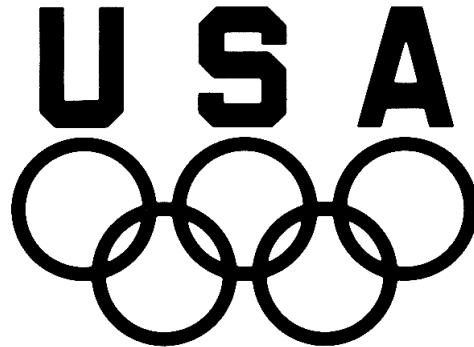


United States Olympic Committee



ATHLETE  
SELECTION PROCEDURE FORM

for the

**PAN AMERICAN GAMES**  
Rifle, Pistol, and Shotgun Teams

Jan 2011



**USA Shooting**  
**ATHLETE SELECTION PROCEDURES**  
**2011 Pan American Games**  
**Rifle, Pistol, and Shotgun**  
**6 Jan, 2011**

**I. SELECTION SYSTEM**

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

1. **Citizenship:**

Athletes must be a citizen 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 Pan American Games.

2. **Minimum International Federation (IF) standards for participation:**

There are no IF standards for eligibility for participation. There is no requirement for an athlete to attain a Minimum Qualifying Score (MQS). Maximum Pan American Team size is twenty-five (25) athletes. Actual size is dependent on the total number of multiple start positions earned by Team members. See Section I.C for specific Pan American Team makeup by event.

3. **Other requirements:**

Athletes must be a member in good standing of USA Shooting.

B. **Tryout Events:**

1. Provide the event names, dates and location of all trials, events and camps to be used as part of the selection process.

Athletes will be nominated to the Pan American Team via two avenues:

**1) First Selection Avenue:** The National Champion in each Pan American shooting event as determined at the 2011 USA Shooting National Championships for Rifle, Pistol, and Shotgun (See dates below), will be nominated to the Team.

**2) Second Selection Avenue:** In events where there are two Pan American Team start positions: If an Olympic quota place is available in an event, and if the USA has earned less than the maximum allowable quota place(s) in that event, the second athlete to compete in that Pan American event will be a discretionary selection recommended by the discipline National Coach and approved by a Pan American Team Selection Committee. See Section II.C.



If an Olympic quota place is **not** available in a Pan American event (i.e. Rapid Fire Pistol, Double Trap, Women’s Trap and Skeet), or if the USA has already earned the maximum allowable quota place(s) in an event, then the second athlete nominated will be the second place finisher in that event as determined at the 2011 USA Shooting National Championships.

The 2011 USA Shooting National Championships for Rifle and Pistol will be conducted at Fort Benning, GA, 2 - 9 July 2011, and the 2011 USA Shooting National Championships for Shotgun will be conducted at the International Shooting Park at Colorado Springs, CO, 15 - 25 June 2011.

2. Provide event names, dates, locations and description of how athletes qualify for any “preliminary or qualifying” events or procedures that are prerequisites to attend any of the trials, events or camps listed above in B. 1 (if any).

In order for an athlete to be eligible to compete at the 2011 USA Shooting National Championships for a Pan American Team position, that athlete must have competed in a USA Shooting Preliminary Tryout (PTO) or previous National Championship or Selection match. Event listings are available at <http://usashooting.org/calendar.php>. There is no time limit on this requirement.

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

The Pan American Team consists of one or two athletes per event as designated below for a total of 25 Team members. The actual Team size may be fewer due to athletes occupying positions in more than one event (doubling or tripling in events is possible in all disciplines).

The possible start positions in each event are as follows:

<u>MEN</u>	<u>WOMEN</u>
2 - 10m Air Rifle	2 - 10m Air Rifle
2 - 50m Rifle 3-Positions	1 - 50m Rifle 3-Positions
1 - 50m Rifle Prone	1 - 25m Pistol
1 - 25m Rapid Fire Pistol	2 - 10m Air Pistol
2 - 50m Pistol	2 - Trap
2 - 10m Air Pistol	1 - Skeet
2 - Trap	
2 - Double Trap	
2 - Skeet	



Some events are limited to one start position in accordance with Pan American Sport Organization requirements. USA Shooting senior staff and National Coaches determined which specific events would have only one start position based on (1) The strength or depth in a particular event; if we are likely to win a 2012 Olympic quota(s) during the 2011 World Cup season for the 2012 Olympic Games, only one start position is allocated to that event; (2) If we already have our full complement of 2012 Olympic quota places or if there are no quota places available in an event, that event also was allocated one start position.

For each Pan American event, the Team start position nominated first will be the 2011 National Champion in that event, regardless of whether or not that athlete has already earned a 2012 Olympic quota place. The 2011 USA Shooting National Championship will consist of two courses of fire in each event, plus an official final. If the National Champion declines the Pan American Team nomination, the nomination will fall to the second place finisher, and consecutively down the rankings.

