



Chris Vadala
Chair
Team Selection Working Group

October 17, 2007

Charlie Huebner
Chief
U.S. Paralympics
1 Olympic Plaza
Colorado Springs, CO 80909

Dear Charlie:

I am pleased to inform you that the USOC Team Selection Working Group has approved U.S. Paralympics Rowing Athlete Selection Procedures for the 2008 Summer Paralympic Games.

Please ensure that you have a copy of the approved selection procedures in the master file.

Attached please find the final approved copy of your selection procedures.

We look forward to assisting you in your preparations for the Games. Thank you.

Sincerely,

Chris Vadala, Chair
Team Selection Working Group

cc: Glenn Merry
Team Selection Working Group

**United States Olympic Committee
1 Olympic Plaza
Colorado Springs, CO 80909
Tel: 719-866-4650 Fax: 719-866-4288**

USROWING
ATHLETE SELECTION PROCEDURES
2008 BEIJING PARALYMPIC GAMES
SEPTEMBER 12, 2007

I. SELECTION SYSTEM

- A. Provide the minimum eligibility requirements for an athlete to be considered for nomination to the Team:
1. Citizenship:
At the time of nomination every athlete must be a United States citizen and hold a current and valid United States Passport that will not expire before March 31, 2009.
 2. Minimum IF standards for participation (if any):
 - a. FEDERATION INTERNATIONALE DES SOCIETES D'AVIRON (FISA) requires each athlete to sign the FISA commitment document, attached as Attachment A.
 - b. Athletes must meet ability classification requirements outlined by FEDERATION INTERNATIONALE DES SOCIETES D'AVIRON (FISA) (www.worldrowing.com)
 - c. Athletes must have competed in an official FISA competition between January 1, 2006 and July 6, 2008.
 3. Other requirements (if any):
 - a. Athletes must be individual members of, and be in good standing with, USRowing.
 - b. Athletes must abide by the standards set forth in these Selection Procedures and by the USRowing Rules of Rowing requirements and regulations, a current version of which can be found at:
<http://www.usrowing.org/uploads/docs/rulesofrowing.pdf>
- B. Provide a brief summary outlining how an athlete is selected as a nominee to the Team (include maximum team size).

Maximum team size for the Paralympics will be nine (9) athletes, (4 women, 4 men, 1 cox) in a total of four (4) events. Also, one (1) male LTA athlete and one (1) female LTA athlete will be selected as replacement athletes.

Selection to the team will be made as follows:

1. Small boats (ie. AM1x, AW1x, MTA2x) will be selected through open racing at the USRowing Elite National Championships, June 27-29, 2008.
2. Big boats (LTAM4+) will be selected through a selection camp to be held May 29 thru June 1, 2008.



C. Tryout Events:

1. Provide the event names, dates and location of all competitions, events and/or camps to be used as part of the selection process.
 - a) LTA 4+ Selection Camp, May 29 thru June 1, 2008 location TBD
 - b) Small boats USRowing Elite National Championships, June 27-29, 2008, Mercer Lake.
2. Provide event names, dates, locations and description of how athletes qualify for any “preliminary or qualifying” events or procedures that are prerequisites to attend any of the events listed above in C. 1 (if any).

Athletes wishing to attend the LTA4+ camp must have submitted a 20 minute ergometer score by February 1, 2008 and a timed 1,000 meter ergometer score to the USRowing Programs Manager before May 1, 2008. The maximum times for 1,000 meters are 4:15 minutes for LTA woman and 3:30 minutes for LTA man. Scores must be from an effort performed after January 1, 2008.

3. Provide the event name, dates and locations of additional competitions that will be used to determine “start positions” (if any).

Not applicable.

- D. Provide a comprehensive, step-by-step description of the method that explains how athletes will go through the selection process to become team nominees.

Small Boats:

1. Singles (AM1x, AW1x) (arms only single sculls, men and women each) The AM1x and AW1x shall each be selected according to the following selection method:

- a) The winner of the USRowing Elite National Championships will be nominated to the Paralympic Team, provided that he/she satisfies the eligibility requirements AND he/she declares his/her intent to compete in the Paralympic Games, in writing, to the USRowing Programs Manager no later than two hours after his/her final race has been declared official.
- b) Should the winner of the USRowing Elite National Championships not declare his/her intent to compete, or if the winner of the USRowing Elite National Championships does not satisfy the eligibility requirements, then the digression for selection will begin with the second place finisher in the last race.

