

**U.S. SKI AND SNOWBOARD ASSOCIATION  
ATHLETE SELECTION PROCEDURES  
2018 OLYMPIC WINTER GAMES  
NORDIC COMBINED**

**1. SELECTION SYSTEM**

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

1.1.1. Nationality/Passport requirements:

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

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

Any competitor in the Olympic Games must be a national of the country of the National Olympic Committee (NOC) which is entering such competitor. For additional information regarding an athlete who is a national of two or more countries, has changed his or her nationality or acquired a new nationality, refer to the IOC Charter (Rule 42).

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

Only competitors who hold a valid and active FIS license and who meet the FIS minimum eligibility standard of having gained at least one (1) FIS World Cup or Grand Prix point during their career, or at least one (1) Continental Cup point during the qualification period (July 1, 2016 – January 21, 2018).

1.1.4. Other requirements:

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

1.2. Tryout Events:

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

All FIS World Cup and Continental Cup Nordic combined competitions held on or between November 15, 2017 and January 22, 2018 will be evaluated for Selection (the schedule of competitions will be posted at [www.fis-ski.com](http://www.fis-ski.com) when approved). In addition, the 2018 U.S. Olympic Trials (date and location TBD and posted at [ussa.org](http://ussa.org)) will be used for selection.

1.2.2. Names, dates, locations and description of how athletes qualify for the trials, events and camps listed above in 1.2.1.

Qualification criteria for the 2017/2018 World Cup and Continental Cup will be published at [www.usssa.org](http://www.usssa.org).

All athletes who have met the minimum IOC, FIS and USSA standards for Olympic participation will be invited to compete in the 2018 U.S. Olympic Trials.

1.3. Athletes shall be nominated to the team based on the following process:

Quotas must be earned by USSA with 4 being the maximum number of slots available to USSA for the 2018 Olympic Winter Games.

- 1.3.1. The athlete winning the 2018 Olympic Trials for Nordic Combined shall be nominated to the team.
- 1.3.2. Athletes who have not met the objective criteria in Section 1.3.1 may be recommended by the USSA Nordic Combined Head Coach for nomination to the team via discretion if they have indicated the potential for Olympic success (see Section 2 below). There is no requirement that section 1.3.2 be used for nominating athletes to the team
- 1.3.3. If positions remain open after application of the criteria 1.3.1 and 1.3.2 athletes who have achieved a top-10 World Cup individual result on or between Nov. 15, 2017 and Jan. 22, 2018 shall be nominated to the team, unless application of this criteria would result in a total of more than the maximum number of nominations allowed by the FIS (up to 4 men), in which case USSA shall use the following tie-breaking mechanisms in order of priority:
  - a. Single best World Cup placing earned on or between November 15, 2017 and January 22, 2018
  - b. Second best World Cup placing earned on or between November 15, 2017 and January 22, 2018
  - c. Third best World Cup placing earned on or between November 15, 2017 and January 22, 2018
  - d. Most World Cup points earned between November 15, 2017 and January 22, 2018
- 1.3.4. If positions remain open after application of the criteria 1.3.1, 1.3.2 and 1.3.3 athletes ranked in the overall World Cup standing as of Jan. 22, 2018 shall be nominated to the team, in rank order, unless application of this criteria would result in a total of more than the maximum number of nominations allowed by the FIS (up to 4 men), in which case USSA shall use the following tie-breaking mechanisms in order of priority:
  - a. Most World Cup points earned between November 15, 2017 and January 22, 2018
  - b. Single best World Cup placing earned on or between November 15, 2017 and January 22, 2018
  - c. Second best World Cup placing earned on or between November 15, 2017 and January 22, 2018
  - d. Third best World Cup placing earned on or between November 15, 2017 and January 22, 2018

1.3.5. If positions remain open after application of the criteria 1.3.1, 1.3.2, 1.3.3 and 1.3.4, then athletes who achieve a top-3 Continental Cup result on or between Nov. 15, 2017 and Jan. 22, 2017, or who are ranked in the overall FIS Continental Cup standings as of Jan. 22, 2018 shall be nominated to the team in FIS Continental Cup rank order, unless application of this criteria would result in a total of more than the maximum number of nominations allowed by the FIS (up to 4 men), in which case USSA shall use the following tie-breaking mechanisms in order of priority:

- a. Single best Continental Cup placing earned on or between November 15, 2017 and January 22, 2018
- b. Second best Continental Cup placing earned on or between November 15, 2017 and January 22, 2018
- c. Third best Continental Cup placing earned on or between November 15, 2017 and January 22, 2018
- d. Most Continental Cup points earned between November 15, 2017 and January 22, 2018

## 2. DISCRETIONARY SELECTION

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

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

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

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

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

2.3. Provide the name of the committee that will be responsible for making discretionary selections, along with a complete list of the members' titles currently serving on the committee:

The following committee is responsible for making discretionary selections:

Tiger Shaw - USSA President and CEO  
Luke Bodensteiner - USSA Executive Vice-President, Athletics  
TBD - USSA Nordic Combined/Ski Jumping Athlete Board Representative

2.3.1. Process that will be used to identify and handle any potential conflicts of interest involving a member of the committee.