In events where there are two Pan American Team start positions: If a 2012 Olympic quota place is available in an event and if the USA has earned less than the maximum Olympic quota place(s) attainable in that event, then the second Team member nominated in that event will be a discretionary selection nominated by the corresponding National Coach and approved by the applicable Pan American Team Selection Committee (detailed below in Section II.C). However, if a 2012 Olympic quota place is **not** available or if the USA has already earned the maximum Olympic quota place(s) in that event, the second place finisher in the 2011 USA Shooting National Championships will be nominated to the Team. Discretionary selection will not be an option in this circumstance.

When utilizing discretionary selection, the Pan American Team Selection Committee may select an athlete who has already been nominated to the Pan American Team in another event. For example, if an athlete has been nominated for a Team position by virtue of winning the National Championship in 3-Position rifle, that athlete may also be nominated to fill the second Team position in 10m Air Rifle. An athlete may be nominated to fill a Team position in up to three events.

Athletes will occupy the Pan American Team positions they earn via the 2011 USA Shooting National Championship competitions in one or multiple events. In the event there are ties after completion of the selection competition procedures which involves the top eight (8) athletes for Rifle and Pistol, or the top six (6) athletes for Shotgun and Rapid Fire Pistol, an additional complete final will be conducted to determine the Team position(s) and final ranking of those athletes. That final will be conducted as soon as



practical after verification that a tie exists. Ties occur when the aggregate of the courses of fire and final(s), including tenths of points, are equal.

In the event of inclement weather, power outages, range closure, range and equipment errors, or circumstances beyond the control of the Competition staff, the team selection course of fire may be altered as determined by the Competition Jury in conjunction with the Match Director, applicable National Coaches, and Director of Operations who is the final authority.

Current USA Shooting Rules will govern all selection competitions. The rules are available at this link: <http://usashooting.org/rulebook.php>

- D. Provide the names of all committees/groups who oversee the selection process, including the names and titles of the current members.

Overseeing the Pan American Team selection process will be:

1. Rifle:

National Rifle Coach, David Johnson  
Director of Operations, Bill Roy  
Executive Director, Robert Mitchell  
Rifle Athlete Representative, Janet Raab

2. Pistol:

National Pistol Coach, Sergey Luzov  
Director of Operations, Bill Roy  
Executive Director, Robert Mitchell  
Pistol Athlete Representative, Sandra Uptagrafft

3. Shotgun:

National Shotgun Coach, Bret Erickson  
Director of Operations, Bill Roy  
Executive Director, Robert Mitchell  
Shotgun Athlete Representative, Joshua Richmond

## II. DISCRETIONARY SELECTION (when applicable)

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

Winning 2012 Olympic quota places is the highest organizational priority for competition in 2011.

The National Coaches and USAS senior leadership strongly believe that discretionary selections will create the best opportunity to win 2012 Olympic quota places at the Pan



American Games.

Where 2012 Olympic quota places are available, and where the USA is eligible to compete for an Olympic quota place (i.e., we have not already earned the maximum Olympic quota place(s) in an event), at least one discretionary selection per quota-bearing event optimizes our opportunity to compete for that 2012 Olympic quota place.

The selection procedure will allow the top competitor (National Champion) to compete whether or not that competitor has previously won a 2012 Olympic quota place, and also allow the National Coaches to field a team that is in the best position to win an available Olympic quota place with a discretionary pick. The clear objective of the Nationals Coaches and Pan American Team Selection Committee is to win available 2012 Olympic quota places to fill out the 2012 Olympic Team.

The discretionary selection will allow the National Coaches and elite athletes to strategically plan for optimum performance and winning medals at the 2012 Olympic Games.

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

The criteria below will be used for discretionary selection by the Pan American Team Selection Committee in no priority order:

- The likelihood of an athlete to compete for and win a 2012 Olympic quota place.
- Athletes who have demonstrated performance potential to succeed at international events at the level of World Cups or World Championships, and/or potential to succeed in Olympic/Pan American events.
- Mitigating circumstances where athletes are subject to factors such as illness, injury, shooting gear malfunctions, pregnancy, educational requirements, conflicting life events and other exceptional circumstances, where top athletes with proven ability are unable to participate in the 2011 USA Shooting National Championships.
- Strategic considerations for long-term or Olympic success may necessitate an elite athlete to forego the 2011 USA Shooting National Championships. For instance, an athlete who competes in the 2011 World Cup may be directed by the National Coach to forego the Nationals in order to be ready for the World Clay Target Championships or Pan Am Games. This periodization for peak performance is expected to benefit performance results in the longer term.
- Athletes who suddenly demonstrate significantly high performances (“the hot hand”) in their event or newly achieved skill levels before or after the 2011 USA Shooting National Championships may be considered for discretionary selection. This trend of improvement must be demonstrated in registered USA Shooting or



ISSF competitions and not just training activities.

