

2009 SELECTION PROCEDURES

*2009 Adaptive World Championships
August 23-August 30, 2009
Poznan, Poland*

REQUIREMENTS OF ALL POTENTIAL NATIONAL TEAM MEMBERS

Eligibility Criteria:

The USRowing National Team selection process for participation in the 2009 Adaptive World Rowing Championships is open to all athletes who meet all the following criteria:

- Hold United States citizenship at the time of trials or by the end of selection camp.
- Hold current membership and be in good standing with USRowing. Athletes are encouraged to check the status of their USRowing membership by calling 800.314.4ROW or online at www.usrowing.org, and to renew it if necessary, at least 30 days prior to the date of trials. This will allow time for USRowing to process new or renewed memberships. Do not leave these critical eligibility requirements to the last minute.
- Complete a 2009 USRowing Athlete Agreement and Consent Form and adhere to the USRowing Code of Conduct throughout the course of their association with the national team.

Drug Testing:

All athletes participating in selection for the national team are responsible for complying with USADA, IOC, USOC, WADA, FISA, or USRowing rules relating to banned substances. All athletes should be aware that they are subject to drug testing administered by representatives of the United States Anti Doping Agency (USADA) or FISA. Athletes who violate USADA, IOC, USOC, WADA, FISA, or USRowing rules relating to banned substances will be subject to penalties as established by the respective organization. Athletes are responsible for calling the USADA drug hotline (800.233.0393) prior to taking any doctor-prescribed or over-the-counter medications to confirm that the medication they are taking is not on the banned list. A complete guide to banned substances is available by contacting USADA Drug Control and Education Program (800.233.0393) or USRowing (609.751.0708)

SELECTION CAMP PROCEDURES

Identity and Role of National Team Head Coaches

USRowing and its High Performance Committee select and supervise the performance of the Adaptive National Team Coaches.

The 2009 Adaptive National Team Head Coach is Karen Lewis. She can be contacted at klewisbillier@aim.com. The coach is responsible for making recommendations to the Nominating Committee related to the boat that he/she will coach. In making recommendations called for under the Selection Procedures, each National Team Head Coach may seek input and information from other coaches he/she deems appropriate.

Composition and Role of the Nominating Committee

The Nominating Committee shall review and approve or amend the recommendation of the National Team Head Coach. The Nominating Committee shall be comprised of the High Performance Director, Matt Imes, the Adaptive Rowing Committee, which is comprised of Mary Ellen Conaboy, Aerial Gilbert, Ronald Harvey, and Judy Morrison.

Selection Camp Events (LTA4+)

The members of the LTA4+ (legs, trunk, and arms mixed coxed four) shall be selected through a National Team Selection Camp according to the follow selection method:

a) Qualification for Selection Camp

1. Qualification. An athlete who has at least one year of competitive rowing experience and who meets the following criteria shall qualify for selection camp.

- Women: 1,000m erg score of 4:15 minutes, achieved between January 1, 2009, and July 1, 2009, witnessed by a coach and submitted to the USRowing Programs Manager by July 1, 2009.
- Men: 1,000m erg score of 3:30 minutes, achieved between January 1, 2009, and July 1, 2009, witnessed by a coach, and submitted to the USRowing Programs Manager by July 1, 2009.

The erg score submission must be accompanied by a letter of recommendation by a USRowing registered coach confirming both the score and the athlete's minimum 1 year of competitive rowing experience.

2. Invitation. The National Team Coach 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.

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 7/1/09)
- 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 Philadelphia, PA, 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. The LTA4+ camp will be held from July 17-19, 2009.

c) Selection.

1. At the Selection Camp, the National Team Head Coach will evaluate potential crews for the boat he/she will coach based on the following factors, which are listed in no particular order:

- 2008-2009 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 a 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 2009 Adaptive World Championships.

3. All recommendations shall be made by the National Team Head Coach by July 19, 2009.

4. The recommendations of the National Team Head Coaches shall be subject to review by the Nominating Committee and must be approved by the Committee to be effective. If all members of a crew nominated by the National Team Head Coach and approved by the Nominating Committee satisfy all requirements of potential national team members (Eligibility Criteria and Drug Testing procedures) described herein, then that crew will represent the United States at the 2009 Adaptive World Championships.

The National Team Head Coach may elect at her sole discretion, after consulting with the Nominating Committee, to set an end date for the Selection Camp that is earlier than the dates listed above. They also may permit Selection Camp participants to arrive later than the stated start date in order to participate in international events, for health or for other personal reasons.

