1. SELECTION SYSTEM

1. Provide the minimum eligibility requirements for an athlete to be considered for nomination to the Team:

1.1. Citizenship:

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

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

Any competitor in the Youth Olympic Games (YOG) 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 Olympic Charter (Rule 41).

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

To be eligible to participate in the YOG, athletes must have been born between 1 January 2000 and 31 December 2001.

1.4. Other requirements (if any):

- Athletes must attend for the entire duration of the Games.
- Athletes must participate in the cultural and education program, and mixed team events as requested.
- Athletes must have successfully completed all Games Registration requirements by stated deadline.
- Athletes must hold a current USRowing Championship membership, and be in good standing with USRowing.
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.

YOG Team USA Selection Camp
11 June 2018 – 6 July 2018
Location TBD

Details regarding this camp to be announced at least 30 days prior to the start of the camp on www.usrowing.org.

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).

Performances at the 2018 Junior Identification Camps (listed on www.regattacentral.com, www.usrowing.org, and www.usrowingjrs.org) will be used to determine which athletes will be invited to the YOG Team USA Selection Camp. Athletes are encouraged to attend the 2018 Junior Identification Camps but will not be denied invitation to the YOG Team USA Selection Camp if they do not attend. Athletes can register for the 2018 Junior Identification Camps on www.regattacentral.com. There are typically 10-12 Junior Identification Camps held each year, depending on venue availability.

Registration information for the 2018 Junior Identification Camps will be announced at least 30 days prior to the start of the camps on www.regattacentral.com.

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).

The maximum team size is four athletes (two female athletes in the JW2- boat [Junior Women’s Pair] and two male athletes in the JM2- boat [Junior Men’s Pair].

Team USA must first qualify quota slots for USRowing at the 2017 World Junior Championships (2-6 August 2017 in Trakai, LTU) or the 2017 Americas YOG Qualification Regatta (5-7 October 2017 in Oklahoma, USA). Details regarding the International Rowing Federation’s (FISA) YOG Qualification System can be found in Attachment A.
After final quota slots have been determined, athletes will be invited to the
YOG Team USA Selection Camp using discretionary selection. In addition,
athletes will be selected to the YOG team using discretionary selection.

Further details on the discretionary selection process can be found in Section 2.

2. DISCRETIONARY SELECTION (if applicable)

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

Discretionary selection using objective measures will be used to determine the
best combination of top athletes for each boat. This evaluation process allows
the fastest individual athletes to come together in one location to assemble the
best combination of talent thereby ensuring that the most competitive boat with
the highest potential to medal competes at the YOG.

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

Discretionary Selection for Invitation to the YOG Team USA Selection Camp

Using performances at the 2018 Junior Identification Camps, discretionary
selection will be used to determine which athletes will be invited to the YOG
Team USA Selection Camp. Athletes are encouraged to attend the 2018 Junior
Identification Camps but will not be denied invitation to the YOG Team USA
Selection Camp if they do not attend.

The 2018 Junior Identification Camps will be used for data collection of erg
performance (including a 2000 meter test measuring overall time, 500 meter
splits with a stipulated warm-up protocol and a max power test with a
stipulated protocol), on-water skill sets (including the ability to move the
body through the full range of motion required of the rowing stroke, the
ability to move with the speed of the crew/boat, the ability to set the blade
with proper timing and depth, the ability to leverage/suspend the body
weight on the handle mid-stroke with blade locked in water and the ability to
extract the blade cleanly from the water and feather the blade) and
coachability (the ability to modify performance while being instructed by a
coach). This data, combined with the discretionary criteria listed below will be
used to evaluate athletes who attend the ID Camp. Athletes who did not attend
the ID Camp will be evaluated solely on the discretionary criteria listed below.
These evaluations will be used to determine a pool of athletes. Athletes selected
to this pool will be invited to the YOG Team USA Selection Camp.
The discretionary criteria that will be used to determine the athlete pool for invitation to the YOG Team USA Selection camp is as follows and listed in no particular order:

- Video and audio tapes of any race performances from the 2018 racing season, whether with a club, school, or unaffiliated
- Competition results from any race performances from the 2018 racing season, whether with a club, school, or unaffiliated
- Athlete’s ability to match the style and technique of the crew, as determined by the designated coach
- Physical and physiological characteristics including height and weight
- Any 2000m erg testing results as conducted at ID camps, as well as forwarded/updated throughout the 2018 season by the athlete or coach.

**Discretionary Selection for Nomination to the YOG Team**

Athletes will be selected to the YOG team using discretionary selection.

The YOG Team USA Selection Camp will be used to determine the fastest combination of athletes and best combination of talent per boat. The following objective measures will be used to select the YOG team (in no particular order):

- Objective on-water racing markers recorded during the YOG Team USA Selection Camp
- Competitive performances during the YOG Team USA Selection Camp training sessions of erg assessments, seat racing and time trials
- Physical and physiological characteristics including height and weight
- Athlete’s compatibility with other members of a crew, technique and racing ability, as determined by the designated coach
- Athlete’s ability to demonstrate their commitment to teamwork and leadership

Results of the measurable competitive evaluation process at the YOG Team USA Selection Camp will be posted in a public location for athletes to review within 24 hours of the end of each practice.
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:

Selection Committee:

USRowing High Performance Director
Junior National Team Development Coach
USRowing High Performance Committee Male Athlete Representative
USRowing High Performance Committee Female Athlete Representative

2.3.1. Conflict of Interest

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 nomination 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 acceptance of nominations by the USOC, USRowing has jurisdiction over potential nominees.

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

3.1.1. Voluntary withdrawal. Athlete must submit a written letter to the USRowing’s Executive Director.

3.1.2. Injury or illness as certified by an approved USRowing physician (or medical staff). If an athlete refuses verification of his/her illness or injury by an approved USRowing physician (or medical staff),
his/her injury will be assumed to be disabling and he/she may be removed.  

3.1.3. Violation of USRowing’s National Team Athlete & Coach Agreement (Attachment B) or Code of Conduct (Attachment C).

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per USRowing’s Constitution and Bylaws as mentioned in the expedited Grievance Procedure outlined in Article IV of the USRowing CEO Policy and the USOC’s Bylaws, Section 9. The USRowing CEO Policy can be found at: http://www.usrowing.org/governance/.

