

**U.S. SKI AND SNOWBOARD ASSOCIATION
ATHLETE SELECTION PROCEDURES
2018 Winter Olympic Games
Cross Country Skiing
March 28, 2017**

1. SELECTION SYSTEM

- 1.1. Minimum eligibility requirements for an athlete to be considered for nomination to the Team:

- 1.1.1. Nationality/Passport requirements:

Athlete must be a citizen of the United States at the time of nomination.

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 International Olympic Committee (IOC), and/or International Ski Federation (FIS) standards for participation:

Any competitor in the Olympic Games must be a national of the country of the National Olympic Committee (NOC) 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 IOC Charter (Rule 41).

All athletes must comply with the provisions of the Olympic Charter currently in force and only those athletes who have complied with the Olympic Charter may participate in the Olympic Games. This includes Rule 41 of the Olympic Charter (Nationality of Athletes).

Age Requirements: All athletes participating in the PyeongChang 2018 Olympic Winter Games must be born before 1 January 2002.

Medical Requirements: To be eligible to participate in the PyeongChang 2018 Olympic Winter Games, all athletes must satisfy the medical requirements in accordance with article 221 of the International Competition Rules.

- 1.1.3. Minimum International Ski Federation (FIS) standards for participation:

A Qualification Eligibility Criteria Athletes are eligible for selection by their NOC to participate in the distance and/or sprint events who have a maximum of 100.00 distance Olympic FIS points. Athletes who have a maximum of 120.00 sprint Olympic FIS points shall be allowed to participate in the sprint events and 10 km (ladies)/15 km (men) distance event subject to the athlete having a maximum of 300.00 points in the respective event (distance/sprint) on the Olympic FIS Points List published on 22 January 2018.

Olympic FIS Points List The Olympic FIS Points List is calculated using the average of five (5) competition results in each distance and sprint events during the Olympic Qualification period from 1 July 2016 to 21 January 2018.

- 1.1.4. Other requirements:

Only competitors who are USSA members in good standing will be considered for nomination.

1.2. Tryout Events:

- 1.2.1. Names, dates and locations of all competitions to be used as part of the selection process.

- All non-relay FIS World Cup cross country competitions held between November 23, 2017 and January 15, 2018 will be evaluated for Selection Criteria 1 (the schedule of competitions will be posted at www.fis-ski.com when approved).

All non-relay USA SuperTour cross country competitions held between November 15, 2017 and January 10, 2018 (the schedule of competitions will be posted at www.ussa.org when approved).

All non-relay Canadian Nor/Am cross country competitions held on December 9-10, 2017 (the schedule of competitions will be posted at www.ussa.org when approved).

- 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. Qualification criteria for the 2017/2018 World Cup is published at www.ussa.org.

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

USSA may enter up to four (4) athletes per event as determined by FIS, with a maximum of up to 12 male or 12 female athletes, and 20 athletes total.

- 1) Selection Criteria 1: Any eligible athlete that posts a top-8 individual final World Cup result during the selection period in the following events will be selected to the Team: Sprint C, individual start 10/15 km F, and 15/30 km Skiathlon.

Athletes ranking in the top-50 in the Distance World Cup standings or the top-50 in the Sprint World Cup standings as of January 15, 2018 shall be selected to the team.

A maximum of five athletes per gender may be selected according to the Sprint World Cup results and standings on January 15, 2018.

Athletes qualifying via top-8 individual sprint finishes will be selected before athletes qualifying via top-50 World Cup Sprint points. In the event of a tie for the 5th qualifying sprint selection, USSA shall use the following tie-breaking mechanisms in order:

- a.) Best single World Cup Sprint finish in the selection period.
- b.) Next best single World Cup Sprint finish in the selection period.
- c.) Third best single World Cup Sprint finish in the selection period.

In the event that these objective selections would exceed the USSA's maximum allowable quota, the USSA shall use the following tie-breaking mechanisms in order:

- a.) Best single World Cup finish in the selection period.
- b.) Next best single World Cup Sprint finish in the selection period.
- c.) Third best single World Cup Sprint finish in the selection period.