The Nomination Committee (see I.E.1.b) must review and approve digression beyond placements of third (3rd) in a straight final.



2. Two Person Crew (MTA2x)

(Mixed Gender trunk and arms double sculls) The MTA2x shall be selected according to the following selection method:

- a) The winners of the USRowing Elite National Championships will be nominated to the Paralympic Team, provided that both he and she satisfy the eligibility requirements AND they collectively declare their intent to compete in the Paralympic Games, in writing, to the USRowing Programs Manager no later than two hours after the final race has been declared official.
- b) Should either or both of the winners of the USRowing Elite National Championships not declare his or her intent to compete, or if either winner of the USRowing Elite National Championships does not satisfy the eligibility requirements, then the digression for selection will begin with the second place finishers in the last race.

The Nomination Committee (I.E.1.b.) must review and approve digression beyond placements of third (3rd) in a straight final.

3. Big Boat (LTA4+) (Leg, trunk and arm four with cox)

The LTA4+ shall be selected through a National Team Selection Camp according to the following selection method:

a) Qualification for Selection Camp.

1) Qualification. An athlete who has at least one year of competitive rowing experience and who meet the following criteria shall qualify for the Selection Camp.

- Women: 1,000m erg score of 4:15 minutes, achieved between January 1, 2008 and May 1, 2008, witnessed by a coach, and submitted to the USRowing Programs Manager by May 1, 2008
- Men: 1,000m erg score of 3:30 minutes, achieved between January 1, 2008 and May 1, 2008, witnessed by a coach, and submitted to the USRowing Programs Manager by May 1, 2008

The erg score submission must be accompanied by a letter of recommendation from a USRowing registered coach confirming both the score and the athlete's minimum one year of competitive rowing experience.

2) Invitation. The National Team Head Coach (I.E.1.a.), may recommend that additional athletes eligible for the LTA4+ be invited to the Selection Camp. Recommendations for invitations shall be subject to review and approval of the Nomination Committee (I.E.1.b).

In determining her recommendations for invitations, the National Team Head Coach shall consider any or all of the following factors, which are listed in no particular order:



- Athlete's performance in National Team Testing (including but not limited to submission of erg score by 5/1/08)
- Athlete's compatibility with other potential members of the LTA4+ crew;
- Past performance in international competition;
- Past performance in domestic competition; and
- In the case of a coxswain, the athlete's weight
- In the case of a coxswain, video and audio recording of his/her on-the-water skills

b) Dates and Locations of Selection Camp. The default location of the Selection Camp will be Princeton, NJ, but this may be subject to change based on availability. Any and all date and/or location changes will be posted on www.USRowing.org at least 30 days prior to the start of the camp. The LTA4+ camp will be held from May 29 to June 1, 2008

c) Selection

- 1) At the conclusion of the Selection Camp, the National Team Head Coach will recommend a crew for the LTA4+ based on the following factors, which are listed in no particular order:
 - 2007-2008 National Team Testing;
 - Competitive performance during training sessions;
 - Overall performance at the Selection Camp;
 - Athlete's classification and how that fits into overall group;
 - Athlete's compatibility with rest of crew;
 - In the case of coxswain, the athlete's weight and steering ability
- 2) Results of measurable competitive processes at the Selection Camp, e.g. time trials and seat racing, will be posted in a public location for athletes to review - in most instances within 24 hours of the end of practice. USRowing will keep written records of the data used to evaluate athletes in the selection process for a period of six months after the 2008 Paralympic Games.
- 3) All recommendations shall be made by the National Team Head Coach by June 1, 2008.
- 4) The recommendations of the National Team Head Coach shall be subject to the review and approval of the Nomination Committee (see I.E.1.b.) which has final authority over the selection.

d.) Selection of Spare Athletes

The head coach will recommend two "spare athletes," 1- men's LTA sweep and 1- women's LTA sweep, to the nomination committee based on the following criteria, which are listed in no particular order:

- Performance at National Team training activities and the Selection Camp during the 2008 season.



- 2008 National Team Testing results
- Ability to row port and/or starboard
- Compatibility with rest of crew
- Classification

The Nomination Committee will approve the roster of “spare athletes” at the time of Team nomination.

E. Provide the names of all committees/groups who oversee the selection process, including the name(s) and role(s) of their members.