3.2. Once an athlete nomination is accepted by the USOC, the USOC has jurisdiction over the Team, at which time, in addition to USRowing’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/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 Junior National Team Development Coach for the impacted boat will recommend replacement athlete(s) to the Selection Committee.

The Selection Committee will approve the replacement athlete(s).

The following objective measures will be used by the Junior National Team Development Coach to recommend a replacement athlete(s) (in no particular order):

- Performances at the YOG Team USA Selection Camp
• Video and audio tapes of any race performances from the 2018 racing season, whether with a club, school, or unaffiliated
• Competition results from any race performances from the 2018 racing season, whether with a club, school, or unaffiliated
• Athlete’s ability to match the style and technique of the crew, as determined by the designated coach
• Physical and physiological characteristics including height and weight
• Any 2000m erg testing results as conducted at ID camps, as well as forwarded/updated throughout the 2018 season by the athlete or coach.

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

The process described above in Section 4.1.1. will be used to recommend and approve the replacement athlete(s).

5. SUPPORTING DOCUMENTS

USRowing 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 conclusion of the Games.

6. REQUIRED DOCUMENTS

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

• USRowing National Team Agreement (Attachment B)
• USRowing Code of Conduct (Attachment C)
• USOC Code of Conduct (Attachment D)

7. PUBLICITY/DISTRIBUTION OF PROCEDURES

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

7.1. NGB’s Website: www.usrowing.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:

July 6, 2018

9. **MANDATORY TRAINING AND/OR COMPETITION**

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

N/A

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:

USRowing High Performance Director – Matt Imes
USRowing Director of National Team Athlete Services – Liz Soutter
USRowing Junior Coordinator – Steve Hargis
USRowing AAC Representative – Jamie Redman, Nick LaCava

12. **NGB BYLAWS AND GRIEVANCE PROCEDURES**

USRowing’s Bylaws and Grievance Procedures can be found at:

13. **INTERNATIONAL DISCLAIMER**

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

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 USRowing may contact the USOC Athlete Ombudsman, Kacie Wallace, by:

- Telephone at (719) 866-5000
- Email at Kacie.wallace@usoc.org
- [http://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman](http://www.teamusa.org/Athlete-Resources/Athlete-Ombudsman)

15. NGB SIGNATURES

I certify that I have read and understand the standards/criteria set by our IF 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 USRowing.

<table>
<thead>
<tr>
<th>Position</th>
<th>Print Name</th>
<th>Signature</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>NGB President or CEO/Executive Director</td>
<td>SUSAN SMITH</td>
<td></td>
<td>5/22/17</td>
</tr>
<tr>
<td>Nat. Team Coach, Head Coach, or Nat. Program Director</td>
<td>MCH INNES</td>
<td></td>
<td>5/18/17</td>
</tr>
<tr>
<td>USOC Athletes' Advisory Council Representative*</td>
<td>NICK LACAVA</td>
<td></td>
<td>5/17/17</td>
</tr>
</tbody>
</table>

* 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, 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 must designate an athlete from that sport to review and sign the Selection Procedures.

Attachment A
FISA Qualification System

Attachment B
USRowing National Team Athlete & Coach Agreement

Attachment C
USRowing Code of Conduct

Attachment D
USOC Code of Conduct
A. EVENTS (4)

<table>
<thead>
<tr>
<th>Men’s Events (2)</th>
<th>Women’s Events (2)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single sculls (JM1x)</td>
<td>Single sculls (JW1x)</td>
</tr>
<tr>
<td>Pair (JM2-)</td>
<td>Pair (JW2-)</td>
</tr>
</tbody>
</table>

B. ATHLETES QUOTA

1. Total Quota for Rowing:

<table>
<thead>
<tr>
<th></th>
<th>Qualification Places</th>
<th>Host Country Places</th>
<th>Universality Places</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>45</td>
<td>1</td>
<td>2</td>
<td>48</td>
</tr>
<tr>
<td>Women</td>
<td>45</td>
<td>1</td>
<td>2</td>
<td>48</td>
</tr>
<tr>
<td>Total</td>
<td>90</td>
<td>2</td>
<td>4</td>
<td>96</td>
</tr>
</tbody>
</table>

2. Maximum Number of Athletes per NOC:

<table>
<thead>
<tr>
<th></th>
<th>Quota per NOC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>1 boat (2 athletes)</td>
</tr>
<tr>
<td>Women</td>
<td>1 boat (2 athletes)</td>
</tr>
<tr>
<td>Total</td>
<td>2 boats (4 athletes)</td>
</tr>
</tbody>
</table>

3. Type of Allocation of Quota Places:

The quota place is allocated to the NOC.

C. ATHLETE ELIGIBILITY

All athletes must comply with the provisions of the Olympic Charter currently in force, including but not limited to, Rule 41 (Nationality of Competitors). Only those athletes who have complied with the Olympic Charter may participate in the Youth Olympic Games.

Age

To be eligible to participate in the Youth Olympic Games, athletes must have been born between 1 January 2000 and 31 December 2001.
D. QUALIFICATION PATHWAY

The 2017 World Rowing Junior Championships will serve as the main opportunity for performance-based qualification for the 2018 Youth Olympic Games. Additionally, there will be five Continental Qualification Regattas.

The table below outlines the number of boat quota places available per qualification event:

<table>
<thead>
<tr>
<th>Boat Class</th>
<th>2017 World Junior Champs</th>
<th>Continental Qualification Regattas</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Africa</td>
<td>Americas</td>
</tr>
<tr>
<td><strong>Junior Men</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Single Sculls (JM1x)</td>
<td>8</td>
<td>3</td>
</tr>
<tr>
<td>Pair (JM2-)</td>
<td>8</td>
<td>1</td>
</tr>
<tr>
<td><strong>Junior Women</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Single Sculls (JW1x)</td>
<td>8</td>
<td>3</td>
</tr>
<tr>
<td>Pair (JW2-)</td>
<td>8</td>
<td>1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**QUALIFICATION PLACES**

<table>
<thead>
<tr>
<th>Number of Quota Places</th>
<th>Qualification Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>D.1:</td>
<td></td>
</tr>
<tr>
<td>JM1x 8 boats</td>
<td>D.1. 2017 World Rowing Junior Championships - Direct Qualification Based on Performance</td>
</tr>
<tr>
<td>JM2- 8 boats</td>
<td></td>
</tr>
<tr>
<td>JW1x 8 boats</td>
<td></td>
</tr>
<tr>
<td>JW2- 8 boats</td>
<td></td>
</tr>
</tbody>
</table>