TRIALS PROCEDURES

Trials Events (ASM1x, ASW1x, TA2x)

a) Small boats (i.e. ASM1x, ASW1x, TA2x) will be selected through open racing at the Senior World Championship Trials, August 3-8, 2009. The winning boat at Trials for each of these events will represent the United States at the 2009 Adaptive World Championships provided that the boat satisfies the Eligibility Criteria and declares his/her intent to compete in the 2009 Adaptive World Championships, in writing, to Elpi Pagitsas, the USRowing Programs Manager, no later than two hours after the finals race has been declared official.

Tentative Racing Schedule Senior World Championship Trials, August 3-8, 2009 (Weather Permitting):

Monday, August 3: Athlete Meeting

Friday, August 7: Finals Race*

*Dependent upon number of entries and subject to change.

GENERAL TRIALS RULES

Rules of Racing:

All athletes must abide by all trials rules and safety procedures set forth in the USRowing Rules of Rowing.

Boat Weigh-In:

All boats are required to be at weight according to the FISA Rules of Racing. It is the responsibility of the athletes and/or their coaches to have their boats at weight. All boats will be subject to "weight checks" during the course of the trials procedure. Any crew, whose boat is found to be under the minimum weight as a result of a weight check, will be disqualified. A scale will be provided at the trials course following the athletes' meeting, as well as throughout the remainder of the trials procedure. Athletes are strongly encouraged to weigh their boats well in advance of the start of the race.

Athlete Check-In:

A representative of each boat will be required to attend and confirm their participation at the roll call during the Athletes' Meeting. Any crew failing to have at least one representative present at the meeting is subject to disqualification. All athletes and coaches are responsible for abiding by any information given out by USRowing staff during the athletes' meeting.

Declaration of Intent to Compete:

Within two hours after a race which results in the determination of a winning crew is declared official, the winning crew must declare in writing its intention to compete in the World Championships. If the winning crew declines, the second place crew must declare its intention to compete. This digression will not continue past second place.

USRowing Code of Conduct Agreement & USRowing Team Agreement

All national team athletes, coaches, and staff selected to the Adaptive World Championship Team must sign and adhere to the USRowing Code of Conduct, as well as the 2009 Team Agreement prior to being authorized to travel to the World Championships.

Selection of Replacements:

The Adaptive Team Head Coach in consultation with the High Performance Director and Adaptive Committee will select the LTA4+ replacement for the Adaptive World Championships based on the criteria for nomination of athletes to the Team listed herein. If athletes are removed from the Team and the spare athletes are not available or eligible (gender or classification) to fill the open positions on the crew, no replacement will be made and the entry will be withdrawn. Replacements to the World Championships will only be substituted prior to departure into an existing crew for any of the reasons listed in the “Removal of an Athlete from the World Championship Team or World Championship Team Boat” section listed subsequently. If the Spare athlete wishes to travel to the World Championships, they will be responsible for funding their own expenses.

Selection of staff:

USRowing Programs staff will select the team manager and other related staff.

Removal of an Athlete, Coach, or Staff Member from the World Championship Team:

A team member may be removed from the team for any of the following reasons:

- A team member may remove himself/herself.
- For behavior in violation of the USRowing Code of Conduct or the 2009 USRowing Team Agreement. Such removal may only take place after a hearing conducted in accordance with the expedited Grievance procedure outlined in Article IX, Section J of the USRowing By-Laws.

In addition, an athlete may be removed from the team under the following circumstance:

- An USRowing team doctor, after consultation with the athlete and the coach of that boat, may declare an athlete medically unable to compete because the athlete’s physical condition would inhibit the performance of the boat per the doctor’s diagnosis.
- An athlete is not in compliance with USADA/FISA/WADA/IOC/USOC/USRowing anti-doping policies.

Replacement of an Athlete:

If an athlete on the team is unable to continue at any time (as specified above under “removal of an athlete”), the National Team Head Coach will select a substitute for that crew according to the “selection of replacements” procedures listed above.

2009 USRowing Code of Conduct

The United States Rowing Association ("USRowing") shall expect and require all persons associated with USRowing to conduct Association business with integrity and to maintain the highest standard of personal conduct in the affairs of USRowing.

Conflict of Interest

No person shall have a direct or indirect interest in or relationship with any outside organization or person or and internal entity that might affect (or be perceived by other to be affecting) the objectivity or independence of her/his judgment or conduct in carrying out her/his duties and responsibilities as an employee or Association member/leader.