1. National Team Head Coach and the Nomination Committee.

a) The National Team Head Coach is: Karen Lewis

The coach shall be responsible for making recommendations relating to the LTA4+. In making recommendations called for under these Selection Procedures, the National Team Head Coach may seek input and information from other coaches as she deems appropriate.

b) The Nomination Committee shall be comprised of the Executive Director, Glenn Merry, the Adaptive Rowing Committee Chair, Isabel Bohn, and the USRowing Board Representative or Alternate Representative to the USOC AAC, Kate Johnson or Pete Cipollone.

II. DISCRETIONARY SELECTION (if applicable)

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

In the case of the Big Boat (LTA4+), camp selection is used to determine the fastest combination of top athletes. This process allows the fastest individual athletes among various classifications to come together in one location to assemble the best combination of talent, gender and classification in the Big Boat. At camp, individual athletes will be selected as compared with each other to form the best combination of talent for each boat.

Camp selection ensures that every athlete has an opportunity for selection to the team boat. The camp selection process for team boats, while based on objective racing and performance markers during the camp, also must include subjective team related performance assessment. The dynamic of teamwork and movement as well as balancing the classification parameters for a team boat will be significant considerations in the final selection.

B. List the discretionary criteria and explain how it will be used:

Please see section I.D.3 Big Boat Selection



C. Discretionary Selection Committee

1. Provide the name of the committee(s) that will be responsible for discretionary selection.

The Nomination Committee

2. Provide a complete list of the members of the committee(s), their titles and their NGB role that qualifies them to serve in this capacity.

See section I.E.1.b “The Nomination Committee”

III. REMOVAL OF ATHLETES

- A. Prior to acceptance of nomination by the USOC, USRowing has jurisdiction over potential nominees.

An athlete who is to be nominated to the Team by USRowing may be removed from the Nominations for any of the following reasons, as determined by USRowing.

- Voluntary withdrawal. Athlete must submit a written letter to the USRowing Executive Director, Glenn Merry.
- Injury or illness as certified by an USRowing physician. If an athlete refuses verification of the illness or injury by a USRowing physician (or medical staff), the injury will be assumed to be disabling and the athlete may be removed.
- Violation of USRowing’s Code of Conduct. (Attachment B)
- Violation of USRowing’s Athlete Agreement. (Attachment C)
- Failure to meet eligibility requirements under section I.A. of these procedures.

An athlete who may be removed from the Team pursuant to this provision has the right to a hearing per USRowing’s Bylaws, Article IX or USOC Bylaws, Article 9.

- B. After acceptance of nomination by the USOC, the USOC has jurisdiction over the Team under the USOC Code of Conduct and Grievance Procedures. This occurs no earlier than 45 days and no later than 30 days prior to the Opening Ceremonies of the Games (unless expressly waived by the USOC).

A USOC approved team member is subject to the USOC Code of Conduct and Grievance Procedures.

- C. An athlete may be removed from Nomination or from the Team at any time for violation of IPC, WADA, FISA, USADA and/or USOC anti-doping protocol, policies and procedures. In such instances, the adjudication process will be managed through the United States Anti-Doping Agency.



IV. REPLACEMENT OF ATHLETES

A. Describe the process by which the replacement pool of athletes will be identified:

1. Small Boats: Only the second place 2x or 1x will be considered if that entry finishes within 1.5% of the fastest time posted by the winning boat.

2. Big Boat See selection of “spare athletes,” Section 1.D.3.d.

B. Describe how the replacement athlete(s) will be selected, should a vacancy occur:

i. prior to acceptance of nominations by the USOC:

1. Small Boats – no replacements will be made unless it is done by the second place finisher at trials who’s time falls within 1.5% of the fastest time posted by the winning crew or individual.

2. Big Boat

The National Team Head Coach, will nominate a replacement for that crew from the “spare athletes” based on the criteria for nomination of athletes to the Team listed in Section 1.D.3.c.

If athletes are removed from the Team and the spare athletes are not available or eligible (gender) to fill the open positions on the crew, no replacement will be made and the entry will be withdrawn.

ii. after acceptance of nominations by the USOC:

Until August 28, 2008, see IV.B.i.

