

USA TABLE TENNIS
ATHLETE SELECTION PROCEDURES
2020 Paralympic Games
December 3, 2019

1. SELECTION SYSTEM

1.1. Provide the minimum eligibility requirements for an athlete to be considered for selection to the Team:

1.1.1. Nationality/Passport requirements:

- Athlete must be a national of the United States at the time of selection.
- Athlete must hold a valid U.S. passport that will not expire for six months after the conclusion of the Games.

1.1.2. Minimum Paralympic Committee (IPC) standards for participation:

- Any competitor in the Paralympic, Parapan American 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 Olympic Charter (Rule 41), the IPC Handbook (Section 2, Chapter 3.1), or the Panam Sports Constitution (Article 30.5-6).

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

- Meet the requirements of the International Table Tennis Federation (ITTF) Tournament Credit System in effect for the qualification period (1 January 2019 to 31 March 2020). This does not apply to:
 - Athletes qualified via the World Qualification Tournament, and
 - Athletes selected by the Bipartite Commission
- Be ranked on the ITTF Para Table Tennis (PTT) World Ranking List closing 31 March 2020;
- Be internationally classified with a “Confirmed” sport class status.

Per the ITTF Tournament Credit System for Paralympic Qualification, athletes must meet both "A" and "B" criteria within the designated qualification period of 15 months:

- A: All players must participate during the selection period as:
 - In their Regional tournament, OR

- In one Fa40 tournament which will be held in a different continent
- B: All players must participate in additional tournaments as:
 - Players from Oceania and Africa: in 1 more PTT tournaments
 - Players from America: in 2 more PTT tournaments
 - Players from Asia: in 3 more PTT tournaments
 - Players from Europe: in 4 more PTT tournaments.
- Please reference the full ITTF Tournament Credit System document for the 2020 Paralympic Games here: https://www.ipttc.org/communication/2018/2020%20Tokyo_TCS.pdf
- A list of tournaments to meet the A and B criteria may be found here: <https://www.ittf.com/2019-para-table-tennis-calendar/> and <https://www.ittf.com/2020-para-table-tennis-calendar/>

1.1.4. Other requirements (if any):

- Athletes must be members in good standing of USA Table Tennis (USATT) to be considered for the 2020 Paralympics Table Tennis Team. USA Table Tennis Membership must be valid through September 15, 2020.
- Athletes must have successfully completed all Games Registration requirements by stated deadlines.
- Athletes age 18 or older will be required to undergo a background screen in accordance with the current USOPC Background Check Policy
- Athletes age 18 or older as of the Closing Ceremony date will be required to complete the U.S. Center for Safesport's online training.

1.2. Tryout Events:

1.2.1. Provide the event names, dates and locations of all trials, events and camps to be used as part of the selection process.

- a) 2019 ITTF PTT Regional Championships Allocation: 2019 Parapan American Games – August 20-28, 2019 in Lima, Peru. The male and female athlete that wins in each singles event at the 2019 Parapan American Games receives direct invitation from the ITTF Para Division to 2020 Paralympics.
Singles events at the 2019 ITTF PTT Regional Championships may include different sport class combinations from those at the Paralympic Games. In such cases, the Gold medal winner in the respective singles event will be allocated the 2019 ITTF PTT Regional Championships qualification slot for his/her respective sport class.

- b) ITTF Para World Ranking List Allocation: The top ranked male and female athletes, not otherwise qualified, up to the established quota for the individual single event for the 2020 Paralympic Games based on off their ITTF Para World Ranking List Closing 31 March 2020 qualify. ITTF Para World Ranking points may be attained between January 1, 2019 through March 31, 2020:

Male Established Quota Individual Event	Quota
Class 1	4
Class 2	8
Class 3	10
Class 4	8
Class 5	4
Class 6	7
Class 7	7
Class 8	10
Class 9	5
Class 10	5
Class 11	4

Female Established Quota Individual Event	Quota
Class 1-2	5
Class 3	6
Class 4	6
Class 5	2
Class 6	2
Class 7	2
Class 8	1
Class 9	1
Class 10	2
Class 11	1

- c) World Qualification Tournament Allocation: The top finisher not otherwise qualified in each medal event will obtain one qualification slot.