- 2) Selection Criteria 2: If team positions remain open after application of criteria 1 above, the USSA Cross Country Head Coach may use discretion (see Section 2 below) to determine team nominations.
- 3) Selection Criteria 3: Should there be any remaining positions after Selection Criteria 1 and 2 have been applied, those positions may be

filled by considering the athlete with the highest rank on the 2018 Olympic Winter Games Selection List, which is an accumulation of SuperTour points scored during the selection period using the athlete's best 2 finishes in a single discipline (sprint or distance) and using the OWG Selection List scoring system outlined in Attachment 1.

- Individual sprint events to be scored for the purpose of the 2018 OWG Selection List will only consider qualification-round finish placing.
- U.S. National Championship race finishes will include the following bonus SuperTour points for the purpose of the 2018 OWG Selection List only: 1st place = 15 points, 2nd place = 10 points, and 3rd place = 5 points.
- For the purpose of the 2018 OWG Selection List only, U.S. National Championship participants will receive standard SuperTour points (i.e. 1st place = 30 points, 2nd place = 25 points, etc.) plus the above bonus points awarded for podium finishes. A full list of SuperTour placing points can be viewed at the end of this criteria (see: USSA SuperTour Scoring).
- For the purposes of the 2018 OWG Selection List, athletes that are not US citizens will not be included in the scoring, and US athletes will move up the OWG Selection List as foreign athletes are eliminated.

The total number of selections made using Sprint criteria (World Cup sprint results, World Cup sprint rankings and 2018 OWG Selection List points) will not exceed 5 men and/or 5 women.

In the event of a tie, the USSA shall use the following tie-breaking mechanisms in order:

- a.) Best single Selection List Race finish in the selection period, within the pool that is being considered.
- b.) Second best single Selection List Race finish in the selection period, within the pool that is being considered.
- c.) Third best single Selection List Race finish in the selection period, within the pool that is being considered.
- d.) Fourth best single Selection List Race finish in the selection period, within the pool that is being considered.
- e.) Lowest FIS sprint or distance points earned in a single selection event, corresponding to the pool that is being considered (sprint or distance).

2. DISCRETIONARY SELECTION

2.1. Provide rationale for utilizing discretion (if any):

Athletes who have not met the objective criteria in Section 1.3.1 may be recommended by the USSA Cross Country Head Coach for selection to the team via discretion if they have indicated the potential for Olympic success.

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

Athletes may be recommended by the USSA Cross Country Head Coach for selection to the team via coaches' discretion if they satisfy any of the following, and have indicated a potential for Olympic success:

- Outstanding competition results from the 2016/2017 or 2017/2018 seasons.
- Recent positive direction or trend of competition results indicating a potential for Olympic success.
- Indication of medal potential in future Olympic or World Championship competition (such as international age group results and rankings) that would be materially enhanced by selection to the team.

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 following committee is responsible for making discretionary selections:

USSA President and CEO
USSA Executive Vice President of Athletics
USSA Cross Country Athlete Board Representative

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.

Conflicts of interest may arise for Selection Committee Members during the team selection process. Conflicts of interest exist when a Selection Committee member stands to benefit privately from a decision made by the Selection Committee. A conflict may arise, but is not limited to, when a Selection Committee Member is in a position to participate in discussion or a vote concerning an athlete who he or she coaches or trains privately who is being considered

for a position on the Team. In the interest of assuring a fair selection process, the following rules will be followed by the Selection Committee when a conflict of interest arises:

The material facts as to the Committee Member's relationship or interest as to a particular athlete shall be disclosed to the entire Committee. If necessary and practical, the conflict shall be referred to the USSA's Ethics Committee prior to a meeting of the Selection Committee. A Selection Committee Member shall not engage in any conduct meant to unduly influence the Committee regarding the athlete whom gives rise to the Committee Member's conflict. In the case of any vote or final selection regarding athletes, a conflicted Committee Member shall not tabulate results independently. Any votes shall be tabulated in plain view of the entire Committee.