C. Identify the group or committee that will be responsible for making athlete replacement determinations:

i. Group or committee who determines the replacement pool:

The Nomination Committee (see I.E.1.b.)

ii. Group or committee who determines a replacement to the team:

a. prior to acceptance of nominations by the USOC:

The Nomination Committee (see I.E.1.b.)

b. after acceptance of nominations by the USOC:

The Nomination Committee (see I.E.1.b.)

c. during the Games:



NA

V. SUPPORTING DOCUMENTS

USRowing will retain all supporting documents, including scouting or evaluation forms, etc., and data from the selection process for six months past the date of the Closing Ceremonies of the Games.

VI. REQUIRED DOCUMENTS

The following documents are required to be signed by an athlete as a condition of nomination in the Paralympics and are included as attachments:

FISA Commitment Document, Attachment A
USRowing Code of Conduct, Attachment B
USRowing Athlete Agreement, Attachment C

VII. PUBLICITY/DISTRIBUTION OF PROCEDURES

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

- A. NGB website: www.USRowing.org and www.usparalympics.org
These procedures will be posted as soon as possible, but not more than 5 business days following notice of approval by the USOC.
- B. USRowing Official Publication (if any): USRowing will publish notice of the selection procedures with a link to the web page where they can be found in the first monthly e-newsletter sent after final notice of approval by the USOC.
- C. Other: Copies of these procedures will be available upon request in print or electronic format from the U.S. Paralympics office at the USOC (719-866-2030).

VIII. DATE OF NOMINATION

Nomination of Athletes form, including replacements, will be submitted to the USOC on: July 1, 2008

IX. MANDATORY TRAINING AND/OR COMPETITION

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

There will be a mandatory training camp at a location TBA no later than June 1, 2008, where preparation and processing will take place for the two weeks prior to the Paralympic games. Location TBD and notice will be made at least 30 days prior to the first day by direct



notification of all affected athletes.

X. ANTI-DOPING REQUIREMENTS

Athletes must adhere to all IPC, WADA, FISA, USADA and USOC anti-doping protocols, policies and procedures. This includes participation in out of competition testing as required by the IPC, WADA, FISA, USADA and USOC Rules.

XI. DEVELOPMENT OF SELECTION PROCEDURES

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

The USRowing Adaptive Selection Committee:
Isabel Bohn, Chair
Glenn Merry, Executive Director
Kate Johnson, AAC Representative
Karen Lewis, National Team Head Coach

XII. NGB BYLAWS AND GRIEVANCE PROCEDURES

The USRowing Bylaws and Grievance Procedures can be found:
<http://www.usrowing.org/AboutUSRowing/Governance/index.aspx>

XIII. INTERNATIONAL DISCLAIMER

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

XIV. ATHLETE OMBUDSMAN

Athletes who have questions regarding their opportunity to compete that are not answered by USRowing may contact the USOC Athlete Ombudsman: John W. Ruger by:

- Toll free telephone at (888) ATHLETE
- E-mail at john.ruger@usoc.org
- www.888athlete.org



XV. NGB SIGNATURES

I certify that I have read, understand and incorporated our IF standards/criteria into our Selection Procedures and that the information provided herein regarding Athlete Selection Procedures represents the method approved by USRowing.

| Position | Print Name | Signature | Date |
|---|---------------------|--------------------------------|---------|
| Executive Director, USRowing | Donovan A. Langford | <i>[Handwritten Signature]</i> | 9/20/07 |
| Nat. Team Coach, Head Coach, or Nat. Program Director | ELPI TAGLISAS | <i>[Handwritten Signature]</i> | 9/20/07 |
| USOC Athletes' Advisory Council Representative* | | | |

*If 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.

USOC USE ONLY

| | |
|--------------------------------------|-----------------------------|
| Date Original Procedures Rec'd _____ | Date of USOC Approval _____ |
| Date Revision Submitted _____ | |



XV. NGB SIGNATURES

I certify that I have read, understand and incorporated our IF standards/criteria into our Selection Procedures and that the information provided herein regarding Athlete Selection Procedures represents the method approved by USRowing.

| Position | Print Name | Signature | Date |
|---|---------------------|---------------------|---------|
| Executive Director, USRowing | Douglas A. Langford | <i>[Signature]</i> | 9/20/07 |
| Nat. Team Coach, Head Coach, or Nat. Program Director | ELPI TAGLISAS | <i>[Signature]</i> | 9/26/07 |
| USOC Athletes' Advisory Council Representative* | Trischa Zorn-Hudson | Trischa Zorn-Hudson | 10/4/07 |

*If 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.