- Additional evaluation of athletes will include:
  - \* Relative nearness to the USA Shooting Performance Standard Average/Performance Standard Individual (PSA/PSI) scores;
  - \* Recent performance jumps or declines;
  - \* Developmental needs for competition exposure;
  - \* Projected performance levels as related to upcoming Pan American Games, World Clay Target Championships, and the Olympic Games;
  - \* Potential to contribute to Pan Am Team chemistry.
- In no case will discretionary selections be prejudiced by race, religion, creed, background, service affiliation, or any other factor not related to shooting performance. Likewise, no nomination will be forwarded based on favoritism, special personal considerations, family situation, or similar biases.

#### C. Discretionary Selection Committee

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

The committee is the Pan American Team Selection Committee.

- a. Rifle: (Recommendations submitted by National Rifle Coach, David Johnson)
  - Competitions Manager, Lindsay Brooke
  - Director of Operations, Bill Roy
  - Executive Director, Robert Mitchell
  - Athlete Advisory Committee Representative, Connie Smotek
- b. Pistol: (Recommendations submitted by National Pistol Coach, Sergey Luzov)
  - Competitions Manager, Lindsay Brooke
  - Director of Operations, Bill Roy
  - Executive Director, Robert Mitchell
  - Athlete Advisory Committee Representative, Connie Smotek
- c. Shotgun: (Recommendations submitted by National Shotgun Coach, Bret Erickson)
  - Competitions Manager, Lindsay Brooke
  - Director of Operations, Bill Roy
  - Executive Director, Robert Mitchell
  - Rifle Athlete Representative, Janet Raab
  - Pistol Athlete Representative, Sandra Uptagrafft



### III. REMOVAL OF ATHLETES

- A. Prior to acceptance of nominations by the USOC, USA Shooting has jurisdiction over potential nominees.

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

- Voluntary withdrawal. Athlete must submit a written resignation to USA Shooting's Executive Director.
- Injury or illness as certified by an approved USA Shooting physician or appropriate medical staff member. If an athlete refuses verification of his/her illness or injury by an approved USA Shooting physician or appropriate medical staff member, his/her injury will be assumed to be disabling and he/she may be removed.
- Violation of USA Shooting's Code of Conduct (Attachment A).

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the USA Shooting Bylaws, Article XXII, Internal Grievance Procedures and/or USOC Bylaws, Section 9.

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

A Team member who is accepted by the USOC is subject to the USOC Code of Conduct and Grievance Procedures.

- C. An athlete may be removed as a nominee to the Team or from the Team at any time for violation of IOC, PASO, WADA, IF, USADA and/or USOC anti-doping protocol, policies and procedures, as applicable. In such instances, the adjudication process will be managed through the United States Anti-Doping Agency.

### IV. REPLACEMENT OF ATHLETES

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

There are two replacement pools:

- a. Replacement athletes for the first Team member per event and/or for the second Team member when no Olympic quota place is available will be the athlete ranked next in the



2011 USA Shooting National Championship standings of the applicable event being selected.

b. Replacement athletes for the second Team member per event when Olympic quota places are available (the discretionary selection, if applicable) will be nominated by the applicable Pan Am Team Selection Committee. This pool of athletes need not necessarily include those who have participated in the 2011 USA Shooting National Championships. In essence, this pool includes any and all athletes who participate in a given discipline event.

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

i. prior to acceptance of nominations by the USOC:

a. Replacement athletes for the first Team member per event and/or for the second Team member when no Olympic quota place is available will be the athlete ranked next in the 2011 USA Shooting National Championship standings of the applicable event being selected, and so on down the rankings.

b. Replacement athletes for the second Team member per event where 2012 Olympic quota places are available (the discretionary selection, if applicable) will be nominated by the applicable Pan American Team Selection Committee.

ii. after acceptance of nominations by the USOC:

Same as in IV.B.i. If competition deadlines for adding a new athlete to the team have passed or if it is not logistically possible to add an additional athlete to the team, the removed athlete's start position may be filled by another athlete already selected to the Pan American team who is skilled and equipped in that event. For instance, if an athlete in 3-Position Rifle drops out and cannot be replaced prior to the competition deadline, an athlete on the Team shooting Air Rifle may compete in the vacated position if that athlete has the capability to compete. Barring that option, the slot will remain unfilled.

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

i. Group or committee who determines the replacement pool:

The 2011 USA Shooting National Championships standings will be utilized to select a replacement for the first team member nominated in an event and/or the second team member when no 2012 Olympic quota places are available.

The applicable Pan American Team Selection Committee will determine the



replacement for the second team member when discretion selection is being utilized.