Conflicts of interest may arise for Selection Committee Members during the team selection process. Conflicts of interest exist when a Selection Committee member stands to benefit privately from a decision made by the Selection Committee. A conflict may arise, but is not limited to, when a Selection Committee Member is in a position to participate in discussion or a vote concerning an athlete whom he or she coaches or trains privately who is being considered for a position on the Team. In the interest of assuring a fair selection process, the following rules will be followed by the Selection Committee when a conflict of interest arises:

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, 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.

### **3. REMOVAL OF ATHLETES**

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

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

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

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

- 3.2. Once an athlete nomination is accepted by the USOC, the USOC has jurisdiction over the Team, at which time, in addition to USSA's Code of Conduct, the USOC's Code of Conduct and Grievance Procedures apply. The USOC's Code of Conduct and Grievance Procedures can be found at: <http://www.teamusa.org/about-usoc/athlete-ombudsman/olympic-paralympic-and-pan-am-games-information> .
- 3.3. An athlete may be removed as a nominee to the Team or from the Team for an adjudicated violation of IOC, WADA, FIS, USADA and/or USOC anti-doping protocol, policies and procedures, as applicable.

#### **4. REPLACEMENT OF ATHLETES**

4.1. Process for determining replacement athlete(s) should a vacancy occur:

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

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

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

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

#### **5. SUPPORTING DOCUMENTS**

USSA will retain the approved Selection Procedures and all supporting documents, including scouting or evaluation forms, etc., and data from the selection process for six months past the date of the Closing Ceremony of the Games.

#### **6. REQUIRED DOCUMENTS**

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

- USSA Code of Conduct (Attachment 1)

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

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

7.1. These procedures will be posted to [ussa.org](http://ussa.org) as soon as possible, but not more than five business days following notice of approval by the USOC.

7.2. Other: N/A

#### **8. DATE OF NOMINATION**

The Nomination of Athletes form, including replacements, will be announced to all athletes and submitted to the USOC on or before January 22, 2018 \*

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

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

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

**10. ANTI-DOPING REQUIREMENTS**

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

**11. DEVELOPMENT OF SELECTION PROCEDURES**

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

Tiger Shaw	USSA President and CEO
Luke Bodensteiner	USSA Executive Vice President, Athletics
Dave Jarrett	Nordic Combined Head Coach
Alex Natt	USSA Executive Vice President and General Counsel
Bryan Fletcher	USSA Athlete Board Representative

**12. NGB/PSO/HPMO BYLAWS AND GRIEVANCE PROCEDURES**

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

**13. INTERNATIONAL DISCLAIMER**

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

If any force of nature, or force majeure, should cause the alteration or cancellation of any of the selection events listed in this document, these selection procedures will be revised, pursuant to their resubmission to the USOC.




**14. ATHLETE OMBUDSMAN**

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

- Telephone at (719) 866-5000
- Toll-free telephone at (888) ATHLETE (1-888-284-5383)
- E-mail at [Kacie.wallace@usoc.org](mailto:Kacie.wallace@usoc.org)
- [www.athleteombudsman.org](http://www.athleteombudsman.org)

**15. NGB/PSO/HPMO SIGNATURES**

I certify that I have read and understand the standards/criteria set by FIS and incorporated those standards/criteria into our Selection Procedures. I further certify that the information provided herein regarding Athlete Selection Procedures represents the method approved by the USSA.

Position	Print Name	Signature	Date
USSA President and CEO	Tiger Shaw		1-3-17
USSA Nordic Combined Head Coach	Dave Jarrett		12/09/16
USOC Athletes' Advisory Council Representative	Grete Eliassen		12.22.16

**ATTACHMENT 1 - USSA CODE OF CONDUCT**

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

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

While participating in any USSA activity:

1. USSA members shall be subject to the jurisdiction of the International Ski Federation Statutes, the United States Olympic Committee Bylaws, the USSA Bylaws, and the USSA Code of Conduct.
2. USSA members shall conduct themselves at all times and in all places as befits worthy representatives of the United States of America, the United States Olympic Committee, USSA, their region, division, state or club and in accordance with the best traditions of national and international competition.
3. USSA members are responsible for knowledge of and adherence to competition rules and procedures. Members are also responsible for knowledge of and adherence to the rules and procedures of the USSA national teams, camps or other projects when participating in such.

4. USSA members shall maintain high standards of moral and ethical conduct, which includes self-control and responsible behavior, consideration for the physical and emotional well-being of others, and courtesy and good manners.
5. USSA members shall abide by USSA rules and procedures while traveling to and from and participating in official USSA activities.
6. USSA members shall abstain from illegal and/or immoderate consumption of alcohol. Absolutely no consumption of alcohol is permitted for those individuals under the age of 21. Members under 21 years of age shall not participate in gatherings involving consumption of alcohol unless it is an official USSA or event organizer function.
7. No USSA member shall violate the customs, travel or currency regulations of a country while traveling with a USSA group or on a USSA ticket.
8. No USSA member shall commit a criminal act.
9. No USSA member shall engage in any conduct that could be perceived as harassment based upon gender, age, race, religion or disability.
10. USSA members will avoid profane or abusive language and disruptive behavior.
11. USSA members agree to abide by anti-doping rules and procedures established by WADA, USADA, and/or FIS.

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

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

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

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