USOC USE ONLY

| | |
|--------------------------------------|-----------------------------|
| Date Original Procedures Rec'd _____ | Date of USOC Approval _____ |
| Date Revision Submitted _____ | |



Attachment A



Abbrev. Country:

COMMITMENT

Place: Date:
(dd/mm/yyyy)

Full Name (as it appears on your passport)
.....

This is to confirm that I have read, understood and accept the content of this document consisting of one page.

National Federation: Sex (F or M): Birth Date:...../...../.....
(dd/mm/yyyy)

Please tick below with an X the category of person you belong to :

- As a rower or a coxswain belonging to a club affiliated to a National Federation, itself a member of the International Rowing Federation (FISA),**
- As an official (a trainer, coach, team manager, delegate, representative etc) of a team or a National Federation, or as an official performing a similar role within the scope of an event placed under FISA's authority,**
- As an international umpire likely to officiate at an event placed under the authority of the International Rowing Federation (FISA),**

I certify that I have read and understood to the best of my ability the Statutes, the Bye-laws and other rules regulating FISA and international rowing.

I am thus able to confirm the following commitments, which already ensue from my membership of a club affiliated to a National Federation, itself a member of FISA and from my participation in FISA activities, notably world rowing champion-ships, international regattas, or other events organized under the authority of FISA. I therefore recognize and accept:

- a. FISA's authority on all matters concerning international rowing.
- b. The mandatory character of the Statutes, the Bye-laws and other rules regulating FISA, in their current version and as amended from time to time, and I agree to uphold and abide by them without reservation.
- c. The obligation to respect fundamental ethical principles and to behave, in all circumstances, in an appropriate manner. I declare in particular:
 - c.1 that I do not use and that I will not use as long as I compete, substances or methods which are prohibited by the FISA anti-doping rules;
 - c.2 that I am aware of the fight against doping which FISA is carrying out alongside others, and, in particular, the conducting of out-of-competition anti-doping tests and



that, for those who infringe doping provisions, a penalty may be imposed extending to, in a relevant case, a life ban from all competition;

c.3 that I am willing to submit to any tests (blood, urine, breath, etc.) carried out by FISA and to inform my team doctor of all the medication that I take;

- d. **FISA's jurisdiction to make any decision or impose any sanction within its field of competence and I will accept all such FISA decisions or sanctions with only the reservation of paragraph e. below.**
- e. The Court of Arbitration for Sport (CAS), in Lausanne, as the only competent judicial authority external to FISA to settle in a definitive manner any litigation remaining after all internal FISA remedies have been exhausted and any appeal against a final decision taken by FISA which affects me. Therefore, this excludes any other ordinary court of law, any civil judicial authority of any country and any arbitration body.
- f. The application of Swiss law and the Swiss federal procedural law as supplemental to FISA and CAS rules and regulations with Lausanne as the only place and seat of the arbitration.
- g. The prohibition of the use of any photographs or films that I might take during regattas and competitions other than for personal or non-commercial purposes, without specific written authorization from FISA.
- h. **The possibility of being filmed, (notably by television), photographed, identified or recorded in any other way during regattas, events or meetings in which I take part under the conditions and for purposes currently or in the future authorized by FISA in relation to the promotion of rowing without any right to claim compensation.**
- i. This commitment will be valid unless and until I have formally revoked it in writing and this written revocation has reached the FISA headquarters.

Signature:

.....

MAT_commit_06.doc

| |
|--|
| <p><i>Please <u>send this form by post</u> to FISA, Av. de Cour 135, C.P. 18, CH-1000 Lausanne</i></p> <p style="text-align: center;">3</p> <p><i>or <u>hand it</u> to a FISA representative during an international regatta.</i></p> <p style="text-align: center;">Forms sent via fax are not accepted</p> |
|--|



Attachment B

USRowing Code of Conduct

INTRODUCTION

Membership on the USRowing National Team (Team) competing in the 2008 Paralympic Summer Games (Games) is an honor. It is a distinction few achieve and an accomplishment universally recognized. It is in that context that we ask you to make the pledge set forth below to USRowing (NGB).

ATHLETE PLEDGE

I pledge to uphold the spirit of this Athlete Code of Conduct (Code), which offers a general guide to my conduct as a member of the Team. I hereby acknowledge that I have been informed that the attached Grievance Procedures provide me with the right to a hearing if my opportunity to compete is denied for any reason or if I am charged with any violation of the Code.