The boats with the following rankings at the 2017 World Rowing Junior Championships will directly qualify their NOC for the respective event:

- **For the JM1x:**
  - the top five (5) places in the JM1x
  - the top two (2) places in the JM2x (double scull)
  - the top one (1) place in the JM4x (quad scull)

- **For the JW1x:**
  - the top five (5) places in the JW1x
  - the top two (2) places in the JW2x
  - the top one (1) place in the JW4x

- **For the JM2-:**
  - the top five (5) places in the JM2-
  - the top two (2) places in the JM4- (coxless four)
  - the top one (1) place in the JM8+ (eight)

- **For the JW2-:**
  - the top five (5) places in the JW2-
  - the top two (2) places in the JW4-
  - the top one (1) place in the JW8+
If more than one (1) boat from a country meets the performance qualification criteria in the male and/or female categories at the 2017 World Rowing Junior Championships, the qualification place will be allocated to the boat with the higher ranking.

D.2: JM1x 13 boats
JM2- 4 boats
JW1x 13 boats
JW2- 4 boats

D.2. Continental Qualification Regattas

There will be five (5) Continental Qualification Regattas:

<table>
<thead>
<tr>
<th>Region</th>
<th>Qualification Criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>Africa</td>
<td>Open to NOCs that are members of the Association of National Olympic Committees of Africa</td>
</tr>
<tr>
<td>Americas</td>
<td>Open to NOCs that are members of Pan American Sports Organisation, including CAN and USA</td>
</tr>
<tr>
<td>Asia</td>
<td>Open to NOCs that are members of the Olympic Council of Asia</td>
</tr>
<tr>
<td>Europe</td>
<td>Open to NOCs that are members of the European Olympic Committees</td>
</tr>
<tr>
<td>Oceania</td>
<td>Open to NOCs that are members of the Oceania National Olympic Committees, including AUS and NZL</td>
</tr>
</tbody>
</table>

An NOC may enter only one (1) crew per event at the Continental Qualification Regattas and will be eligible for qualification only in the events in which their NOC has not already qualified through D.1; 2017 World Rowing Junior Championships.

For the listed boat categories, the highest placed NOCs at the relevant Continental Qualification Regatta according to the number of quota places indicated below will qualify:

<table>
<thead>
<tr>
<th>Category</th>
<th>Africa</th>
<th>Americas</th>
<th>Asia</th>
<th>Europe</th>
<th>Oceania</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Junior Men</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Single Sculls (JM1x)</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Pair (JM2-)</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td><strong>Junior Women</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Single Sculls (JW1x)</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Pair (JW2-)</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td><strong>Boats</strong></td>
<td>8</td>
<td>8</td>
<td>8</td>
<td>8</td>
<td>2</td>
</tr>
<tr>
<td><strong>Athletes</strong></td>
<td>10</td>
<td>10</td>
<td>10</td>
<td>10</td>
<td>2</td>
</tr>
</tbody>
</table>

The FISA Youth Olympic Qualification Regattas will be held according to the FISA Championships system, with heats, repechages, semi-finals and finals on a standard course.

The FISA Council shall select the sites of the five qualification regattas by the end of 2016.

In each event at all Qualification Regattas, there must be at least one (1) more crew entered than may be qualified, otherwise the number of qualifiers will be reduced to one (1) less than the number of crews starting. The reduced place will be returned into the overall system for reallocation as per section F.
QUALIFICATION SYSTEM – YOUTH OLYMPIC GAMES BUENOS AIRES 2018

HOST COUNTRY PLACES

The host country will automatically qualify one (1) male in the single sculls category (JM1x) if it has not achieved a qualification place in any male events on the condition that the athlete participated in at least one (1) event at the 2017 World Rowing Junior Championships and meet the eligibility requirements described under point C of this document.

The host country will automatically qualify one (1) female in the single sculls category (JW1x) if it has not achieved a qualification place in any female events on the condition that the athlete participated in at least one (1) event at the 2017 World Rowing Junior Championships and meet the eligibility requirements described under point C of this document.

UNIVERSALITY PLACES

Two (2) male Universality Places and two (2) female Universality Places will be made available to eligible NOCs at the YOG, subject to that the athletes meet the eligibility criteria under section C, and that the NOC have competed at a qualification regatta in an event of the same gender.

The International Olympic Committee will invite all eligible NOCs to submit their requests for Universality Places between by 15 January 2017. The Tripartite Commission will confirm, in writing, the allocation of invitation places to the relevant NOCs, in collaboration with FISA, as of 13 March 2017. The NOCs will have until 31 March 2017 to confirm the use of their places to the Tripartite Commission.

E. CONFIRMATION PROCESS FOR QUOTA PLACES

CONFIRMATION OF QUALIFICATION PLACES

FISA shall publish the list of NOCs’ qualification places immediately after the 2017 World Rowing Junior Championships on their website at www.worldrowing.com.

NOCs with more than one (1) boat with the same ranking from D.1 2017 World Rowing Junior Championships will have to decide which quota place to accept in writing to FISA and BAYOGOC by 18 August 2017.

FISA will confirm all NOCs’ qualification places (from D.1 and D.2) immediately after the last Continental Qualification Regatta.

NOCs will then have up to two (2) weeks to confirm in writing to FISA and BAYOGOC the use of the qualification places.

CONFIRMATION OF HOST COUNTRY PLACES

The host country must confirm in writing to FISA and BAYOGOC within two (2) weeks after the Americas Continental Qualification Regatta the use of its Host Country Places.
F. REALLOCATION OF UNUSED PLACES

REALLOCATION OF UNUSED QUALIFICATION PLACES

If a quota place allocated is not confirmed by the NOC by the confirmation of quota place deadline or is declined by the NOC, the quota place will be reallocated as follows:

- If the quota place is allocated through the 2017 World Rowing Junior Championships (D.1) the quota place will be reallocated to the next best-ranked NOC not yet qualified at the 2017 World Rowing Junior Championships in the following boat classes, in the specific order below in the relevant category provided that the crews display adequate technical proficiency as assessed by FISA:
  
  - for the 1x (JM and JW): 1x, 2x, 1x, 2x, 4x; 1x, 2x, 1x, 2x, 4x, …
  - for the 2- (JM and JW): 2-, 4-, 2-, 4-, 8+; 2-, 4-, 2-, 4-, 8+, …

- If the quota place is allocated through a Continental Qualification Regatta, the quota place will be reallocated to the next best-ranked NOC not yet qualified in that boat class at the respective Continental Qualification Regatta, provided that the crews display adequate technical proficiency as assessed by FISA.

