

**USA TABLE TENNIS**  
**ATHLETE SELECTION PROCEDURES**  
**2020 OLYMPIC GAMES**  
**December 12, 2018**  
**Amended January 4, 2019**  
**Amended February 12, 2019**  
**Amended April 16, 2019**  
**Amended January 28, 2020**  
**Amended February 4, 2020**

**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 on **or before February 26, 2020** and must hold a valid U.S. passport that will not expire for six months after the conclusion of the Games.

1.1.2. Minimum International Olympic Committee (IOC) standards for participation:

Any competitor in the Olympic Games must be a national of the country of the National Olympic Committee (NOC) or 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).

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

Athlete must comply with the rules of the International Table Tennis Federation (ITTF) as they appear in the latest ITTF Handbook and comply with the eligibility criteria currently in force for Olympic competitions, see <https://www.ittf.com/handbook/>.

1.1.4. Other requirements (if any):

- Athlete must be a member of USATT in good standing at the time of selection.
- Athletes must have successfully completed all Games Registration requirements by stated deadline.

## 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 World Table Tennis Championships – April 21-28, 2019, Budapest, Hungary
  - b) 2019 ITTF North American Olympic Team Qualification – October 5, 2019, [Rockford, IL, USA](#)
  - c) 2020 ITTF World Team Qualification – January 21-26, 2020, Location TBD.
  - d) March, 2019 through February 2020 ITTF World Ranking General Lists, - <https://www.ittf.com/rankings/>
  - e) 2020 USATT Olympic Games Trial [or 2020 ITTF Continental Singles Qualification](#) – February 28-March 1, 2020, Location TBD.
  - f) 2020 ITTF North American Olympic Mixed Qualification, ~~March 6-8~~ [March 7-8](#) ~~February 26~~, 2020, Markham, [ON](#), Canada
  - g) 2019 ITTF World Tour Grand Finals – December 12-15, 2019, Location TBD.
  - h) 2020 ITTF World Tour, Location TBD.
  - i) ITTF Final World Singles Qualifying Tournament – May 19-24, 2020, Location TBD.
- 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. (if any).
- a) [2019 US National Team Selection Procedure](#) selects athletes to compete in the 2019 World Table Tennis Championships, the 2019 ITTF North American Olympic Team Qualification and the 2020 ITTF World Team Qualification. The selection for these events are done on or before the following dates:
    - For the 2019 World Table Tennis Championships on or before 3/8/2019
    - For the 2019 ITTF North American Olympic Team Qualification on or before 9/15/2019
    - For the 2020 ITTF World Team Qualification on or before 12/22/2019The [2019 US National Team Selection Procedures](#) can be found here <https://www.teamusa.org/USA-Table-Tennis/Team-USA/Selection-Procedures>.
  - b) 2020 USATT Olympic Games Trial [February 27-March 1, 2020](#) [or 2020 ITTF Continental Singles Qualification](#) (open event)  
Any athlete meeting the eligibility criteria in Section 1.1. is eligible to [compete except athletes who qualify for the team pursuant to Section 1.3.3.1 or 1.3.3.2.](#)
  - c) [ITTF World Tour, ITTF Challenge Series and ITTF World Junior Circuit](#)  
Any athlete meeting the eligibility criteria in Section 1.1. is eligible to

compete.

- d) USATT designated qualifying tournaments (USATT National Ranking Tournaments and US Nationals)

- 1.3. Provide a comprehensive, step-by-step description of the method that explains how athletes will go through the selection process.

**Team size overview:** Based on the ITTF qualification system for the 2020 Olympic Games, each country may qualify a maximum of 3 (three) men and 3 (three) women. The selection and composition of the team depends on whether the US qualifies through the Team Qualification, Singles Qualification and Mixed Pair Qualification, as follows:

**Team Qualification:** Each country may qualify with 1 (one) team per gender with a maximum of 3 (three) athletes per gender. Each NOC with a qualified Men's or Women's Team will be entitled to nominate 2 (two) athletes to compete in the singles event. Any third qualified athlete from a NOC will be qualified for the Team event.