- ii. Group or committee who determines a replacement to the Team:
  - a. Prior to acceptance of nominations by the USOC:  
See section IV.C.i above.
  - b. After acceptance of nominations by the USOC:  
See section IV.B. ii. above.

## **V. SUPPORTING DOCUMENTS**

USA Shooting 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 Ceremonies of the Pan American Games.

## **VI. REQUIRED DOCUMENTS**

The following documents are required to be signed by an athlete as a condition of nomination to the Pan American Games and are included as attachments: USA Shooting Code of Conduct (Attachment A).

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

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

- A. USA Shooting Web site: [www.usashooting.org](http://www.usashooting.org)  
These procedures will be posted as soon as possible, but not more than five business days following notice of approval by the USOC.
- B. USA Shooting Official Publication: *USA Shooting News*
- C. Other: Not applicable

## **VIII. DATE OF NOMINATION**

The Nomination of Athletes form, including replacements, will be announced to all athletes and submitted to the USOC on: 22 August 2011.

## **IX. MANDATORY TRAINING AND/OR COMPETITION**

Any mandatory training deemed necessary will be scheduled and the athletes notified at least 45 days prior to the start of the training session.



## **X. ANTI-DOPING REQUIREMENTS**

Athletes must adhere to all IOC, 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, PASO, WADA, IF, USADA and USOC Rules, as applicable.

## **XI. DEVELOPMENT OF SELECTION PROCEDURES**

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

National Rifle Coach, David Johnson  
National Pistol Coach, Sergey Luzov  
National Shotgun Coach, Bret Erickson  
Rifle Athlete Representative, Eric Uptagrafft  
Pistol Athlete Representative, Sandra Uptagrafft  
Shotgun Athlete Representative, Haley Dunn  
Athlete Advisory Committee Representative, Connie Smotek  
Director of Operations, Bill Roy  
Chief Executive Officer/ED, Robert Mitchell

## **XII. NGB/PSO BYLAWS AND GRIEVANCE PROCEDURES**

The USA Shooting Bylaws and Grievance Procedures can be found at: [www.usashooting.org](http://www.usashooting.org).

## **XIII. INTERNATIONAL DISCLAIMER**

These procedures are based on IOC, IPC, PASO, as applicable, and/or ISSF Statutes Rules and Regulations as presently known and understood. Any change in the selection procedures caused by a change in IOC, IPC, PASO, as applicable, and/or ISSF rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USA Shooting. 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.

## **XIV. ATHLETE OMBUDSMAN**

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



- Toll free telephone at (888) ATHLETE (1-888-284-5383)
- E-mail at [john.ruger@usoc.org](mailto:john.ruger@usoc.org)
- <http://www.teamusa.org/about-usoc/athlete-ombudsman>

#### XV. NGB/PSO SIGNATURES

I certify that I have read, understand and incorporated our IF and/or CF (PAG only), if applicable, standards/criteria into our Selection Procedures and that the information provided herein regarding Athlete Selection Procedures represents the method approved by USA Shooting.

Position	Print Name	Signature	Date
NGB/PSO President or CEO/Executive Director	Robert K Mitchell		1/7/11
Nat. Team Coach, Head Coach, or Nat. Program Director	William B. Roy		1/7/11
USOC Athletes' Advisory Council Representative*	CONNIE SMOTEK		1-7-11

\*If USOC AAC Representative has delegated authority to the Alternate AAC Representative to sign the Selection Procedures, attach a letter from the AAC Representative indicating the reason he/she has delegated authority.

\*Signature by the AAC Representative constitutes that he/she has read and understands the Selection Procedures and certifies that the Selection Procedures submitted represent the method approved by the NGB/PSO. If the AAC Representative reads and does not agree with the Athlete Selection Procedures being submitted by the NGB/PSO, he/she may submit those reasons in writing to his/her Sport Performance Team.



## **USA SHOOTING CODE OF CONDUCT**

### **Section I: General Code for All Participants**

This constitutes the Code of Conduct (Code) of USA Shooting (USAS), a Colorado non-profit corporation designated by the United States Olympic Committee (USOC) as the National Governing Body (NGB) for the Olympic sport of shooting in the United States of America. Sections I and II apply to all participants in any USAS event, while Sections III, IV, and the Team Member agreement apply only to members of USA Shooting Teams.