REALLOCATION OF UNUSED HOST COUNTRY PLACES

Any unused Host Country Places (returned or achieved through a YOG Qualifying regatta) will be reallocated to the next best-ranked NOC in the single (1X) of the respective gender not yet qualified from the Americas Continental Qualification Regatta.

REALLOCATION OF UNUSED UNIVERSALITY PLACES

Any unused Universality Places, including those returned after the final allocation by the YOG Tripartite Commission, will be allocated in accordance with the reallocation of unused places obtained at the 2017 World Rowing Junior Championships (D1), as described in the paragraph “Reallocation of Unused Qualification Places” above.
# G. QUALIFICATION TIMELINE

<table>
<thead>
<tr>
<th>Period</th>
<th>Date</th>
<th>Milestone</th>
</tr>
</thead>
<tbody>
<tr>
<td>Universality Places</td>
<td>31 March 2017</td>
<td>Validation of final allocation of Universality Places by the YOG Tripartite Commission</td>
</tr>
<tr>
<td>Qualification</td>
<td>1 April 2017 - 30 May 2018</td>
<td>YOG 2018 qualification period</td>
</tr>
<tr>
<td></td>
<td>2 - 6 August 2017</td>
<td>2017 World Rowing Junior Championships (Trakai, LTU)</td>
</tr>
<tr>
<td></td>
<td>1 September 2017 – 30 May 2018</td>
<td>Period for Continental YOG Qualification Regattas</td>
</tr>
<tr>
<td></td>
<td>5-7 October 2017</td>
<td>Americas YOG Qualification Regatta (Oklahoma, USA)</td>
</tr>
<tr>
<td></td>
<td>11-14 October 2017</td>
<td>Asian YOG Qualification Regatta (Singapore)</td>
</tr>
<tr>
<td></td>
<td>19-25 March 2018</td>
<td>Oceania YOG Qualification Regatta (Sydney, Australia)</td>
</tr>
<tr>
<td></td>
<td>26-27 May 2018</td>
<td>European YOG Qualification Regatta (Gravelines, France)</td>
</tr>
<tr>
<td></td>
<td>July 2018 TBC</td>
<td>African YOG Qualification Regatta (Alger, Algeria)</td>
</tr>
<tr>
<td>Accreditation Deadline</td>
<td>&lt;date&gt;*</td>
<td>Buenos Aires 2018 Accreditation Deadline (All potential athletes must be registered in the system)</td>
</tr>
<tr>
<td>Inform and Confirm</td>
<td>11 August 2017</td>
<td>FISA shall publish the list of NOCs’ qualification places immediately after the 2017 World Rowing Junior Championships on their website, <a href="http://www.worldrowing.com">www.worldrowing.com</a></td>
</tr>
<tr>
<td></td>
<td>18 August 2017</td>
<td>NOCs with more than one (1) boat with the same ranking from D.1 2017 World Rowing Junior Championships to decide which quota place to accept in writing to FISA and BAYOGOC.</td>
</tr>
<tr>
<td></td>
<td>30 August 2017</td>
<td>FISA to confirm the first group of qualification places to BAYOGOC</td>
</tr>
<tr>
<td></td>
<td>2 weeks after the Americas YOG Qualification Regatta</td>
<td>Host country to confirm in writing to FISA and BAYOGOC the use of the places obtained.</td>
</tr>
<tr>
<td></td>
<td>By 8 June 2018</td>
<td>FISA to confirm to the NOCs the quota places earned through D.1 and D.2</td>
</tr>
<tr>
<td></td>
<td>By 22 June 2018</td>
<td>NOCs to confirm in writing to FISA and BAYOGOC the use of the places obtained.</td>
</tr>
<tr>
<td>Reallocation</td>
<td>26 June 2018</td>
<td>FISA to reallocate unused NOC Universality Places and unused qualification places</td>
</tr>
<tr>
<td></td>
<td>22 August 2018</td>
<td>End of reallocation period</td>
</tr>
<tr>
<td>Sport Entries Deadline</td>
<td>23 August 2018</td>
<td>Entries deadline by name for all sports</td>
</tr>
<tr>
<td>Finalisation of DRP</td>
<td>&lt;date&gt;*</td>
<td>Finalisation of Delegation Registration Process Deadline</td>
</tr>
<tr>
<td>Deadline</td>
<td>YOG</td>
<td>1 – 12 October 2018 3rd Summer Youth Olympic Games – Buenos Aires 2018</td>
</tr>
</tbody>
</table>

*To be defined
Appendix G – USRowing Athlete & Coaches Agreement

OVERVIEW

The success of USRowing, our teams, and ultimately our athletes and coaches are interconnected and synergistic with each piece working in partnership with the other. This partnership agreement outlines the basic structures of support as well as the responsibilities USRowing has to the athlete and coach, and the athletes’ and coaches’ roles and responsibilities to the team and USRowing.

GENERAL RESPONSIBILITIES OF USROWING

USRowing is endorsed as the national governing body for the sport of rowing by the USOC and is tasked with developing, selecting, and supporting athletes who will represent the United States at international competitions with the ultimate objective of winning medals at the World Championships and Olympic Games.

In order to fulfill this role, USRowing organizes, promotes, and manages a wide range of programs intended to support athletes in training for elite international competition. USRowing also provides training and competitive opportunities for athletes and provides support services for athletes, coaches, clubs, race organizers, and officials.

USRowing establishes and services commercial marketing relationships with various sponsors and partners at both a local and national level. Our brand, trademarks, USRowing training center names and the term “USRowing National Team” are invaluable assets of USRowing and cannot be used without express written permission.

Participation by the athlete in any sponsor relationship will be mandatory as it is governed by the separate agreement between USRowing and the sponsor, and the obligations listed below. From time to time, USRowing will promote our sponsor relationships and may request athlete participation. It will be in the sole discretion of USRowing to select individual athletes for particular assignments. The athlete may determine whether or not they would like to participate in these appearances. USRowing or the sponsor will cover the cost to the athlete to participate in these assignments, if the athlete consents to participation.