**Singles Qualification:** If the US does not qualify a Team per gender, the US will obtain quota spots for at least 1 (one) with a maximum of 2 (two) athletes per gender, plus a Mixed Pair.

**Mixed Pair Qualification:** Furthermore, each NOC can qualify a maximum of one Mixed Pair. If the US qualifies a team under the Team Qualification in either or both genders, the Mixed Pair must be comprised of the athlete(s) already selected on the team.

**Team Quota Qualification:**

- 1.3.1 2019 ITTF North American Olympic Team Qualification

Per the ITTF qualification system, the winner of the ~~2020-2019~~ ITTF North American Olympic Team Qualification will qualify country quotas of 3 (three) athletes and will also be entitled to nominate 2 (two) athletes to compete in the singles event. Note also that the NOC that has qualified through team qualification will not be eligible to send athletes to the 2020 ITTF Continental Singles Qualification Event (described below in 1.3.7) or the World Singles Qualifying Tournament (described below in 1.3.8).

- 1.3.2 2020 ITTF World Team Qualification

- 1.3.2.1 Per the ITTF qualification system, 9 (nine) teams from the ITTF

World Team qualification event, to be held in January 2020, will qualify country quotas of 3 (three) athletes and will also be entitled to nominate 2 (two) athletes to compete in the singles event.

**Team Member Qualification:**

**In the case the U.S. Team qualifies through the team qualification for the 2020 Olympics, up to 3 (three) athletes, per gender, will be selected using the following criteria in order:**

1.3.3 2019 World Table Tennis Championships and February 2020 ITTF World Ranking - Up to 2 (two) athletes, per gender, will be selected using the following criteria in order:

1.3.3.1 Up to 2 (two) U.S. athletes, per gender, who finish in the Top 8 (eight) at the 2019 World Table Tennis Championship in Men's or Women's Singles will automatically earn a quota spot by name for the U.S. Team. If more than 2 (two) athletes finish in the top 8 (eight), then the 2 (two) athletes with the highest rankings in Men's or Women's Singles from the February 2020 ITTF World Ranking General List will qualify. In the case of a tie on that ranking list, the ITTF World Ranking General lists for prior months will be used in the same manner (starting with January, 2020), and working backwards sequentially as necessary to determine the result.

1.3.3.2. Following the qualification of athletes in 1.3.3.1, one or two athlete slots per gender may remain open.

If there is at least one remaining athlete slot, one slot will be filled by the U.S. athlete, per gender, who is ranked in the Top 25 the highest in Men's or Women's Singles on the ITTF World Ranking General List published for any month from March, 2019 through for February, 2020. These athletes will automatically earn a quota spot by name for the U.S. Team. If more athletes are ranked in the Top 25 than remaining slots, the athlete(s) with the higher World Rankings in February 2020 will be named to the U.S. Team. In the case of a tie on that ranking list or the absence of enough of the players to determine the outcome, the lists for prior months will be used in the same manner (starting with January 2020), and working backwards sequentially as necessary to determine the result.

1.3.4 2020 USATT Olympic Games Trial

All spots not filled under Section 1.3.3 One (1) athlete per gender will be selected using the following criteria:

1.3.4.1 The top two finishers winner, per gender, of the 2020 USATT Olympic Games ~~Team~~ Trial will be named to the U.S. Olympic Team. The Trial will

be conducted in accordance with the procedures set forth in the [Playing Format for the 2020 Olympic Games Trial and National Ranking Tournament \(August 28, 2019\)](#). Athletes who have already qualified to the team pursuant to Section 1.3.3 are not eligible to compete in the 2020 USATT Olympic Games Trial.

1.3.5 The highest ranked athlete selected pursuant to the ITTF World Ranking General List published for February, 2020 under Section 1.3.3.2 per gender and the top finisher per gender at the 2020 USATT Olympic Games Trial will be entered in the 2020 Olympic Singles event.