#### **A. GENERAL**

1. The vision of USAS is to be a leader in Olympic and Paralympic sports. The mission of USAS includes preparing athletes to win Olympic and Paralympic medals, promoting the shooting sports, and governing the conduct of International shooting in the USA. USAS accomplishes these objectives by fielding teams of world-class athletes; by training, and supporting all members to achieve sustained success in all levels of shooting competition; and by helping athletes develop to their athletic and personal potential.
2. This Code has been established to help USAS and its members bring honor and integrity to our sport and our country. This Code is intended to enhance and enable the overall experience of being a member of USAS. Members who have questions concerning any of these rules should contact the USAS Director of Operations or Executive Director/CEO.
3. In no event shall USAS deny or threaten to deny an athlete, coach, official, or administrator the opportunity to participate in a protected competition (or to attempt to qualify to participate in a protected competition) without notice and a fair opportunity to be heard in accordance with the requirements of the Ted Stevens Olympic and Amateur Sports Act, the USOC Bylaws and/or the grievance procedures of USAS, which shall include the right to a hearing before a Grievance Hearing Panel that includes athletes, as described in the USAS Bylaws Article XXII, Grievance Procedures – Opportunity to Compete.

#### **B. APPLICABILITY OF CODE**

This Code applies to all members of USA Shooting participating in USAS events and activities. USA Shooting members should become familiar with the rules and standards of this Code.

#### **C. PARTICIPANT COMMITMENT AND IMPLIED CONSENT**

As a precondition of participation in any USAS event or activity, members agree to uphold the spirit of the Code, which offers a guide to conduct as a USA Shooting member.

#### **D. MEMBERS AND PARTICIPANTS AGREE TO:**

1. act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct. Sportsmanlike conduct is defined as, but not limited to: respect for competition officials,



coaches, staff and the shooting 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;

2. abstain from conduct that is criminal under any applicable laws, including, but not limited to laws governing the possession and use of drugs and alcohol, and providing of drugs to any person and of alcohol to minors;
3. refrain from conduct that detracts from other USAS participants ability to attain peak performances;
4. respect the property of others, whether personal or public;
5. respect other members of USAS, spectators and officials, and shun any form of discriminatory behavior or verbal, physical, or sexual harassment or abuse;
6. remain compliant with the requirements of the United States Anti-Doping Agency's (USADA) Out-Of-Competition testing program if named to a USAS Team.
7. abide by all published rules related to Team selection procedures in the USAS Policies and Procedures;
8. upon qualifying for and/or being selected to the US Shooting Team, National Team, National Development Team, National Junior Team, or Junior Olympic Team, follow the Team Rules included in Section III, and Dress Code in Section IV;
9. be filmed and photographed by the official photographer(s) and network(s) of USAS under conditions authorized by USAS and give event organizers and USAS the right to use the name, picture, likeness, and biographical information before, during and after the period of participation in these activities to promote the activity or to promote the success of the Team, including the use of the member's photo for USAS sport promotion and fundraising efforts; in no event may USAS or the event organizers use or authorize the use of a member'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 members written permission;
10. refrain from authorizing the use of photographs, films or videos of a member in USAS apparel or equipment or the use of the USAS logo for the purpose of trade, without the prior written consent of USAS;
11. understand that if a member requires legal representation as a result of being accused of a doping violation or is accused of criminal misconduct, or if for any other reasons the member requires the services of an attorney, the member will be personally responsible for payment of such legal fees and expenses;



12. realize that misconduct of any person subject to the Code of Conduct may be reported by anyone, by any means, to any USAS staff member, Person-In-Charge (PIC) or director of USA Shooting and that each member has a responsibility to report Code violation(s);
13. understand that parents or legal guardians of team members under the age of 18 will be notified of all written reports of counseling or misconduct;
14. understand that any act, conduct, or personal appearance that violates the spirit and intent of this Code of Conduct or brings disrespect or dishonor to USAS, ISSF, the USOC or the United States is a Code violation;
15. remember that at all times each member is an ambassador for our sport, our country and the Olympic movement.

#### **E. GENERAL DRESS CODE FOR TRAINING AND COMPETITION PERFORMANCE**

During training or competitions participants may elect to wear Performance Clothing, as designated by the listing of USOC Personal Competitive Gear, and is subject to the following:

1. Must conform to ISSF clothing rules and any interim interpretations issued by USAS or ISSF.
2. Advertising must conform to ISSF Eligibility Rules, the USAS Code of Conduct and USAS Policies and Procedures Section II, Amateur Eligibility. ISSF Eligibility and Sponsorship Rules can be found in the ISSF Official Statutes, Rules and Regulations or on the ISSF website at <http://usashooting.org/sponsorsMain.php>. No marks or logos may be visible which conflict with existing USAS sponsorships at USAS supported activities. Athlete may choose Competitive Gear of his/her choice with the manufacturer's marks in accordance with IOC, USOC and ISSF specifications.
3. Displays no pictures or graphics of a sexual or offensive nature.
4. Displays no words or phrases that include offensive language or political statements.
5. If shorts are worn, they must conform to ISSF rules. The bottom of the clothing leg may not be more than 15 cm (six inches) above the center of the knee.
6. The participant's clothing will be long enough to completely cover the participant's abdomen at all times. Suggestive attire or low-cut blouses are not appropriate.
7. Footwear must be worn at all times in all events; flip-flops or flip-flop type sandals are not appropriate. Footwear must have closed toes and heel straps or closed heels.
8. Participants are strongly encouraged to wear red, white, and blue colors to create a national identification, which promotes the sport image and association as an Olympic sport. Camouflage attire or headgear is not permitted.
9. Members of the United States Army Marksmanship Unit (USAMU) or other recognized military shooting teams may wear their prescribed uniform or awards apparel, when no



USAS support is provided to the military member. However, when a military member is competing as part of the USA Shooting Team, that member must abide by this guidance and the USA Shooting Dress Code and Team Uniform policy (Section IV).