As it relates to National Team athletes and coaches, USRowing is responsible for the following general functions:

- Coordinate the provisions of USOC programs, services and support to the athlete.
- Assist athletes and coaches in compliance with USOC and FISA obligations and requirements.
- Assist athletes in compliance with registration and participation in anti-doping programs through USADA.
- Create and implement the USRowing High Performance Plan and the associated funding structures to support it.
- Recruit and retain competent and highly competitive National Team coaching staff.
- Coordinate the USRowing programs, camps, services, and structures that support a competitive environment for the athlete.
- Coordinate logistics for USRowing team trips to domestic and international camps and competitions.
• Act as intermediary and official contact between USRowing teams and FISA for international competitions.
• Establish and implement team selection procedures and processes.
• Provide each athlete team member with official racing uniform.
• Provide each athlete team member with accident and excess medical insurance coverage for injuries sustained while training for the National Team.
• Establish sponsorship opportunities that support athlete programs.
• Establish marketing opportunities to benefit the sport as well as USRowing athletes.
• Assist athletes and coaches in compliance with USRowing obligations and requirements.

GENERAL RESPONSIBILITIES OF ATHLETES & COACHES

Athletes and coaches are both the beneficiary of USRowing services and the reason they exist. This role creates a synergistic effect where in order for an athlete or coach to benefit from the services provided, participation in the process is essential.

USRowing recognizes the desire and right of athletes and coaches to market and engage in commercial relationships individually. USRowing may not use or authorize the use of an individual athlete or coach’s image, picture, likeness, voice, name or biographical information for the purpose of trade, including any use in a manner that would express or imply an endorsement of any company. Team images and boat-by-boat images may be used in the context of competition and training to support the marketing of the sport and USRowing in general.

The list below outlines the athlete and coach’s responsibilities to USRowing to ensure continued support of future generations of athletes:

• Make a good faith effort to succeed in each and every event in which he or she is entered.
• Maintain an active Championship membership in good standing with USRowing. (note: an athlete with an outstanding invoice owed to USRowing for longer than 30 days, is not considered in good standing)
• Abide by all provisions of the USRowing Bylaws, SafeSport Policies and Code of Conduct and remain eligible to compete under IOC, FISA, and USOC standards.
• Abide by local, state, federal and international laws.
• Athletes who are eligible to row for a collegiate program will ensure they are in compliance with regulations of their respective collegiate association, conference, and/or college.
• Conduct themselves at all times in a professional and ethical manner that is in accordance with their role as representative of USRowing, the USOC, and the United States.
• Make a good faith effort to participate in USRowing-sponsored media events, interviews, and other activities that serve to enhance public awareness of and support for the sport, the individual athlete’s public recognition, and USRowing’s public reputation and awareness.
• Display USRowing sponsor decals on rowing equipment during official USRowing camps, training, and while racing as a USRowing entry. Athletes may request
permission from USRowing to display individual sponsor decals, which will be subject to conflicting sponsorship restrictions and responded to by the CEO in a timely manner.

• Maintain up-to-date contact information with USRowing staff and comply with information requests in a timely manner.

• Comply with International Olympic Committee (IOC), World Anti-Doping Agency (WADA), United States Olympic Committee (USOC), Fédération Internationale des Sociétés d’Aviron (FISA), and United States Anti-Doping Agency (USADA). Any athlete or coach who receives an anti-doping sanction, meaning a determination of a positive test or another violation, or voluntary withdrawal by an athlete that negates eligibility with its respective testing organization, will have any benefits afforded to them by this agreement revoked subject to appeal.

• Enroll in USADA’s registered testing pool (RTP) if and when the athlete meets the enrollment criteria, or when it is required by the USOC for eligibility purposes.

• Maintain up to date medical information with USRowing, including the timely filing of appropriate therapeutic use exemption forms as needed with USADA and FISA.

• Provide USRowing staff with notice of any medical issue or injury that may affect athletic performance in training or competition.

• Consent to USRowing’s provision, through medical staff of USRowing’s choice, basic medical care, athletic training, physical therapy, transportation and emergency medical services as warranted in the course or participation in an USRowing training camp and/or National Team.

• Abide by any specific rules and policies of the athlete’s respective USRowing training center, if training at such a location.

• Abide by codes of conduct imposed by other organizations that host the athlete or coach domestically or abroad.

**SPONSORSHIP OBLIGATIONS OF ATHLETES & COACHES**

Effective March 1, 2017, USRowing has entered into a sponsorship/endorsement agreement, which requires the athlete and coach to accept certain responsibilities and comply with the following obligations:

• Upon reasonable prior notice, and as requested by USRowing, attend promotional appearances. The athlete, however, will not be required to participate in a promotional appearance if such appearance would conflict with the athlete’s official USRowing competition and training schedules.

• Exclusively wear any Sponsored Product (defined below) as instructed by USRowing whenever and wherever the athlete or coach is participating in official USRowing activities, including in all Team official competitions, camps, clinics, third party appearances sanctioned by USRowing, media appearances, and any events or programs organized or controlled by USRowing. USRowing may designate specific team practices during camp as 'official' in which athletes will be required to meet all branded apparel requirements. “**Sponsored Product**” means any product bearing the trademarks of US Rowing, including but not limited to the following: (i) footwear, including for example, rowing, training, casual, sports, inspired, sandals, slides, recovery and competition footwear, but excluding specific products mentioned below; (ii) apparel, including for example, all rowing, training, travel, sports inspired and team apparel, but excluding specific products mentioned below; and (iii) all rowing training and competition related accessories, including but not limited to socks, hats, bags, backpacks, water bottles, and towels, but excluding specific products mentioned
below. “Sponsored Product” excludes the following products: (i) formal wear and formal business wear for women and men (cocktail dresses, evening gowns, tuxedo suits, business suits, blazers, woven dress shirts, men’s neckties and bow ties); (ii) dress trousers and business-appropriate trousers for men and women in woven fabrications, business-appropriate skirts and dresses; (iii) formal and business-appropriate accessories for the foregoing, including leather belts, silk scarves, pocket squares, and leather dress shoes; (iv) denim jeans in woven fabrications.