~~1.3.5 Discretionary Selection (Up to 2 (two) slots [1 \(one\) slot](#) per gender) — If a slot remains, [the](#) remaining slot for the U.S. Team, per gender, will be filled using the following criteria:~~

~~1.3.5.1 Discretionary Selection will be used to fill [the](#) remaining slot. Please see Section 2 of this document for further details.~~

~~1.3.6 Discretionary Selection will be used to determine the 2 (two) athletes (out of those qualified by the criteria mentioned above) who will be entered in the 2020 Olympic Singles event. Please see Section 2 of this document for further details.~~

#### **~~Singles Qualification:~~**

**~~In the case the U.S. Team doesn't qualify through the team qualification for the 2020 Olympics, up to 2 (two) athletes, per gender, will be selected using the following criteria in order:~~**

~~1.3.7 2020 USATT Olympic Games Trials / [2020 ITTF Singles Continental Qualification](#)~~

~~1.3.7.1 The winner, per gender, of the 2020 ITTF Continental [Singles](#) Qualification Event will be qualified for the 2020 Olympic Singles event. Note also that the ITTF association [NOC](#) that has qualified through team qualification (as described above under 1.3.3 through 1.3.6) will not be eligible to send athletes to this event or the World Singles Qualifying Tournament (described below in 1.3.8).~~

~~1.3.8 ITTF Final World Singles Qualification Tournament~~

~~1.3.8.1 Discretionary Selection will be used to select the U.S. representative for the Final World Singles Qualifying Tournament. Please see Section 2 of this document for further details. If that player qualifies for the 2020 Olympics through success in this Final World Singles Qualifying Tournament, then that player will be qualified for the 2020 Olympics Singles event.~~

~~Selection to the ITTF Final World Singles Qualification tournament: 1 (one) athlete, per gender, will be selected to compete at the ITTF Final World Singles Qualification for the attempt to qualify for the 2020 Olympic Games. In the event the player with the highest world ranking (February 2020 ITTF World Ranking General List) does not qualify through the ITTF Continental Singles Qualification Tournament (described above in 1.3.7), that player will be selected to participate in the Final World Singles Qualifying Tournament.~~

~~Otherwise, Discretionary Selection (pursuant to Section 2) will be used to select the U.S. representative for the Final World Singles Qualifying Tournament.~~

~~Selection to the 2020 Olympic Games: To qualify for the 2020 Olympic Games, the athlete must place high enough at the ITTF Finals World Singles Qualification tournament to qualify according to the ITTF qualification guidelines, see <https://www.ittf.com/tournament/2909/tokyo-2020-olympic-games/>~~

### **Mixed Qualification:**

If a U.S. Team qualifies through the team qualification for the 2020 Olympics, then only athletes from that three-member team will be eligible to compete in Mixed Doubles. This limitation applies separately per gender based on the ITTF qualification system for the 2020 Olympic Games, meaning, each country may qualify with a maximum of 3 (three) athletes per gender, i.e. it could apply to the Men's team but not the Women's, or the Women's but not the Men's (or to both), depending on the team qualification results.

If a U.S. Team of a particular gender doesn't qualify through the team qualification for the 2020 Olympics, then athletes of that gender can qualify for Mixed Doubles regardless of whether they are also qualified for a singles event.

~~In sections 1.3.9, 1.3.10, and 1.3.11, the qualifying competitions are presented in order of ITTF priority. Therefore, if a U.S. Mixed Pair qualifies through the competition in 1.3.9, that Mixed Pair has priority over what any other Mixed Pairs may achieve through 1.3.10 or 1.3.11. Similarly, if no Mixed Pair qualifies through 1.3.9, then a Mixed Pair qualifying through 1.3.10 will have priority over what any other Mixed Pairs achieve through 1.3.11. The fact that these qualifying competitions will not occur in date order does not change the priority for qualification, e.g. the highest priority competition (1.3.9) will occur second in date order out of those described in these three sections.~~