3. REMOVAL OF ATHLETES

- 3.1. Prior to acceptance of nominations by the USOC, the USSA has jurisdiction over potential nominees.

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

- 3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the USSA CEO.
- 3.1.2. Injury or illness as certified by a physician (or medical staff) approved by the USSA. If an athlete refuses verification of his/her illness or injury by a physician (or medical staff) approved by the USSA, his/her injury will be assumed to be disabling and he/she may be removed.
- 3.1.3. Violation of the USSA's Code of Conduct (Attachment 1).

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the USSA's Bylaws (USSA Bylaws, Article IX Section B) and the USOC's Bylaws, Section 9.

- 3.2. Once an athlete nomination is accepted by the USOC, the USOC has jurisdiction over the Team, at which time, in addition to USSA's 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/For-Athletes/Athlete-Ombudsman/Games-Info>

- 3.3. An athlete may be removed as a nominee to the Team or from the Team for an adjudicated violation of IOC, WADA, FIS, 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.

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:

Replacement athletes will be identified using the same method of selection specified in sections 1 and 2 of this document.

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

Replacement athletes will be identified using the same method of selection specified in sections 1 and 2 of this document.

5. SUPPORTING DOCUMENTS

USSA 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:

- USSA Code of Conduct (Attachment 2)

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

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

- 7.1. These procedures will be posted to ussa.org 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 January 25, 2018. *

**If, after the first allocation and nominations, the U.S. has not reached its maximum quotas, then additional athletes may be nominated to the team following the reallocation of quotas by FIS on January 25, 2018.*

9. MANDATORY TRAINING AND/OR COMPETITION

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

Following the nomination of the team, mandatory training camps may be organized in preparation for the Olympic Winter Games. The dates, locations and organization of these training camps are unknown at this time. However, athletes will be notified within 30 days in advance of the mandatory training camp. Final arrangements will be confirmed immediately prior to any camp based on weather conditions and availability for the best opportunity to train.

10. ANTI-DOPING REQUIREMENTS

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

11. DEVELOPMENT OF SELECTION PROCEDURES

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

*Tiger Shaw
Luke Bodensteiner
Chris Grover
Alex Natt
Rosie Brennan*

*President and CEO
Executive Vice President, Athletics
Cross Country Head Coach
USSA Executive Vice President, General Counsel
USSA Athlete Board Representative*

12. USSA BYLAWS AND GRIEVANCE PROCEDURES

The USSA Bylaws and Grievance Procedures can be found at:
<http://ussa.org/ussa/u-s-ski-and-snowboard-association>

13. INTERNATIONAL DISCLAIMER

These procedures are based on IOC, as applicable, and/or FIS rules and regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC, as applicable, and/or FIS rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to the USSA. 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.

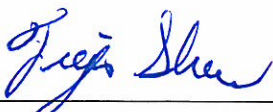
14. ATHLETE OMBUDSMAN

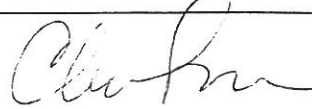

Athletes who have questions regarding their opportunity to compete that are not answered by the USSA may contact the USOC Athlete Ombudsman, Kacie Wallace, by:

- Telephone at (719) 866-5000
- Toll-free telephone at (888) ATHLETE (1-888-284-5383)
- E-mail at Kacie.wallace@usoc.org
- www.athleteombudsman.org
- <http://www.teamusa.org/For-Athletes/Athlete-Ombudsman.aspx>

15. USSA SIGNATURES

I certify that I have read and understand the standards/criteria set by FIS 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 the USSA.

Position	Print Name	Signature	Date
USSA President and CEO	Tiger Shaw		5-30-17

USSA Cross Country Head Coach	CHRIS GROVER		5/21/17
USOC Athletes' Advisory Council Representative	Holly Brooks		5/23/17

* 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.