- Abide by any specific rules and policies of USRowing in the use or wear of any sponsored material and/or Sponsored Product. A special exception may be given to the use of sponsored footwear equipped in USRowing boats. Athletes are not required to wear such sponsored footwear if they believe that the footwear negatively impacts the athlete’s performance.
- Acknowledge the sponsor’s exclusive right to associate with the "USRowing National Team", "USRowing", and the "USRowing Training Center" as an apparel and product sponsor, and thus agree to not use their status as a National Team athlete, National Team Coach, or a USRowing Training Center athlete to promote a competing brand (as determined by USRowing).
- Acknowledge that to the extent that athletes or coaches wear the apparel of a competing brand (as determined by USRowing) at a USRowing facility or at USRowing practices, they will not generate publicity or social media posts which show the competing brand and identify themselves as being affiliated with USRowing.
- Promptly notify USRowing staff if a government body or regulatory authority having jurisdiction over any game or competition in which the athlete participates imposes any restriction or limit on the athlete’s use or wear of any Sponsored Product.
- Conduct themselves at all times in a professional and ethical manner to uphold the integrity and commercial reputation of USRowing and the sponsor.
- Agree to the general principles of confidentiality and to not disclose or discuss any information of any kind related to the sponsorship agreement and any Sponsored Product unless otherwise approved by USRowing staff.

Failure by an athlete to fulfill any of the foregoing general responsibilities and sponsorship obligations of athletes or coaches may result in the athlete’s or coach’s removal from a USRowing Training Center, National Team, or other disciplinary action from USRowing. The athlete or coach acknowledges and appreciates the risks associated in participating in rowing, and agrees that the USOC, USRowing, and its sponsors, suppliers, employees, agents, volunteers, local organizing committees, officers, and directors are not liable for loss or damage.
Appendix F – USRowing Code of Conduct

The United States Rowing Association ("USRowing" or the “Association”) expects and requires all persons associated with USRowing to conduct Association business with integrity and to maintain the highest standard of personal conduct and ethics in the affairs of USRowing.

CONFLICT OF INTEREST

No USRowing employee, director, officer, committee member, athlete (defined as an individual training at a USRowing/USOC center or named to a National Team), referee, volunteer, event participant, coach, trainer (an “Individual”) shall have a direct or indirect interest in, or material relationship with, any outside organization or person, or with an internal entity, that might affect (or might reasonably be perceived by others to affect) the objectivity or independence of that Individual’s judgment or conduct in carrying out her/his duties and responsibilities to the Association.

Examples of such conflict of interest include, but are not limited to:

- Directly or materially benefiting from personal involvement with grantees, suppliers, sponsors, agents or members of USRowing;

- Accepting material payments, services and/or loans from such an entity;

- Holding a material relationship with another international rowing federation, National Olympic Committee or national governing body which might impact one’s judgment or the performance of an individual as an athlete, coach or representative of USRowing;

- Engaging in outside employment which might impact that Individual’s job performance, efficiency or employment with USRowing;

- Owning or acquiring property as a result of confidential information obtained through one’s position with USRowing, or which property was impacted by USRowing action.

IMPROPER USE OF INFORMATION AND ASSETS

No Individual shall use for her/his personal gain, or disclose outside of USRowing, any confidential information obtained through her/his association with USRowing. This includes (without limitation) spoken, written and computer-generated data. This also
includes (without limitation) confidential information or trade secrets obtained through her/his association with USRowing as an athlete or coach, such as training and high performance plans.

No Individual shall use for her/his personal gain trademarks, logos, intellectual properties or copyrighted materials owned by USRowing, unless authorized in writing by USRowing.

No Individual 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 Individuals shall be responsible for prevention of the loss, damage, misuse or theft of property, records, funds, equipment or other assets belonging to USRowing.

**GIFTS, GRATUITIES AND ENTERTAINMENT**

No Individual 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, those gifts should be considered a contribution to USRowing and shall be immediately turned over to USRowing through any officer or the CEO as a contribution from the original source.

Unsolicited gifts or gratuities of 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**

Individuals 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; (d) abide by the Athlete Protection Policy found within the USRowing Internal Policies and Participant Safety Handbook, and (e) abide by the rules of competition in all events entered.
ADMINISTRATION

This code will be provided and posted annually on the USRowing website under the governance section and association employees 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 intended to complement and strengthen those documents and the Association.

HANDLING A CONFLICT OF INTEREST

All situations involving a conflict of interest in a business relationship or in outside activities should be reported and/or approval obtained as described in this section. Reporting a questionable situation does not imply a conflict of interest or impropriety, but affords the opportunity of review and obtaining the necessary approval, if appropriate.

An employee shall make full disclosure of the nature and extent of any actual or potential conflict of interest to the Chief Executive Officer. All other Individuals will make full disclosure to the Chair of the Ethics Committee of the Board of Directors. The Ethics Committee of the Board of Directors will determine the existence of the conflict and appropriate action, if needed.

Individuals in position of conflict are precluded from participating in any further consideration of, or action related to, the conflict matter; however, Individuals may be requested to provide information on the transaction in question and answer questions from the relevant authority. The existence of a conflict or potential 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 grounds for dismissal as a Board Director, Committee member, National Team athlete, National Team coach or USRowing employee, and may result in the imposition of a sanction, which includes (without limitation) suspension or termination of USRowing membership.

A conflict of interest disclosure statement will be developed and circulated to directors, officers, certain volunteer and employees at least once a year.
USOC Code of Conduct  
Effective September 23, 2016

I. Introduction

The United States Olympic Committee (“USOC”) supports United States Olympic and Paralympic athletes in achieving sustained competitive excellence and preserving the Olympic ideals, and thereby inspiring Americans. The USOC accomplishes this mission through its commitment to:

- Honesty, integrity, and trustworthiness in all dealings.
- Respect for the rights, differences, and dignity of others.
- Accountability and transparency.
- Stewardship of the Olympic Movement.

The USOC has adopted this Code of Conduct to support these values and with the expectation that the people who work for, or on behalf of, the USOC conduct themselves consistent with the USOC’s mission and these core values.

II. Applicability

This Code of Conduct applies to all employees, volunteers, board members, committee and task force members and member organizations of the USOC.

III. Reporting Obligations

No code of conduct can address every situation, nor can it take the place of good judgment and integrity. The USOC maintains an “open door” for anyone who has questions or concerns. The USOC will support all efforts to comply with this Code of Conduct. If you need advice or assistance concerning the application of any aspect of these standards, consult your supervisor or manager, the Ethics Officer, or the Legal Affairs Division. You are expected to seek advice and clarification promptly when you are uncertain about proper actions or practices.