#### **1.3.9 2020 ITTF North American Olympic Mixed Qualification**

~~Up to 2 (two) U.S. Mixed Pairs will participate at the 2020 ITTF North~~

~~American Olympic Mixed Qualification. The winning team – Per the ITTF qualification system, the winner of the 2020 ITTF North American Olympic Mixed Qualification will be qualified for the 2020 Olympics Mixed event, and, in the case a U.S. Mixed Pair wins, nominated to the U.S. Olympic Team. USATT’s selection for this event will be made on or before 2/10/2020.~~

Up to 3 (three) U.S. Mixed Pairs constituted from the three male and three female athletes who qualify for the Olympic Team above will compete in a preliminary U.S. Round Robin Competition on March 7, 2020 at the 2020 ITTF North American Olympic Mixed Qualification Event. The athletes on the Olympic Team will be given the opportunity to form mixed doubles pairs based on their own preferences; to the extent that athletes do not agree on their mixed doubles partners, the National Team coaches will determine the pairings. The winning U.S. Team will then compete against Canada on March 8, 2020 to attempt to qualify for the 2020 Olympics Mixed event, and if the U.S. Team wins, it will be entered by name into the Olympics Mixed Pair event.

#### 1.3.10 2019 ITTF World Tour Grand Finals

If slots remain following 1.3.9 athletes can earn quota spots by name through the 2019 ITTF World Tour Grand Finals. The remaining slot can be filled by any U.S. Mixed Doubles, who qualify through one (1) of the four (4) spots in the 2019 ITTF World Tour Grand Finals with a maximum of one (1) pair per NOC. Athletes qualify to the World Tour Grand Finals by their placement in the World Tour, which are open events, see <https://www.ittf.com/ittf-world-tour/2019-ittf-world-tour/2019-world-tour-documents/>.

#### 1.3.11 2020 ITTF World Tour

If slots remain following 1.3.10 athletes can earn quota spots by name through the 2020 ITTF World Tour. The remaining slot can be filled by any U.S. Mixed Doubles, who will qualify through the one of the three ITTF World Tours in 2020 offering up to 5 Mixed Doubles spots with a maximum of one (1) pair per NOC. The events on the World Tour are open events, see <https://www.ittf.com/ittf-world-tour/2019-ittf-world-tour/2019-world-tour-documents/>.

#### ~~1.3.12 Discretionary Selection~~

~~1.3.12.1 Discretionary Selection will be used to select the U.S. representatives for the 2020 ITTF North American Olympic Mixed Qualification. Please see Section 2 of this document for further details.~~

## 2. DISCRETIONARY SELECTION (if applicable)

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

Discretionary selection will **not** be **used for selection to the Olympic Team.** ~~made if a full squad of up to three (3) players are not qualified through automatic qualification listed in Section 1.3 for the 2020 Olympic Games. Discretionary selection will be used to select the U.S. representatives for the 2020 ITTF North American Olympic Mixed Qualification. Discretionary selection will be used to select one Alternate, per gender.~~



- 2.2. List the discretionary criteria and explain how they will be used (if any): **Not applicable.**

~~The following criteria will be considered by the Olympic Games Selection Committee in no particular order, and considering both singles and doubles:~~

- ~~1.—March 2020 ITTF World Ranking~~
- ~~2.—Results at the 2020 USATT Olympic Games Trial~~
- ~~3.—Results at the 2019 ITTF North American Olympic Team and 2020 ITTF World Team Qualification~~
- ~~4.—Competitive international competition results (ITTF events and international leagues) over the period from 18<sup>th</sup> April 2019 to 31<sup>st</sup> March 2020~~
- ~~5.—Results at National Ranking Tournaments over the period from 18<sup>th</sup> April 2019 to 31<sup>st</sup> March 2020~~
- ~~6.—Declaration of participation in future Olympic Games preparation camps and competitions and training per Section 9 of this document.~~

~~2.2.1 The most important criteria in discretionary selection will be the international and domestic performances of the athletes, as measured by rankings and results. This will include the need to select the strongest possible pairings of athletes for doubles, given the importance of doubles in the Team Event and the Mixed Doubles event. After criteria 1-6 (one through six) above have been considered, if there is a tie between athletes in the analysis by the Committee, the athlete with the highest finish in the 2020 USATT Olympic Games Trial or 2020 ITTF Singles Continental Qualification (among those athletes who are tied) will be selected.~~

- 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: **Not applicable**

Olympic Games Selection Committee

~~High-Performance Director, USA Table Tennis~~

~~Chair of the High Performance Committee, USA Table Tennis~~

~~Two National Team Coaches, USA Table Tennis~~

~~One Athlete Representative, USA Table Tennis~~

- 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 USOC, USATT has jurisdiction over potential nominees.