10. Visors and headbands with eye patches are permitted during competition.

11. Repair and cleanliness provisions apply to ALL clothing at USAS events or activities.

#### **F. QUESTIONS, COMPLAINTS, AND ATHLETES' RIGHTS**

Members may contact the discipline National Coach with questions or complaints. If a satisfactory response is not received contact the USAS Director of Operations and/or the USAS Executive Director. Members are also welcome to contact the discipline athlete representative(s) to the Board of Directors as well as the Athletes Advisory Council Representative. Members may also contact the USOC Athlete Ombudsman toll free at 888.ATHLETE (888.284.5383) or [John.Ruger@usoc.org](mailto:John.Ruger@usoc.org) for further information regarding rights under this Code that are not addressed by USA Shooting.

Contact a National Coach or USAS staff member at:

USA Shooting, c/o (name of coach or staff member)  
1 Olympic Plaza  
Colorado Springs, CO 80909  
Fax: 719-866-4890

Staff contact information available at: <http://usashooting.org/staff.php>



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## USA SHOOTING CODE OF CONDUCT

### Section II: Administering Code of Conduct Violations

1. The PIC and/or Executive Director will have broad discretion to enforce this Code and correct offenses by means of oral or written counseling. Written counseling will be attached to After Actions Reports for filing by USAS.
2. Misconduct of any person subject to the Code may be reported by anyone, by any means, to the Executive Director or President of USAS. Offenses will be promptly reported either verbally or in writing. Verbal reports must be followed with a written statement within 72 hours. The PIC, any athlete, volunteer, or staff member observing an alleged violation is required to report a violation (along with statements from appropriate witnesses) to the Executive Director. The written statement must include the identity of the person filing the report, the identity of the person(s) who has violated the Code, a clear and concise statement of the facts involved, and the signature and date of the person filing the report. Offenses include, without limitation, repetitive minor infractions, intentional violations, and failure to correct immediately any correctable infractions (e.g., dress code violation). Where possible, report violations using the form at the end of this section, Report of Code of Conduct Violation. Violations by active duty military participants will also be reported to the commander of the individual's unit.
3. Commercial offenses are any violation of Code of Conduct during any activity described in the Code Section III, "Team Rules" Paragraph 9. Violations are to be reported via the Report of Code of Conduct Violation (this Section) and submitted directly to the Executive Director for action.
4. The Executive Director or an appointed investigator will notify the accused of the alleged Code violation. The accused shall have the right to provide a written explanation to the Executive Director or investigator within a timeframe that is fair and reasonable under the circumstances.
5. The Executive Director or an appointed investigator will review and investigate the matter, after which the Executive Director will notify the accused of the decision in writing within ten (10) days of the completion of the review and investigation.
6. Disciplinary options shall include:
  - a. No action;
  - b. Counseling;
  - c. \$100 - \$5,000 fine;
  - d. Withdrawal of all support and placement on the "B" squad, which is unsupported;
  - e. An appropriate letter from the member addressing the violation, statement of apology, letter of apology or other such non-monetary action appropriate for the situation.



- f. Suspension or removal from the team, office, position or participation in the event attended provided the event is not a protected competition within the meaning of the Ted Stevens Olympic and Amateur Sports Act and the USOC Bylaws, in which case the matter will be processed under the provisions of Bylaw Article XXII.

(NOTE: Fines not paid within 30 days of notification will result in DOUBLING of the amount of the fine and automatic transfer to the “B” squad, resulting in no USAS support until the fine is paid).