By signing the Code, I (1) accept nomination and, if accepted, selection to the Team, (2) agree to abide by this Code and the USRowing Grievance Procedures, which will be used by USRowing to resolve any alleged violations of the Code, and (3) acknowledge that the Code and the Grievance Procedures apply as early as my qualification event for nomination to the USOC by USRowing (NGB), and that violations of the Code can be based on conduct occurring prior to my nomination to the Team.

I have familiarized myself with the Code and understand that acceptance of its provisions as written is a condition of my selection to the Team. **THIS CODE OF CONDUCT MUST BE SIGNED IN AN UNALTERED FORM IN ALL APPLICABLE PLACES IN ORDER FOR AN INDIVIDUAL TO BECOME A MEMBER OF THE TEAM.**

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

1. have acted and will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct;
2. will maintain a level of fitness and competitive readiness that will permit my



performance to be at the maximum of my abilities;

3. will submit to a physical examination by USRowing medical personnel if my ability to compete is compromised due to physical injury and I understand that such injury may be cause for my not being selected to the Team, being removed from the Team, or not being allowed to participate if I remain on the Team;
4. will not commit a doping violation as defined by the International Paralympic Committee (IPC), World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the United States Paralympic Committee (USOC) or the international rowing federation (FISA) rules;
5. am not currently serving a doping violation and/or do not have a pending or unresolved doping charge;
6. 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;
7. will not participate or assist in any gambling or betting activities associated with any event related to my sport or my participation;
8. am eligible to compete under the rules of USRowing and FISA;
9. should I be chosen for an international team that requires a passport, I am in possession of a valid USA passport, that will not expire prior to six months following the conclusion of the international competition;
10. will refrain from conduct detracting from my ability or that of my teammates to attain peak performance;
11. will respect the property of others whether personal or public;
12. 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;
13. will follow my Team's rules, including by way of example, rules regarding curfew security protocol and required attendance at team meetings;
14. am aware that USRowing sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, I will wear designated USRowing apparel at all official Team functions and events;
15. will not conceal or cover-up any USRowing sponsor, supplier or licensee brand or other identification appearing on my USRowing apparel;
16. will abide by the rules of FISA concerning allowable trademark identification on clothing



and equipment worn or used in competition or on visible body tattoos.

17. agree to be filmed and photographed by the official photographer(s) and network(s) of USRowing under conditions authorized by USRowing and give event organizers and USRowing 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 USRowing 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;
18. will not use or authorize the use of photographs, films or videos of myself in my USRowing apparel or equipment or the use of the USRowing logo for the purpose of trade, without the prior written consent of the USRowing (which consent shall not be unreasonably withheld);
19. 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 reasons I require the services of an attorney, I will be personally responsible for payment of such legal fees and expenses;
20. will act in a way that will bring respect and honor to myself, my teammates, USRowing and the United States; and
21. will remember that at all times I am an ambassador for my sport, my country and the Paralympic Movement.

ATHLETE OMBUDSMAN

I may contact the USOC Athlete Ombudsman,
toll free at 888.ATHLETE (888.284.5383) or John.Ruger@usoc.org
for further information regarding my rights under this Code
that are not answered by USRowing.



PARTICIPANTS' AFFIRMATION

I have read and accept this Code of Conduct. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of being selected to participate as a member of the Team.

Signature Date

NGB Name **Sport**

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

Signature Date

Relationship (Parent or Guardian)



Attachment C

2008 USRowing Athlete Agreement and Consent Form Paralympic Games Team

This agreement is entered into between the United States Rowing Association (USRowing), a not-for-profit corporation designated by the United States Olympic Committee (USOC) as the national governing body for the sport of rowing and _____ (the Athlete), an athlete member of USRowing. This agreement shall be in force until such time as the athlete is named to the team by the USOC, at which point the USOC athlete code of conduct will supercede this agreement.

The purpose of this agreement is to set forth the basic opportunities, benefits, and obligations between USRowing and Athletes participating in the Olympic Games, USRowing Training Centers, competitions, camps, and/or public appearances.

Promotions, Sponsorship, and Marketing

The Athlete agrees to make a good faith effort to participate in USRowing sponsored media events, interviews, and other activities both during and out of both practice and competition, which serve to enhance the individual Athlete's public recognition, USRowing, and enhance public awareness of and support for the sport.