Attachment 1

USSA SuperTour Scoring

The USSA SuperTour awards points to the top 20 competitors in each event.

Place	Points	Place	Points	Place	Points
1	30	8	13	15	6
2	25	9	12	16	5
3	21	10	11	17	4
4	18	11	10	18	3
5	16	12	9	19	2
6	15	13	8	20	1
7	14	14	7		

Attachment 2

USSA CODE OF CONDUCT

Membership in the United States Ski and Snowboard Association is a privilege, not a right. All USSA members (athletes, coaches, and officials) when participating in any USSA activity must agree to conduct themselves according to USSA's core values of Team, Loyalty, Integrity, Respect, Perseverance, and Accountability and abide by the spirit and dictates of this Code of Conduct. All members must agree to comport themselves in a sportsmanlike manner, and are responsible for their actions while attending or participating in all USSA activities (including but not limited to camps, competitions, and projects).

Sportsmanlike conduct is defined as, but is not limited to: respect for competition officials, resort employees, and the skiing and snowboarding public, respect for facilities, privileges and operating procedures, the use of courtesy and good manners, acting responsibly and maturely, refraining from the use of profane or abusive language, and abstinence from illegal or immoderate use of alcohol and use of illegal or banned drugs.

While participating in any USSA activity:

1. USSA members shall be subject to the jurisdiction of the International Ski Federation Statutes, the United States Olympic Committee Bylaws, the USSA Bylaws, and the USSA Code of Conduct.
2. USSA members shall conduct themselves at all times and in all places as befits worthy representatives of the United States of America, the United States Olympic Committee, USSA, their region, division, state or club and in accordance with the best traditions of national and international competition.
3. USSA members are responsible for knowledge of and adherence to competition rules and procedures. Members are also responsible for knowledge of and adherence to the rules and procedures of the USSA national teams, camps or other projects when participating in such.
4. USSA members shall maintain high standards of moral and ethical conduct, which includes self-control and responsible behavior, consideration for the physical and emotional well-being of others, and courtesy and good manners.
5. USSA members shall abide by USSA rules and procedures while traveling to and from and participating in official USSA activities.
6. USSA members shall abstain from illegal and/or immoderate consumption of alcohol. Absolutely no consumption of alcohol is permitted for those individuals under the age of 21. Members under 21 years of age shall not participate in gatherings involving consumption of alcohol unless it is an official USSA or event organizer function.
7. No USSA member shall violate the customs, travel or currency regulations of a country while traveling with a USSA group or on a USSA ticket.

8. No USSA member shall commit a criminal act.
9. No USSA member shall engage in any conduct that could be perceived as harassment based upon gender, age, race, religion or disability.
10. USSA members will avoid profane or abusive language and disruptive behavior.
11. USSA members agree to abide by anti-doping rules and procedures established by WADA, USADA, and/or FIS.

Failure to comply with any of the above provisions may lead to disciplinary action by the appropriate team or competition leader. Disciplinary action may include:

- Removal from the team trip or training camp.
- Suspension from training and/or competition.
- Elimination of coaching, travel, and other benefits.
- Forfeiture of USSA membership.

USSA is committed to principles of fairness, due process and equal opportunity. Members are entitled to be treated fairly and in compliance with USSA's Bylaws, policies and procedures. Members are entitled to notice and an opportunity for a hearing before being prevented from participating in protected competition as that term is defined by the USOC Bylaws. Information on the processes for grievances, suspensions and appeals is available at www.ussa.org.

Nothing in this Code shall be deemed to restrict the individual freedom of a USSA member in matters not involving activities in which one could not be perceived as representing USSA. In choices of appearance, lifestyle, behavior and speech while not representing USSA, competitors shall have complete freedom, provided their statements and actions do not adversely affect the name and reputation of the USSA. However, in those events where one is representing or could be perceived as representing USSA, USSA demands that its members understand and agree to behave in a manner consistent with the best traditions of sportsmanship and USSA's core values.