7. Commercial violation disciplinary options include a fine with a minimum of \$500 and maximum of \$20,000.
8. Parents or legal guardians of team members under the age of 18 will be notified of all written reports of counseling or misconduct.
9. The accused may appeal the Executive Director’s decision to a Hearing Panel within ten (10) business days from receipt of the Executive Director’s decision as follows:
  - a. Appeal to the President within the time specified.
  - b. The appeal must be detailed in writing with any supporting documentation.
  - c. A clear and concise statement of any additional facts relevant to the code violation, investigation and/or decision.
  - d. A statement of the specific action or remedy sought;
  - e. The signature of the person(s) accused of the code violation. Include the signature of the parent or legal guardian if he/she is less than 18 years of age.
10. A Hearing Panel will appointed by the USAS President within ten (10) business days from receipt of the appeal.
  - a. The Hearing Panel will consist of at least three (3) persons including at least one (1) athlete.
  - b. The President will name a Chairperson of the Hearing Panel.
  - c. At their own cost, parties may have legal counsel throughout the Code administration process.
  - d. The Hearing Panel will act on the appeal within a reasonable and expeditious time as determined by the Chair of the Hearing Panel and within 30 days from the President’s appointment.
  - e. At the election of the Chairperson, the hearing may be conducted electronically or in person. The hearing location will be determined by the USAS President.
11. USAS will fund the expenses of the Hearing Panel. All other expenses will be the responsibility of the person(s) filing the appeal.



12. The Hearing Panel has the options of letting stand, overturning, suspending, reducing, increasing, or eliminating the disciplinary action.

13. The decision of the Hearing Panel is final.

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# USA SHOOTING

## Report of Code of Conduct Violation

To: Executive Director, USAS Date: \_\_\_\_\_

From: \_\_\_\_\_  
(PIC or Name of Person Reporting the Code Violation)

Subject: \_\_\_\_\_  
(Name of Accused)

Place of Incident: \_\_\_\_\_

Date of Incident: \_\_\_\_\_

Description of Violation: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(Attach additional pages or witness statement(s))

Recommended Disciplinary Action: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

Accused Acknowledgment: I have read and understand the Code violation alleged above. By signing this statement, I do not admit to guilt or innocence. I further understand that, within a timeframe prescribed by the Executive Director of USAS that is fair and reasonable under the circumstances, I will have the opportunity to provide a written explanation of facts and/or matters in extenuation or mitigation to the Executive Director of USAS. The Executive Director will then review and investigate the matter and, within ten (10) days after completing the review and investigation, I will receive written notification of the Executive Director's decision regarding my guilt or innocence and penalty if found guilty.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Notification: I have notified this person of the violation described and advised him/her of his/her rights under this procedure.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_





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## USA SHOOTING CODE OF CONDUCT

### Section III: Team Rules

Sections III, IV, and the Team Member Agreement are applicable only to Team members who qualify and are selected to the U.S. Shooting Team, National Team (NT), National Development Team (NDT), National Junior Team (NJT), and Junior Olympic Team and other Teams that may be established under the auspices of USA Shooting. As a condition of entry to USAS supported teams and activities, each participant agrees to abide by all sections of the Code, without alteration.

1. This Code is in effect for all travel, competitions, training, USAS Olympic Training Center programs, seminars, or other USAS designated activities and functions. When travel is involved, this Code is in effect from the time an individual departs for a trip until he/she has returned home or continues on with personal travel.
2. Team members will maintain a level of fitness and competitive readiness that will permit maximum performances.
3. USAS sponsors, suppliers, and licensees provide critical support for the Team; hence, Team members will wear designated USAS apparel at all official Team functions and events.
4. Team members will not conceal or cover any USAS sponsor, supplier, or licensee brand or other identification appearing on USAS apparel.
5. Team members will abide by anti-doping standards put forth by the International Olympic Committee (IOC), World Anti-Doping Agency (WADA), the United States Anti-Doping Agency (USADA), the United States Olympic Committee (USOC) or the International Shooting Sport Federation (ISSF), and will meet established reporting and testing requirements. The Team member is responsible for requesting clearance of any medication(s) from USADA or the USOC director of sports medicine and applying for a Therapeutic Use Exemption (TUE). The Team member understands that application for a TUE does not constitute clearance for use of medications; the Team member must be in receipt of approval of the TUE from ISSF before the use of any prohibited medication is granted. The Team member has ultimate responsibility regarding banned substances. Double-check all medications, supplements and other substances, including unregulated over-the-counter products, to ensure such items will not result in a positive doping test. Note that some over-the-counter medications or supplements contain banned substances which are NOT included in the list of ingredients.
6. A Team member who competes at a destination requiring a passport will be in possession of a valid USA passport that will not expire prior to six months following the conclusion of the international competition. USAS may assist with visa applications and fees.
7. The Team member is responsible to provide and update gun descriptions and serial numbers to USAS. Gun permits and any other travel documentation will be provided to the athlete in a timely manner whenever possible. For group travel, the PIC will typically carry documentation



for the group.