The Athlete agrees to uphold the following promotional, sponsorship and marketing terms:

- USRowing will provide athletes with competition apparel, which is to be worn, without cosmetic alteration, during any competition in which Athlete represents USRowing or the United States. The Athlete agrees to wear the competitive apparel provided for the team that includes USRowing sponsor marks and logos whenever the Athlete is competing or making public appearances as a member of a USRowing Team or USRowing Training Center. The Athlete agrees that the design, color, and identification marks of the uniform will be left to the discretion of the apparel sponsor and USRowing.
- USRowing will provide athletes with competition racing shell, which is to be used, without cosmetic alteration, during any competition in which Athlete represents USRowing or the United States. The Athlete agrees to row the competitive racing shell provided for the team that includes USRowing sponsor marks and logos whenever the Athlete is competing. The athlete agrees that the use of another racing shell requires prior approval and written consent of USRowing, the cost of which may be entirely the responsibility of the athlete.
- In the Athlete's capacity as a National Team member, the Athlete shall not wear or endorse any other manufacturer's or seller's products except for that of the official supplier of USRowing, without prior approval and written consent of USRowing.
- The Athlete will make every reasonable attempt to accommodate interviews and appearance requests by media.



- The Athlete are encouraged to, whenever possible and appropriate during public appearances, acknowledge the support of USRowing’s sponsors, suppliers, and donors: the National Rowing Foundation, the USOC, and the suppliers mentioned above.
- Athletes may not enter into any agreements on behalf of USRowing, the USOC, the USRowing National/Olympic Team, or the USRowing National Training Centers, and will not represent that they have any such authority.
- The Athlete hereby grants the right to USRowing to use his or her images and likeness in a National Team context in promotional materials for USRowing and its affiliated corporate sponsors, patrons, partners, and suppliers, and waives any claim on prior approval or payment for use of image or likeness. In no event may USRowing use or authorize the use of the athlete’s 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 the athlete’s written permission.
- The Athlete, in accordance with policy, sponsorship, trademark, and logo restrictions, may not use any USRowing, National Team Training Center, or the USRowing or Training Center sponsor name, logo, or mark without the prior approval and written consent of USRowing. This applies to the use of these marks on items such as clothing, written materials, and equipment.

MARKS logos or association.

- All efforts to create promotional materials of any kind involving USRowing National Team MARKS logos or association or Training Center MARKS logos or association athletes require prior approval from USRowing. Any marks, designs, or logos that suggests that a separate entity is associated with those marks other than USRowing or USOC Training Centers will not be approved.
- In accordance with FISA, and USRowing Rules of Racing, USRowing retains the exclusive right to display sponsor decals on the boats and oars used during competition at national and international Regattas, Training Centers and Camps, and all other USRowing or FISA sponsored events for athletes training under USRowing and/or USOC support. Athletes may request written permission from USRowing to deviate from this policy, allowing them the right to display individual sponsor decals on the boats and oars used during competition. Such requests should be made through the National Team Programs Director.

Waiver and Release

The Athlete is fully aware, and appreciates the risks as well as other damages and losses, associated with participation in rowing. The Athlete agrees that USOC, USRowing, its sponsors, suppliers, employees, agents, volunteers, local organizing committees, officers, and directors are not liable for any such loss or damage.



Additional Terms of the Agreement

Effective Dates

This Agreement is effective from its signing through April 30, 2009. This Agreement may be terminated at any time by the Athlete's decision to retire from the team or a training center, withdraw from the team, or by USRowing's decision to discharge the Athlete from the team for reasons detailed below. The Athlete agrees to notify USRowing in writing of her/his retirement to ensure removal of the Athlete's name from No-Advance Notice drug testing rosters.

Relationship of the Parties

Nothing in this agreement is intended to create a joint venture, partnership, or employment relationship between USRowing and the Athlete. The Athlete is an independent contractor providing services to USRowing on a contract basis.

Sanctions

USRowing may respond to the failure of the Athlete to meet her / his obligations under this Agreement by terminating the Agreement (thereby discharging the Athlete from the National Team) or by other appropriate sanctions such as fines.

Dispute Resolution

All disputes arising out of or connected with this Agreement are subject to review through the grievance procedure set forth in USRowing's By-Laws.

Governing Law

This Agreement is governed by the laws of the State of New Jersey