In case a particular medal event is not offered at the Qualification Tournament, the respective slot will be allocated via the Bipartite Commission Invitation Allocation method. In case two or more classes are combined at the Qualification Tournament, the top ranked athlete in such a combined event obtains the qualification slot in their class while the vacant slots(s) will be allocated via the Bipartite Commission Invitation Allocation method.

In case the World Qualification Tournament cannot be organized, all slots will be allocated via the Bipartite Commission Invitation Allocation method.

- d) Bipartite Commission Invitation Allocation: To be considered for a Bipartite slot, NPCs must submit an official application in writing to ITTF by 30 April 2020. IPC and ITTF will consider eligible male and female

athletes for Bipartite Commission Invitation qualification slots up to the established quota for the individual singles event.

Male Established Bipartite Quota Individual Event	Quota	Female Established Bipartite Quota Individual Event	Quota
Class 1	2		
Class 2	4	Class 1-2	1
Class 3	5	Class 3	3
Class 4	4	Class 4	3
Class 5	2	Class 5	1
Class 6	3	Class 6	1
Class 7	3	Class 7	1
Class 8	5	Class 8	1
Class 9	3	Class 9	1
Class 10	3	Class 10	1
Class 11	2	Class 11	1

- e) Women's Team Events Completion Allocation: In order to secure viability of the Women's Team events four (4) female qualification slots will be allocated at the ITTF's discretion to eligible athletes who can complete a team together with another player from the same NPC. The selected athletes will also be allowed to enter their respective Singles event. If event viability has been secured the ITTF may chose not to allocate some or all of these slots.

1.2.2. Provide event names, dates, locations and description of how athletes qualify for the trials, events and camps listed above in 1.2.1.

- a) 2019 Parapan American Games - August 20-28, 2019 in Lima, Peru.
- b) ITTF World Ranking.
- a. Ranking points may be accumulated through participating in ITTF Para tournaments between January 1, 2019 and March 31, 2020 A list of eligible competitions can be found here: <https://www.ittf.com/2019-para-table-tennis-calendar/> and <https://www.ittf.com/2020-para-table-tennis-calendar/>

c) ITTF World Qualifying Tournament May 9-11, 2020.

1.3. Provide a comprehensive, step-by-step description of the method that explains how athletes will go through the selection process (include maximum Team size).

- a) Qualification slots are allocated to the individual athlete, not to the NPC.
- b) An NPC may be allocated a maximum of three (3) qualification slots per individual medal event for a maximum of thirty-three (33) male slots and thirty (30) female slots.
- c) The qualification process to obtain individual male and female qualification slots can be found in the 2020 Paralympic Games Qualification Guide here and referenced in section 1.2.1: [https://www.ipttc.org/communication/2018/2020%20Tokyo Qualification%20guide.pdf](https://www.ipttc.org/communication/2018/2020%20Tokyo%20Qualification%20guide.pdf)
- d) USATT may, but is not required to, submit an application for a bipartite slot depending on whether or not, as determined by the USATT Para High Performance Committee, there are athlete candidates who meet the discretionary criteria set forth in section 2. The USATT Para High Performance Committee shall be responsible for making any such selection and will disclose on its website (INCLUDE WEBSITE) the submission of a particular athlete to the ITTF for a bipartite slot. USATT will accept any bipartite slots received.

2. **DISCRETIONARY SELECTION (if applicable)**

2.1. Provide rationale for utilizing discretionary selection (if any):

The rationale for discretionary selection is to allow USATT the ability to nominate the best and top ranked athletes to the Tokyo 2020 Paralympic Games Team. Bipartite Invitations may result in appointment of athletes to the 2020 Paralympic Team up to the established quotas defined in in the Tokyo Qualification Guide: [https://www.ipttc.org/communication/2018/2020%20Tokyo Qualification%20guide.pdf](https://www.ipttc.org/communication/2018/2020%20Tokyo%20Qualification%20guide.pdf). To be considered for a Bipartite Commission Invitation, NPCs must submit an official application in writing to ITTF by April 30th, 2020.