Examples of such conflict of interest include;

- Directly or materially benefiting from personal involvement with grantees, suppliers, sponsors, members.
- Acceptance of material payments, services and/or loans from such an entity.
- Outside employment which might impact job performance or efficiency or employment with USRowing which might impact performance of a person in a volunteer position.
- Ownership of property affected by USRowing action or acquired as a result of confidential information.

Improper use of Information and Assets

No person should use for her/his personal gain or disclose outside USRowing any confidential information obtained through her/his association with USRowing. This includes spoken, written and computer-generated data.

No person shall make any illegal or unethical payments from the assets or resources of USRowing or in a capacity representing or acting on behalf of USRowing.

All persons shall be responsible for prevention the loss, damage, misuse or theft of property, records, funds or other assets belonging to USRowing.

Gifts, Gratuities and Entertainment

No person shall encourage or accept gifts or gratuities for themselves, their families or friends from any outside person or organization having, or seeking to have a relationship with USRowing. If any person should receive any unsolicited gifts to be a contribution to USRowing, they shall be immediately turned over to USRowing through any officer or the Executive Director as a contribution from the original source. Unsolicited gifts or gratuities or less than \$100 may be retained but shall be fully disclosed as to the parties, purpose and amount.

Minor business courtesies such as payment for normal meal costs are permitted when arising from business connected with the activities of USRowing. Entertainment with an individual valued in excess of \$100 shall be fully disclosed as to the parties, purpose and amount.

Moral and Ethical Conduct

Association members and employees shall (a) maintain high standards of moral and ethical conduct; (b) abstain from the use of illegal drugs and from immoderate consumption of alcohol; (c) not commit a criminal act while representing USRowing; and (d) abide by the rules of competition in all events entered.

Administration

This code will be provided at least annually to each competitor, staff member, coach, judge-referee and Association leaders. (Staff members will receive and acknowledge the statement of policy at the beginning of employment.) The code is not intended to supersede any other policy (i.e. National Team Agreement or Bylaw on Member Misconduct, etc.) but is to compliment and strengthen the Association.

Disclosure

All situations involving a conflict of interest in a business relationship or in outside activities should be reported and/or approval obtained. A staff person will make full disclosure of the nature and extent of any actual or potential conflict of interest to the Executive Director, while an Association member will make full disclosure to the Chair of the Ethics committee of the Board of Directors. They will determine the existence of the conflict and appropriate action if needed.

Reporting a questionable situation does not imply a conflict of interest or impropriety, but afforded the opportunity of review and obtaining the necessary approval, if appropriate. Individuals in position of conflict are precluded from participating in any further consideration of or action related to the conflict matter. The existence of the conflict will be reported in the minutes of a Committee or Board meeting or, in the case of a staff member, noted in the personnel file.

Violation of this conduct policy is ground for dismissal as a Board Director, Committee member or employee, and may result in suspension or termination of USRowing membership.

A conflict of interest disclosure statement will be developed and circulated to volunteer leaders and employees at least once a year.

2009 USRowing Athlete Agreement and Consent

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

USRowing's Obligations

USRowing is obliged to select, develop, and help support athletes who will represent the United States at international competitions with the ultimate objective of winning medals at the World Championships and the Olympic Games. USRowing, in order to fulfill this role, organizes, promotes, and manages a wide range of programs intended to support athletes in training for the sport, provides training and competitive opportunities for athletes, and provides support services for athletes, coaches, clubs, race organizers, and officials.

USRowing is responsible for:

- Coordinating the provision of USOC programs, services, and support to the Athlete, and ensuring compliance by the Athlete with USOC obligations and requirements including participation in anti doping programs through USADA.
- Coordinating the provision of USRowing programs, services, and support to the Athlete, and ensuring compliance by the Athlete with USRowing obligations and requirements.

Athlete Obligations

The Athlete, by signing this document, agrees to abide by the following obligations and conditions for the term of the Agreement.

Good Faith

The Athlete acknowledges that he or she must use all good faith effort to succeed in each and every event in which he or she is entered. The Athlete further understands that failure to race in good faith, to the best of his/her abilities, constitutes grounds for removal from the National Team.

Eligibility

The Athlete agrees to be a current member in good standing of USRowing. The Athlete will abide by all provisions of the USRowing Constitution and Bylaws. Any Athlete who has a debt to USRowing that has been outstanding for longer than 30 days shall no longer be considered a member in good standing. The Athlete agrees to remain eligible to compete under IOC, FISA, and USOC standards.

To the extent that the Athlete remains eligible to row for a collegiate program, the Athlete understands that it is her/his sole responsibility to obtain information and conform to the conduct dictated by his or her respective collegiate associations, conferences, and colleges.