You should be alert and sensitive to situations that could result in unethical, illegal or improper actions. You have an obligation to report potential or actual violations of this Code of Conduct to your supervisor or manager, the Ethics Hotline, the Ethics Officer, the Legal Affairs Division, or any other designated reporting authority identified by USOC.

If you choose to make your report to the USOC Ethics Hotline, an independent 24-hour telephone service, please be aware that all calls to the Ethics Hotline are confidential and callers may remain anonymous. The Ethics Officer and Chair of the Ethics Committee monitor and address any reports to the Ethics Hotline and other reports they receive. The USOC Ethics Hotline number is 1-877-404-9935.
Under no circumstances will an individual be subject to any disciplinary or retaliatory action for filing, in good faith, a report of a violation or potential violation of the Code of Conduct. However, filing known false or malicious reports will not be tolerated, and anyone filing such reports will be subject to appropriate disciplinary action.

IV. Legal Compliance

The USOC requires that you follow the Code of Conduct and abide by all applicable USOC policies and procedures; United States federal, state and local law as applicable, including the Ted Stevens Olympic and Amateur Sports Act, codified at 36 U.S.C. §§ 22501 – 22529; and foreign law as applicable. If you ever encounter a conflict of law, such as a conflict between United States and foreign law, or have any questions about the legality of any action, contact the Legal Affairs Division for further information and guidance.

V. Commitment to Integrity

The USOC is committed to honesty and integrity as the cornerstone of our activities. In turn, the USOC expects you to conduct yourself in an ethical and legal manner as a representative of the USOC. This requires that you:

- Respect the rights of all individuals to fair treatment and equal opportunity, free from discrimination or harassment of any type, including, without limitation discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity, age, national origin or otherwise.\(^1\)
- Know, understand and comply with all applicable laws, regulations and codes of conduct.
- Ensure that all USOC work and transactions are handled with honesty and recorded accurately.
- Protect information that belongs to the USOC, our workers, volunteers, members and customers.
- Never use USOC assets or information for personal gain.
- Recognize that even the appearance of misconduct or impropriety can be very damaging to the reputation of the USOC and act accordingly.

The USOC recognizes that wagering on Olympic, Paralympic, and other USOC-sanctioned events and on athletes where they are participating in those events, for example sports book bets and fantasy sports programs that have the possibility of valuable winnings (“Olympic Wagering”), is legal and regulated in the State of Nevada and in a number of foreign jurisdictions. At the same time, it is critical to the avoidance of actual and/or apparent conflicts of interest and to the overall integrity of the Olympic Movement that no person involved in the

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\(^1\) It is acknowledged that, as to gender and gender identity, this prohibition on discrimination does not extend to decisions on eligibility and classification for the purposes of sport competition; such decisions may well, for example, be based on gender for any particular event.
Movement promote, support, or otherwise engage in Olympic Wagering. Thus you must at all times refrain from directly or indirectly:

1. Engaging in Olympic Wagering;
2. Promoting Olympic Wagering;
3. Facilitating or otherwise supporting Olympic Wagering;
4. Knowingly sharing confidential athlete, team, or competition information with a person or entity involved in Olympic Wagering; or
5. Attempting to influence the course or result of any competition in connection with Olympic Wagering

If anyone approaches you about engaging in items 2-5 above, you have an obligation to disclose this, as set out in Section III above.

Additionally, the USOC finds sexual and physical abuse intolerable and in direct conflict with Olympic ideals. The USOC is committed to ensuring that it and its employees, volunteers, board members, committee and task force members, and member organizations promote an environment free from such abuse; and such commitment extends not only to the USOC’s workplace, but also to the creation of safe sporting environments for athletes. To that end, the USOC forbids any form of sexual or physical abuse, whether in the workplace or outside it, and including instances involving athletes. You have a duty to report any alleged sexual or physical abuse occurring in the workplace or at any USOC supported training or sport activity to the Ethics Officer, Ethics Hotline, Human Resources, Legal Affairs Division, or other executive team member.

V. Ethics Program

The USOC has established an independent Ethics Committee and has a designated Ethics Officer who reports jointly to the Chair of the Ethics Committee and the CEO or his/her designee. The Ethics Officer will monitor ethics reports and conduct ethics education at the USOC. The Ethics Officer works closely with the Chair of the Ethics Committee to ensure that the Ethics Committee is involved in ethics issues as appropriate.

VI. Conflicts of Interest

The USOC has instituted a Conflict of Interest Policy that requires that any conflicts of interest, whether actual or apparent, be reported promptly to the Ethics Officer. A copy of the Conflict of Interest Policy may be found on the USOC’s website at http://www.teamusa.org/Footer/Legal/Governance-Documents.aspx. You are subject to the conflict of interest policy, including its mandatory reporting of conflicts. In addition, all USOC employees and Board members are required to complete an annual conflict of interest disclosure and certification.
A conflict of interest arises when you have an interest in, obligation to, or relationship with any business, property, or person that could affect your judgment in fulfilling your responsibilities to the USOC. You are expected to refrain from any activity or investment that constitutes, or might appear to constitute, a conflict of interest. You are also required to disclose to the Ethics Committee any outside activity, relationship or investment in which you are involved or may become involved that is, or has the potential for appearing to be, a conflict of interest. If you require guidance in this area, your supervisor, the Ethics Officer or the USOC Legal Affairs Division should be consulted.

For example, you are not to have a material holding in, or a professional affiliation with, an organization or affiliate with which the USOC does business or with which the USOC competes, except as prescribed by USOC rules and policies and with the knowledge and approval of the Ethics Officer and Chair of the Ethics Committee, who will consult with the full Ethics Committee as appropriate. You may not use your position at the USOC to benefit yourself, your relatives, friends or your private enterprises. A family or other personal relationship with a USOC member, vendor, or competitor also may present a conflict of interest.

You must disclose to the Ethics Officer any outside activity, relationship or investment in which you are involved or may become involved that is, or has the potential for appearing to be, a conflict of interest. The Ethics Officer will consult with the Chair of the Ethics Committee and full Ethics Committee as appropriate. If you have any question about whether something may constitute a conflict, it is suggested that you seek guidance from your supervisor, the Chair of Ethics Committee, Ethics Officer or Legal Affairs Division.

VII. Business with or in Foreign Countries

Business conduct in foreign countries may sometimes differ from the United States, both in terms of common practice and legality. The USOC requires that all business matters be conducted in an ethical and legal manner.