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

- 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the USATT Executive Director.
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by USATT. If an athlete either reports an injury or illness or appears to suffer from an injury or illness in the judgment of the High Performance Director or a National Team Coach and the 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 from the team by the High Performance Director.
- 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 USATT's Code of Conduct (Attachment A).

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the USATT's Bylaws and the USOC's Bylaws, Section 9.

- 3.2. Once athlete entries have been submitted to the Local Organizing Committee by the USOC, the USOC has jurisdiction over the Team, at which time, in addition to any applicable USATT Code of Conduct, the USOC's Code of Conduct and Grievance Procedures apply. The USOC's Code of Conduct and Grievance Procedures can be found at:  
<http://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman/Resources/Code-of-Conduct>  
<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, PASO, IPC, WADA, IF, USADA and/or USOC 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:

The next **highest ranked finisher from the 2020 USATT Olympic Trials who meets the eligibility requirements of Section 1.1** ~~eligible athlete per the criteria in Section 1.3~~ will serve as the replacement athlete.

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

The next **highest ranked finisher from the 2020 USATT Olympic Trials who meets the eligibility requirements of Section 1.1** ~~eligible athlete per the criteria in Section 1.3~~ will serve as the replacement athlete.

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

USATT Code of Conduct – Attachment A

#### **7. PUBLICITY/DISTRIBUTION OF PROCEDURES**

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

7.1. NGB/HPMO Website: [www.teamusa.org](http://www.teamusa.org)

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

7.2. Other: N/A

## 8. DATE OF NOMINATION

The Nomination of Athletes form, including replacements, will be announced to all athletes and submitted to the USOC on or before: May 1, 2020.

## 9. MANDATORY TRAINING AND/OR COMPETITION

Specify the location, schedule and duration of mandatory training and/or competition: Selected athlete(s) agree to coordinate with the USATT's High Performance Director to properly prepare to compete at the highest level at the 2020 Olympic Games. A specific training and preparation plan shall be prepared and distributed (in coordination with the selected athlete(s) no more than thirty (30) days after qualification. USA Table Tennis will provide at least 30 days advanced notice to all selected athletes regarding any mandatory camps or competition.

## 10. ANTI-DOPING REQUIREMENTS

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

## 11. DEVELOPMENT OF SELECTION PROCEDURES

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

Joerg Bitzigeio, (former) High Performance Director  
Director Carl Danner, Chair  
Stellan Bengtsson, Committee member  
Wen Hsu, Committee member  
Sean O'Neill, High Performance Director  
Erica Wu, Committee member  
Athlete Rep: Tahl Leibowitz  
Athlete Rep: Tara Profitt and USATT Board of Directors  
Niraj Oak, USATT Board  
Virginia Sung, CEO

## 12. NGB/HPMO BYLAWS AND GRIEVANCE PROCEDURES

The USATT Bylaws and Grievance Procedures can be found at: [www.usatt.org](http://www.usatt.org)

**13. INTERNATIONAL DISCLAIMER**

These procedures are based on IOC and ITTF rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC 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 USOC.