2.2. List the discretionary criteria and explain how they will be used (if any):

2.2.1 Bipartite nominations will be considered as follows:

Criteria used to evaluate athletes for discretionary selections are as follows and are not listed in priority order:

- Athletes from the ITTF World Ranking list that have shown an ability to be competitive internationally
- Athlete has a world ranking no more than 10 spots below the total quota for each stated class
- Athlete is number 1 in their class in the Region
- The athlete(s) experienced equipment failure, weather, interference, or other external factors, either natural or caused by others, at the qualifying event(s), that impeded what otherwise likely would have been a qualifying result.
- The athlete demonstrates a trend of improving performance in international competition, that when extended a reasonable distance into the future, intersects the current international performance standards for a podium finish.
- The athlete, despite age or competing a relatively short time in the sport, has a performance trajectory that is favorable to future international success

A table for male and female quota allocations can be referenced below.

Female Quota Allocation per class						
Class	Regional Qualifier Allocation	World Ranking Allocations	World Qualifier Tournament Allocations	Bipartite Allocations	Women's Team Event Allocations	Total Quota Slots Per Class
Class 1-2		5		1		13
Class 3		6		3		15
Class 4		6		3		15
Class 5		2		1		9
Class 6		2		1		9
Class 7		2		1		9
Class 8		1		1		8
Class 9		1		1		8
Class 10		2		1		9
Class 11		1		1		8
TOTAL		50		28		10
Male Quota Allocation per class						

Class	Regional Qualifier Allocation	World Ranking Allocations	World Qualifier Tournament Allocations	Bipartite Allocations	Total Quota Slots Per Class
Class 1		4		2	12
Class 2		8		4	18
Class 3		10		5	21
Class 4		8		4	18
Class 5		4		2	12
Class 6		7		3	16
Class 7		7		3	16
Class 8		10		5	21
Class 9		5		3	14
Class 10		5		3	14
Class 11		4		2	12
TOTAL	55	72	11	36	174

2.2.2. Further consideration for bipartite nominations will be given to athletes that can be a team event partner for an athlete that has already qualified for Tokyo 2020.

Priority for a team event partner will be given to athletes that have shown an ability to be competitive internationally with either a World Ranking no more than 15 spots below the total quota for each stated class or be ranked number one (1) in the class in the Region. In a case in which multiple athletes are being considered, the highest ranked player will be nominated and submitted for bipartite.

2.3 Provide the name of the committee that will be responsible for making discretionary selections, along with a complete list of the members' titles currently serving on the committee:

The USATT Para High Performance Committee:

- USATT Para HPC Chair
- Athlete Rep.
- Athlete Rep.
- USATT Para High Performance Committee Member
- High Performance Director (or interim)

- 2.3.1 Specify the process that will be used to identify and handle any potential conflicts of interest involving a member of the committee.

Any member of the selection committee that has a possible conflict of interest must disclose it. If such conflict exists, the selection committee member must recuse him/herself from committee discussions and voting. Further, the committee member should not otherwise influence other members of the committee in the selection process. However, a committee member who recused him/herself, but 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 the committee member who declared the conflict of interest does not vote toward the final decision.

3. REMOVAL OF ATHLETES

- 3.1. Prior to entry by name to the Local Organizing Committee by the USOPC, USATT has jurisdiction over potential nominees.

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

- 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the USATT CEO/Executive Director.
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by USATT. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by USATT, his/her injury will be assumed to be disabling 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 NGB's/HPMO's Code of Conduct (Attachment A).
- 3.1.5. Re-classification by the IPC/ITTF such that the athlete's qualifying performance would not have qualified him or her for the Team.
- 3.1.6. Removal by the IPC/ITTF of the event, in which the athlete qualified for the Team from the program of the 2020 Tokyo Paralympic Games.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per USATT's Bylaws (<https://www.teamusa.org/USA-Table-Tennis/USATT/Bylaws>) and the USOPC's Bylaws, Section 9.

- 3.2. Once athlete entries have been submitted to the Local Organizing Committee by the USOPC, the USOPC has jurisdiction over the Team, at which time, in addition to any applicable USATT Code of Conduct, the USOPC's Code of Conduct and Grievance

Procedures apply. The USOPC's Code of Conduct and Grievance Procedures can be found at: <http://www.teamusa.org/Footer/Legal/Governance-Documents>

- 3.3. An athlete may be removed as a nominee to the Team or from the Team for an adjudicated violation of IOC, Panam Sports, IPC, WADA, IF, USADA and/or USOPC anti-doping protocol, policies and procedures, 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:

Reallocation of Unused Qualification Slots:

- Slots allocated at the 2019 ITTF PTT Regional Championships or the World Qualification Tournament:
 - Any qualification slots obtained through the individual qualification method at a 2019 ITTF PTT Regional Championships or at the World Qualification Tournament and not used by the respective NPC will be reallocated to the next highest ranked athlete(s) from that respective competition (not otherwise qualified). In the case that no eligible athlete is available, the slot(s) will be reallocated to the next highest ranked athlete(s) on the ITTF PTT World Ranking List closing 31 March 2020.
- Slots allocated through the ITTF PTT World Ranking List Allocation Method:
 - Any qualification slots that are not used by an NPC will be reallocated by the ITTF to the next highest ranked athlete on the ITTF PTT Male and Female World Ranking Lists closing 31 March 2020.

