging, race entry, coaching fees, and lift passes.

Athletes that are named to the “B Team” will have four payments of \$2500 (\$10000) to assist in the cost of airfare, event transportation, lodging, race entry, coaching fees, and lift passes as outlined in their IPP.

*A “B Team” guide will have four payments of \$1666.66 (\$6,666.66) to assist with costs noted above.*

Athletes that are named to the “C Team” will have six payments of \$2500 (\$15000) to assist in the cost of airfare, event transportation, lodging, race entry, coaching fees, and lift passes as outlined in their IPP.

*A “C Team” guide will have six payments of \$1666.66 (\$10,000) to assist with costs noted above.*

There will be no refunds for activities that are not attended throughout the year as outlined in their IPP. All travel arrangements will be made by the U.S. Paralympics Staff.

If an athlete is not current with their payments for travel and training support, they will be suspended from all team support and activities until their payments are current.

## **Attachment D**

### **2019 U.S. Paralympics Alpine Skiing Elite Athlete Health Insurance (EAHI)**

All 2019 National A and B 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 2019 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. EAHI will only be offered once the Athlete Support Designee Form has been completed and submitted (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 are eligible for EAHI during the period of National Team status.
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.

## 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**

### **2019 U.S. Paralympics Alpine Skiing National Team Procedures & Obligations**

#### **Alpine Skiing Team Procedures**

- Failure to comply with the Athlete Obligations listed below or violating the Athlete Agreement will result in a suspension of DAS, other team benefits, and/or removal from the National Team.
- U.S. Paralympics will provide DAS for multi-sport athletes in only the multi-sport athlete's designated primary sport.
- U.S. Paralympics Alpine Skiing will issue national team uniforms and competition gear that must be worn at required competitions and training camps.
- FINES:
  - Failure to attend national team event(s) as outlined in the Individual Performance Plan will result in forfeiture of the respective month's DAS.
  - Failure to submit all 2019 National Team Paperwork by the posted deadline will result in a loss of half of each month's DAS stipend until the paperwork has been completed.
  - Failure to submit monthly progress report/training logs by the deadline will result in a fine.
    - Late or incomplete progress reports/training logs: \$100 fine (or \$100 deduction from DAS stipend).
  - Failure to compete at required competitions as listed in the Athletes' IPP will result in a loss of the respective month's DAS stipend.

#### **U.S. Paralympics Alpine Skiing Athlete Obligations**

- Maintain compliance with U.S. Paralympics Athlete Agreement
- Maintain compliance with 2019-2020 Individual Performance Plan and schedule.
- Maintain compliance with the USOPC Code of Conduct.
- Compete in the 2020 U.S. Paralympics Alpine Skiing National Championships unless excused ahead of time in writing by the Director.
- Maintain regular communication with the Director and the coaching staff.
- Comply with USADA, IPC and WADA Anti-Doping policies.

#### **U.S. Paralympics Alpine Skiing Team Rules**

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

- Team members and staff will attend all team functions for which they are selected including meetings, practices, exhibitions, press conferences, competitions, etc., unless otherwise excused or instructed by a National Team Coach, Team Manager or Director.
- Team members and staff will cooperate in a respectful manner with all Team leadership (Team Manager, National Team Coach, USOPC staff and Director).
- Team members and staff will refrain from behavior that would detract from a positive image of the U.S. Paralympics Alpine 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.

- U.S. Paralympics Alpine Skiing issued national team uniforms and competition gear must be worn at required competitions and training camps and other designated activities.
  - Public intoxication or consuming alcohol to excess will not be tolerated by athletes or staff.
  - Athletes and staff are not permitted to consume alcohol together.
  - Athletes under the age of 21, may not consume alcohol regardless of the laws in the country the team is competing or training in.
  - Athletes under the age of 18, may be required to be chaperoned to all team events, provide their own lodging and transportation.
  - Team members are to sleep in their assigned rooms.
  - Curfews established by team leadership must be observed by all members of the team.
  - The possession or use of weapons, such as guns, knives, swords, etc., by any athlete or staff member is prohibited.
  - Staff drinking with athletes is not allowed. This includes being in the same establishment or in the same room together.
  - To ensure the propriety of the athletes and to protect the staff, there will be no male athletes in female athletes' rooms, and no female athletes in male athletes' rooms. There will be a team room provided for relaxation and recreation whenever possible.
  - Team members and staff will keep accommodations clean and in good condition.
  - 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, disparagement, or defamation of teammates, fellow competitors, team staff, event organizers, or IF representatives – verbally, through social media, email, or text – is prohibited.
  - Friends and family are not permitted in athlete rooms or beyond the hotel lobby.
  - No friends/family/personal coaches permitted on the field of play. Only Team USA staff is allowed in these areas.
- \* For athletes who need help putting on competition apparel (i.e. speed suits):
- 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 competition apparel:
    - Three persons can be defined as two athletes (including the athlete putting on the competition apparel) and one staff member or one athlete and two staff members.
  - The make-up of staff and athletes when assisting with competition apparel should be the same gender.
  - Staff will be considerate of the athlete and will avoid all but inadvertent touching of the groin, buttocks, and breast area.