Gifts: The giving of gifts to, and receiving of gifts from, foreign nationals or representatives of foreign governments is governed by a complex set of US and foreign laws. Generally, the giving and receiving of such gifts is very limited or prohibited. Before offering a gift to a foreign national, you must receive the approval of the Ethics Officer. In addition, if an exchange of gifts is both a legal and normal practice, the giving and receiving of such gift(s) will be subject to the USOC’s Gift Policy.

Payments: It is a felony under United States laws for the USOC, any of its staff, or anyone acting on its behalf to give, offer, promise or authorize a payment to a foreign official, foreign political party or official thereof, or any candidate for foreign political office, for the purpose of corruptly obtaining or retaining business for the USOC.

United States law also makes it a felony to pay money or anything of value to a commission agent, sales representative or consultant when there is knowledge or firm belief that the payment
will be used to corruptly influence a government official in connection with business the USOC is attempting to obtain or retain. Political contributions will not be made by or on behalf of the USOC in foreign countries.

The USOC will observe the laws of foreign countries in which it operates concerning payments of agents’ fees and commissions, provided these laws are not in conflict with United States law. You are not to engage in activities designated to circumvent foreign laws concerning retaining or paying sales representatives and consultants.

*Export Control Laws*: It is the USOC’s policy to comply with the export and reexport control rules and regulations under the Export Administration Regulations (EAR) administered by the United States Department of Commerce and the International Trade in Arms Regulations (ITAR) administered by the United States Department of State. You are not to engage in any export-related transaction on behalf of the USOC which would violate these regulations. USOC executive management have been instructed to ensure that all who are involved in export-related transactions comply with all applicable export control requirements.

**VIII. Business Relationships**

It is imperative that all USOC, supplier, vendor and other business relationships are managed in a fair, equitable, ethical and legal manner consistent with the Code of Conduct, all applicable law and good business practices. Wherever practical, the USOC provides a competitive opportunity for suppliers and vendors’ business, and we enlist their active support in ensuring that we meet customer expectations regarding quality, cost and delivery. Decisions to hire or engage a vendor or supplier should be made on the basis of objective criteria, and not on the basis of personal relationships, friendships or the opportunity for personal gain, financial or otherwise. Prior to entering into a transaction or contract for a purchase or potential purchase that involves an actual or perceived conflict of interest, you should consult with the Ethics Officer.

**IX. Personal Use of Organization Resources**

It is the responsibility of each of you to protect and preserve the USOC’s resources. USOC resources include such things as company time, materials, supplies (including food), equipment (including vehicles), information, electronic mail and computer systems, facilities and other property. These resources are provided to you to fulfill the USOC’s mission and work and are to be maintained and used for authorized USOC-related purposes only. The use of USOC resources for personal financial gain is strictly prohibited except where expressly authorized. You should consult the Employee Handbook for further details. If you have a question about use of any USOC resources, you should contact your supervisor. You should report any improper use of USOC resources to your supervisor or manager, Human Resources, the Ethics Officer or the Ethics Hotline.

The USOC also has a Gift Policy that applies to giving and receiving any type of entertainment or gifts in connection with your work with USOC or its member organizations. The Gift Policy
also covers gifts to U.S. state, and local government employees. You should consult the Gift Policy, and if necessary obtain permission pursuant to the policy, before giving or receiving any entertainment or gifts. A copy of the Gift Policy may be found on the USOC’s website at http://www.teamusa.org/Footer/Legal/Governance-Documents.aspx.

X. Political Activities and Contributions

USOC and its representatives comply with all federal, state and local laws governing participation in government relations and political activities. Additionally, USOC funds or resources are not contributed to individual political campaigns, political parties, or other organizations that intend to use the funds primarily for political purposes. The USOC also does not permit any political literature, campaign materials or politically orientated information, materials, posters, signs, or buttons to be displayed, circulated or otherwise present on USOC property or in the course of conducting work for the USOC.

There are some very limited exceptions to this policy. At times, the USOC may ask individuals to make personal contact with government officials or to write letters to present the USOC’s position on specific issues. Before doing so, you should confirm with the Ethics Officer and Government Relations Division that such contact is authorized and in compliance with this policy, and that you are knowledgeable on the specific issues about which you have been asked to speak.

You may, of course, participate in the political process on your own time and at your own expense, so long as you do not give the impression that you are speaking on behalf of or representing the USOC in such activities. Nor can you be reimbursed by the USOC for any personal contributions for such purposes. If you are seeking public office, you may use vacation time or request leaves of absence to campaign or hold office. The USOC will not make contributions to any political candidate or party.

This policy is required by the Ted Stevens Olympic and Amateur Sports Act, the Internal Revenue Code and other applicable law. You should contact the Government Relations Division or the Legal Affairs Division if you have any questions or concerns regarding these requirements.

XI. USOC Information

You are each responsible for the integrity and accuracy of organization documents, communications and financial records. All financial information must reflect actual transactions and conform to generally accepted accounting principles. It is a violation of the Code of Conduct to alter or falsify information, including any record or document, to intentionally make a false or exaggerated statement or claim to anyone, or to mislead anyone. Anyone having concerns regarding questionable accounting or auditing matters should report their concerns to the Ethics Hotline, which will refer the matter to the Board of Directors’ Audit Committee.
USOC’s information assets are valuable to the organization, and it is USOC policy that all USOC representatives must diligently protect this information from loss, theft, inadvertent or unauthorized disclosure or misuse. It is essential that everyone do their part to protect USOC information, whether stored in computers, files or elsewhere. You must not discuss with or disclose to any unauthorized persons inside or outside the USOC any information that is confidential or not publicly available.

USOC business should not be discussed with unauthorized persons. You should be careful about discussing USOC information and activities in the presence of, or within hearing distance of, unauthorized personnel. You should also not seek or accept any information to which you and the USOC are not legitimately entitled, regardless of the source.

Your obligations to maintain the confidentiality and protection of USOC information does not end even if your employment or other relationship with the USOC may end.

XII. Intellectual Property

The USOC protects the ownership of its intellectual property as set forth in the Employee Handbook. In addition, you should contact USOC’s Legal Affairs Division regarding any anticipated use of intellectual property that does or may belong to someone else.

ACKNOWLEDGEMENT

I have received and read the document entitled “USOC Code of Conduct.” I understand that this Code of Conduct is USOC policy, and I agree to abide by all of its requirements.

__________________________  ________________________
Signature                   Date

__________________________  ________________________
Printed Name                Position