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

ITTF will reallocate.

5. SUPPORTING DOCUMENTS

USATT 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 Code of Conduct, the following documents are required to be signed by an athlete as a condition of nomination to the Paralympic Games and are included as attachments:

- USATT Code of Conduct (Attachment A)

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

The USOPC approved Selection Procedures (complete and unaltered) will be posted/published by the USATT in the following locations:

- 7.1. USATT Web site: <https://www.teamusa.org/USA-Table-Tennis>

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

8. DATE OF NOMINATION

The Nomination of Athletes form, including replacements, will be announced to all athletes and submitted to the USOPC on or before: May 15, 2020

9. MANDATORY TRAINING AND/OR COMPETITION

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

Though not mandatory, athletes are highly recommended to participate in the following events in preparation for the 2020 Paralympic Games:

<https://www.ittf.com/2020-para-table-tennis-calendar/>

- Italian Open (March, 2020)
- Camps (March, April, July, 2020)
- Slovenia Open (May, 2020)
- Slovakia Open (May, 2020)
- Spain Open (June, 2020)
- US Para Open (July, 2020)

10. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IOC, IPC, Panam Sports, 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 IOC, IPC, Panam Sports, WADA, IF, USADA and USOPC Rules, as applicable.

11. DEVELOPMENT OF SELECTION PROCEDURES

The following committee/group was responsible for creating these Selection Procedures:

The USATT Para High Performance Committee:

- Tara Profitt – Chair and Athlete Rep.
- Tahl Leibovitz - Athlete Rep.
- Daniel Rutenberg - Para Team Coach and Team Leader
- Sean O’Neill – Interim High-Performance Director
- Pamela Fontaine – Athlete Rep.

12. NGB/HPMO BYLAWS AND GRIEVANCE PROCEDURES

The USATT Bylaws and Grievance Procedures can be found at:

<https://www.teamusa.org/USA-Table-Tennis/USATT/Bylaws>

13. INTERNATIONAL DISCLAIMER

These procedures are based on IOC, IPC, Panam Sports, as applicable, and/or ITTF rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC, IPC, Panam Sports, as applicable, and/or ITTF rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USATT. However, the selections 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 will be revised, pursuant to their resubmission to the USOPC.

14. ATHLETE OMBUDSMAN


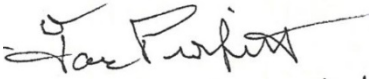
Athletes who have questions regarding their opportunity to compete that are not answered by USATT may contact the USOPC Athlete Ombudsman, Kacie Wallace, by:

- Telephone at (719) 866-5000

- Email at Kacie.wallace@usopc.org
- <http://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman>

15. NGB/HPMO SIGNATURES

I certify that I have read and understand the standards/criteria set by our IF and/or CF (PAG/PPAG only) and 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 USATT.

Position	Print Name	Signature	Date
NGB/HPMO President or CEO/Executive Director	VIRGINIA SWANG		01/02/2020
USOPC Athletes' Advisory Council Representative*	Tara Proffitt		12/8/19

* 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/HPMO, he/she may submit those reasons in writing to his/her Sport Performance Team.

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

ATTACHMENT A

USA TABLE TENNIS 2020 CODE OF CONDUCT

EXHIBIT A: PLEDGE

I pledge to uphold the USA Table Tennis (USATT) Code of Conduct (the "Code") as a guide to my conduct as a member of USATT.

I acknowledge that I have a right to notice and a hearing prior to being declared ineligible, if my opportunity to compete is denied, or if I am charged with a violation of this Code. I further acknowledge that if I am found to be in violation of this Code, I may be subject to sanctions up to and including suspension or dismissal from USATT.