Banned Substances and Drug Testing

The Athlete will remain in compliance with International Olympic Committee (IOC), the World Anti Doping Agency (WADA), the Federation Internationale Des Societes d' Aviron (FISA), the United States Olympic Committee (USOC), the United States Anti-Doping Agency (USADA), and USRowing anti-doping policies. The athlete will not use any chemicals, drugs, other substances, or procedures banned by the IOC, WADA, FISA, USOC, USADA, or USRowing. The Athlete agrees to enroll, prior to participating in any competition on behalf of USRowing, in the United States Anti-Doping Agency's (USADA) No-Advance Notice (NAN) testing program (enrollment forms may be found online at www.usantidoping.org). The Athlete agrees to abide by all requirements and protocols of USADA. The Athlete further agrees to submit to periodic, unannounced drug tests as conducted by any of the organizations named above. A list of banned substances is available upon request from the USADA (1.800.233.0393). Failure to enroll in USADA's NAN program will result in loss of opportunity to participate on behalf of USRowing in any international competition.

Conduct

The Athlete acknowledges that she/he frequently functions as a representative of USRowing, USOC, and/or the United States. The Athlete agrees that, due to this stature, she/he will exhibit, in word and in deed, a positive image on behalf of these entities named above. The Athlete agrees to conduct his/her public affairs in a manner that reflects cooperation and respect for other athletes, coaches, staff members, volunteers, sponsors, event organizers, officials, the media, and all others associated in any way with USRowing, USOC, the rowing community, and the Olympic family.

The Athlete agrees to uphold the following specific codes of conduct as a guest or competitor at camps, training centers, and competitions:

- The provisions set forth in the USRowing National Team Selection Procedures and any specific Training Center and/or sponsored camp policies.
- The transportation, possession, or unauthorized use of alcoholic beverages, illegal drugs, or IOC/WADA/USADA/FISA/USRowing banned substances on USRowing training center premises is prohibited.
- Any physical damage to USRowing equipment or property, or any facility, incidental room, phone charge, or loss of items in a dormitory or hotel room shall be paid for by those individuals assigned to the room, or utilizing the equipment, in which the damage or loss occurs.
- Any act considered to be an offense under federal, state, or local laws, or is a violation of USRowing policies is prohibited.
- USRowing expects and requires all persons associated with USRowing to conduct Association business with integrity; to maintain the highest standard of personal conduct when engaged in the affairs of USRowing.
- Policy and Procedure to Prevent Harassment in the Rowing Environment: USRowing maintains a long-standing commitment against any form of harassment in the rowing environment (workplace, training center, rowing activities, and programs) because of a person's race, sex, religion, sexual orientation, age, national origin, citizenship status, handicap, or disability. USRowing is committed to providing an environment free of sexual harassment. Harassment in the rowing environment is in violation of USRowing policy.

- The Athlete agrees to uphold all codes of conduct imposed by other organizations which host the Athlete, domestically or abroad, and specifically the USOC Olympic Training Centers (Chula Vista, Colorado Springs, or Lake Placid) or any other organizations that may host FISA or IOC competitions.

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.
- If USRowing provides athletes with a competition racing shell it 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 and by USRowing sponsors.
- The Athlete will, 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.

- All efforts to create promotional materials of any kind involving USRowing National Team or Training Center athletes require prior approval from USRowing. Any marks, designs, or logos that suggest a separate entity 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.

Medical Attention

The Athlete hereby consents to USRowing's provision, through medical staff of its choice, customary medical care, athletic training, physical therapy, transportation and emergency medical services as warranted in the course of participation on the National/Olympic Team.

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 December 31, 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.

Athlete Removal Policy – Removal of an Athlete from the National Team

An Athlete may be removed for the following reasons:

- A USRowing or USOC certified team doctor, after consultation with the coach of that boat, and the designated committee representative (if available by phone or in person within 24 hours), may declare an Athlete medically unable to participate.
- An Athlete may remove himself or herself from a national team.
- For behavior in violation of this Agreement, the Athlete may be removed from the national team, boat, camp, or competition. Such removal may only take place after an administrative hearing which includes, whenever possible, the respective camp or competition coach, the Athlete in question, the Executive Director or National Team Programs Director, an Athlete-Representative from the Board of Directors (and who may not sit in an affected boat) and the head Team Leader as a witness to the entire hearing.

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.

**2009 USRowing Athlete Agreement and Consent Form Signature Page
Athlete USRowing**

Print Name USRowing Programs Manager

Signature

Date Date

Social Security #

Permanent Address

City, State, Zip Code

Emergency Contact (Name and Relationship)