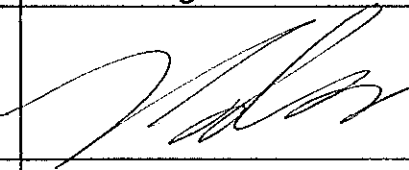
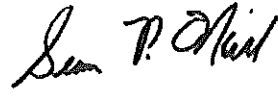
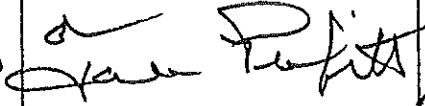
**14. ATHLETE OMBUDSMAN**

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

- Telephone at (719) 866-5000
- Email at [ombudsman@usathlete.org](mailto:ombudsman@usathlete.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 Surry		01/24/20
Nat. Team Coach, Head Coach, or Nat. Program Director	Sean O'Neill - High Performance Director		01/24/20
USOC Athletes' Advisory Council Representative*	Tara Frost		1/25/20

\* If the USOC 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 USOC AAC Representative, the NGB/HPMO must designate an athlete from that sport to review and sign the Selection Procedures.



## TTT USA 2019 Code of Conduct

### ATHLETE PLEDGE

I pledge to uphold the **Table Tennis Team USA** Code of Conduct (the “Code”) as a guide to my conduct as a member of TTT USA 2019.

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 TTT USA 2019 and USA Table Tennis.

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 TTT USA 2019.

**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 TTT USA 2019 and USA Table Tennis;
- 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 Committee (USOC) 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 TTT USA;

- 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 expenses;
- 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 TTT USA.
- 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 TTT USA and/or USA Table Tennis 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 TTT USA and/or USA Table Tennis apparel or equipment or the use of the TTT USA and/or 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 TTT USA;
- Will abide and comply with the TTT USA 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 TTT USA and USATT, my sport, my country and the Olympic Movement.

## SOCIAL MEDIA POLICY

### **About the TTT USA Social Media Policy**

TTT USA 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 TTT USA, as well as the Team Members of TTT USA;
- 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 TTT USA and/or the athlete's reputation outside of the court of competition

### **Statement of Purpose of TTT USA Social Media Policy**

TTT USA 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 TTT USA 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 TTT

USA. Social media is designed for self-expression and encourages conversations. This policy provides a framework for TTT USA Team Members to engage in these activities effectively and ethically.

Please feel free to follow, like, or connect with USATT and/or TTT USA 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 TTT USA's programs and our official presence. Most of the general content for USATT and/or TTT USA 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 TTT USA 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 TTT USA and/or USATT publications or commentary. All uses of social media must follow the same ethical standards to which TTT USA Team Members agree in the basic Code of Conduct.

Please note that the TTT USA and/or the 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 TTT USA 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 TTT USA 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 TTT USA Social Media Policy**

In order to help distinguish when you're speaking as an individual and when you're speaking as a TTT USA 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 TTT USA and/or USATT:

- TTT USA and USATT believe in transparency and honesty. Use your real name, be clear who you are, and identify your capacity as a TTT USA Team Member and do not post anonymously, using pseudonyms or false screen names.
- Use tags when posting TTT USA and/or USATT content (e.g. #TTT USA 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 TTT USA and/or 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 TTT USA 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 TTT USA and/or USATT members, if it contributes directly or indirectly to the improvement of TTT USA and/or USATT, or if it builds a sense of community or it helps to promote TTT USA’s and/or USATT’s mission.
- Write about what you know (if needed, verify any TTT USA or 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 TTT USA’s and/or 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 TTT USA and/or 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 TTT USA and/or 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).

## USATT Senior Staff Directory

Gordon Kaye	Chief Executive Officer	<a href="mailto:Gordon.Kaye@usatt.org">Gordon.Kaye@usatt.org</a>
Mark Thompson	Chief Operating Officer	<a href="mailto:Mark.Thompson@usatt.org">Mark.Thompson@usatt.org</a>
Joerg Bitzigeio	High Performance Director	<a href="mailto:Joerg.Bitzigeio@usatt.org">Joerg.Bitzigeio@usatt.org</a>
Matt Hetherington	Social and Digital Media Manager	<a href="mailto:Matt.Hetherington@usatt.org">Matt.Hetherington@usatt.org</a>

## ATHLETE OMBUDSMAN

I may contact the USOC Athlete Ombudsman, toll free at 888.ATHLETE (888.284.5383) or [athlete.ombudsman@usoc.org](mailto:athlete.ombudsman@usoc.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 TTT USA 2019.

\_\_\_\_\_  
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