I am aware of the USATT complaint procedure established by the USATT Bylaws. I have familiarized myself with the Code and understand that acceptance of its provisions is a condition of my selection to the 2020 Paralympic Games delegation.

IN ORDER TO BECOME A MEMBER OF THE TEAM, AN INDIVIDUAL MUST SIGN THIS CODE OF CONDUCT IN UNALTERED FORM IN ALL APPLICABLE PLACES.

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 USATT;

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 that will permit my performance to be at the maximum of my abilities;

Will not commit a doping violation as defined by the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the United States Olympic and Paralympic Committee (USOPC) or the International Table Tennis Federation (ITTF) rules;

Am not currently serving a doping violation and/or do not have a pending or unresolved doping charge; and I understand that a suspension, or pending or unresolved anti-doping rule violation may be cause for my not being selected to USATT's 2020 Paralympic Games delegation;

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;

Have never been convicted of violating a criminal law and have no pending indictment or a pending charge, except as I have listed on Attachment A (except for misdemeanors, which, if known, would not be a factor in my selection as a Team Member or convictions as a minor which have

been legally sealed), and I understand that such conviction, indictment or criminal charge may be cause for my not being selected to the Team;

Understand that if I require legal representation because I am accused of a doping violation or am accused of criminal misconduct, or if for any other reason I require the services of an attorney, I will be personally responsible for payment of all such legal fees and expense;

Am eligible to compete under the rules of International Table Tennis Federation;

Will have a valid USA passport for the duration of the time and six months after I am a member of USATT;

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 and programs, including by way of example: rules regarding curfew, training, required attendance at team meetings, training and competition programs;

Will play whenever I am selected and will not default or refuse to play when asked by the coach. I understand that if I refuse to play other than for reasons of illness, injury or other extenuating circumstances, I may be liable for sanctions up to and including dismissal from the Team and/or suspension of my USATT membership;

Am aware that USA Table Tennis sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, I will wear designated USATT apparel at all official Team functions and events in which participation in the event, or related events, is funded (in full or partially) by USATT;

Will not conceal or cover-up any USA Table Tennis sponsor, supplier or licensee brand or other identification appearing on my USA Table Tennis apparel;

Agree to be filmed and photographed by the official photographer(s) and network(s) of USA Table Tennis and give event organizers and USA Table Tennis 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 USA Table Tennis 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 USA Table Tennis apparel or equipment or the use of the USA Table Tennis logo for the purpose of trade, without

the prior written consent of the USA Table Tennis (which consent shall not be unreasonably withheld);

Will not act as a journalist, media liaison or in any other media capacity during the time that I am a Team Member of USATT's 2020 Paralympic Games delegation;

Will abide and comply with the USATT Social Media Policy, which is attached to this Code and is incorporated by reference as Exhibit B;

Will act in a way that will bring respect and honor to myself, my teammates, USA Table Tennis and the United States;

Will abide and comply with USATT's SafeSport Policy and the U.S. Center for SafeSport Code as they exist today or as they may be amended in the future; and

Will conduct myself as an ambassador for USATT, my sport, my country and the Olympic Movement.

EXHIBIT B: SOCIAL MEDIA POLICY

About the USATT Social Media Policy:

USATT encourages our Team Members to show the same dedication and passion to their on-line social media presence that they bring to their athletic effort. That's why we've created this Social Media Policy. This policy:

- Explains why and how your personal use of social media benefits USATT, as well as the Team Members of USATT;
- Offers practical tips; and
- Creates awareness amongst our Team Members about how our actions and behavior on social media channels may affect the reputation of USATT and/or the athlete's reputation outside of the court of competition.

Statement of Purpose of USATT Social Media Policy:

USATT encourages the personal use of social media by Team Members to support the Team's mission and programs. Team Member posts on social media can help USATT expand its reach and increase its impact by: helping to raise awareness about the mission of the Team and the sport of Table Tennis, building a sense of community among USATT members and potential members, and helping to improve the knowledge or skills of other athletes, coaches, trainers, managers, administrators, and officials, and more.

Social media is an effective communication tool but sometimes it can be challenging for athletes to reconcile their public and private social media activities in terms of their role as a Team Member of USATT. Social media is designed for self-expression and encourages conversations. This policy provides a framework for USATT Team Members to engage in these activities effectively and ethically.

Please feel free to follow, like, or connect with USATT official brand presences on social media and share any or all content on your personal social media profiles and networks. However, consider sharing carefully and strategically. Remember that any post or share is likely to trigger reactions that will comment on

USATT's programs and our official presence. Most of the general content for USATT social media accounts, when shared, will automatically incorporate the title of the content. If you are unsure about what to say, you can simply share without commenting.

Statement of USATT Social Media Policy:

Team Members are both granted permission and encouraged to use social media as a conduit for informing the public about the programs of the organization. This needs to occur in a professional and ethical manner.

Publication and commentary via social media channels carries similar obligations to other USATT publications or commentary. All uses of social media must follow the same ethical standards to which USATT Team Members agree in the basic Code of Conduct.

Please note that USATT title or brand may not be used in social media identities, logon ID's and user names without prior approval from the Chief Executive Officer of USATT.

Following USATT Social Media Policy:

It is best to err on the side of caution. If you are unsure as to whether something is appropriate to post on social media, contact a member of USATT's senior staff before making the post live. If a USATT Team Member, for whatever reason, takes an action that is in conflict with this policy, he or she will be contacted by a member of USATT's senior staff to resolve the situation and may be asked to withdraw, correct, or revise postings.

The Logistics of USATT Social Media Policy:

In order to help distinguish when you're speaking as an individual and when you're speaking as a USATT Team Member, you may want to consider setting up two accounts for each of the social media tools on which you post. One account would be used for your role as a Team Member, while the other account would be used for your personal postings.

Here are additional logistical tips about using social media to promote the mission of USATT:

USATT believe in transparency and honesty. Use your real name, be clear who you are, and identify your capacity as a USATT Team Member and do not post anonymously, using pseudonyms or false screen names.

Use tags when posting USATT content (e.g. #USATT or @USATT) to help ensure your message reaches its targeted audience.

Post frequently and respond to comments and replies from others quickly and accurately. Know and respect your audience, including USATT and its members.

Be smart and protect your privacy by taking simple steps such as avoiding posting personal details such as phone numbers; reading website privacy policies, making use of privacy settings on social media sites, etc.

Avoid social media arguments and debates and alert a member of USATT's senior staff if you see a misrepresentation made about USATT in social media. If you are accused by anyone of posting something improperly, inform a member of USATT's senior staff of the situation promptly in order to determine best next steps and to quickly resolve the situation.

Content:

Regardless of what account you use for posting as a USATT Team Member, be sure to limit your Team-related posts to sharing information about the Team. Negative opinions about other Team Members are not appropriate.

Before posting, ask yourself if the post will improve knowledge or skills of USATT members, if it contributes directly or indirectly to the improvement of USATT, or if it builds a sense of community or it helps to promote or USATT's mission.

Write about what you know (if needed, verify any USATT related facts, dates, etc. with a member of USATT's senior staff).

Remember that what you publish will be around for a long time; consider the content carefully. Strive to make sure it is accurate and professional.

It is good general practice to link to others' work rather than reproduce it. Adhere to the laws governing copyright and fair use or fair dealing of copyrighted material owned by others, including USATT's own trademarks, copyrights and brands.

Always ask for permission from a member of USATT's senior staff before identifying a member or sponsor and never discuss confidential details of any individual's or organization's engagement with USATT.

Use your best judgment and be sure to make it clear that any views expressed are yours alone and do not represent the official views of USATT. Don't speak on behalf of our organization. (Use a disclaimer if you have your own blog or social media profile.)

Don't associate our organization and its logo with any inappropriate content. Don't share private and confidential internal information.

Don't comment on our organization's financial performance.

Bring out your own personality and say what's on your mind (in a respectful and professional tone).

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ATHLETE OMBUDSMAN

I may contact the USOPC Athlete Ombudsman, toll free at 888.ATHLETE (888.284.5383) or athlete.ombudsman@usopc.org for further information regarding my rights under this Code that are not answered by USA Table Tennis.

PARTICIPANTS' AFFIRMATION

I have read and accept this Code of Conduct in its unaltered form. 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 USATT's 2020 Paralympic Games Delegation.

Signature

Date

Athlete's Name (print)

PARENT/GUARDIAN CERTIFICATION

(For Participants Under the Age of 18 as of Date of Signature)

Signature

Date

Relationship (Parent or Guardian)

Table Tennis Team USA / USA TABLE TENNIS REPRESENTATIVE

Signature

Date

Printed Name

Title