8. USAS coaching and/or USOC sports performance personnel may develop recommendations for a regimen of athletic training and conditioning, and appropriate competition experience. Based upon those recommendations, the Team member agrees to work with USAS and USOC staff toward the development of a program focused on improved and sustained elite athletic performance to attain established team goals. The Team member's program is expected to include the following elements, among others:
  - a. Range training;
  - b. Physical conditioning;
  - c. Mental training program and schedule;
  - d. Record fire and training competition schedule;
  - e. Formal competition;
  - f. Education regarding, and periodic testing for, banned and restricted substances.
9. Media, Appearances, Sponsorship and Promotional Activities:
  - a. Team members may contact sponsors of USAS (including their employees, partners, concerned individuals, et al) for the purpose of securing an individual sponsorship outside of the sponsor's agreement with USAS. If an athlete contacts a USAS sponsor regarding individual sponsorship, the athlete should inform the USAS Marketing Department as soon as practical.
  - b. Upon request by USAS, the Team member must agree to appear at and participate in promotional events. However, that athlete shall not be obligated to do so if the Team member or his/her coach(es) believe that such activity would adversely affect the athlete's training and competition performance or the athlete's military commander determines the event is in conflict with military requirements. The Team member agrees to make best efforts to participate in promotional appearances on behalf of USAS. These activities include, but are not limited to, clinics, speaking engagements, and fundraising programs. The Team member shall be provided transportation, lodging, and meals for any such USAS promotional activities. A participant stipend may be provided as determined by USAS and/or the requesting party.

In the event that any USAS sponsor or commercial entity desires to use a Team member's presence or image individually but in a manner which does not constitute an individual endorsement (i.e., usage which is not dependent upon identification of a particular athlete by name), then USAS shall notify the Team member of such opportunity and he/she shall have the option either to consent to or reject the same. If the Team member consents to such appearance or usage, he/she may receive a fee plus reimbursement of expenses if such opportunity involves an on-location appearance from the sponsor. If the Team member rejects such proposed appearance or usage of his/her



image, then USAS shall notify its sponsor accordingly, and may make such opportunity available to another Team member.

- c. Team members may not promote a sponsor or wear or display the name, logo, or other indicia of a third party that is in competition with a USAS sponsor or in a sponsor category, while participating in programs, activities, events, or competitions funded by USAS. Team members may use competitive gear and apparel with manufacturers' marks in accordance with IOC, USOC, and ISSF specifications. Violation of any part of this paragraph during any activity described herein, will be deemed and administrated as a commercial offense.
  - d. The following USA Shooting marks or terminology are legally protected and are not to be used without specific permission; USA Shooting name, logo, and design; USA Shooting Team name, logo, and design; USA Shooting Team Foundation name, logo, and design; US Shooting Team name, logo, and design, and USA Shooting News. This includes the use of and wearing of team uniforms with subject properties at activities where USAS does not have formal representation such as meetings, conventions, and trade shows. The Olympic rings, logo, and use of the word "Olympic" and variations thereof are protected by federal law and USOC filings.
10. Team members may not sell, trade, or give away ammunition, guns, supplies, or equipment provided by USA Shooting or sponsors.
  11. All funded training/travel must be approved in advance by the National Coach or PIC. If an expense is not authorized, it will not be funded or reimbursed.
  12. Submit expense vouchers to the National Coach or PIC within seven (7) days of completing a funded activity. All expense vouchers must be processed through the National Coach or PIC. Untimely submission for reimbursement may not be honored.
  13. Responsibilities related to airline travel:
    - a. USA Shooting will not pay excess baggage charges unless specifically authorized. The PIC will consider luggage requirements and excess baggage in the logistical planning.
    - b. USA Shooting will not pay for baggage insurance. If the Team members elect such coverage, it will be at their expense. Team members should obtain insurance for their shooting equipment.
    - c. USA Shooting will pay round trip airfare at the least expensive rate. The Team member will pay any additional costs. Mileage will be reimbursed at the current mileage rate up to the cost of the least expensive airline ticket. Only vehicle drivers/owners will receive mileage reimbursement.
    - d. The National Coach, PIC, or administrative assistant will make all airline reservations and itinerary changes unless specific direction is provided otherwise. The Team member is not authorized to contact the airlines or USAS travel agent directly or to change USAS



- funded airline tickets. The Team member is responsible for all additional expenses incurred for any schedule changes made by the Team member on self-funded airline tickets. Supported Team members—such as military, or industry-sponsored athletes—will be responsible for making their own reservations and purchasing tickets when funded by the military or supporting organization.
- e. Team members may not voluntarily relinquish their airline seats when there are scheduled activities and/or time sensitive requirements at the destination.
14. A receipt is required for all expenses other than meals.
  15. Any Team member designated to be a rental car driver is responsible for seeing that his/her assigned passengers are at designated training/competition areas on time. Likewise, passengers are responsible to their driver for being prompt and keeping their driver informed of transportation requirements. Parking and traffic tickets or other fines or penalties will not be reimbursed. USA Shooting possesses liability and collision damage insurance for domestic vehicle rentals. A copy of the insurance certificate is available to each renting driver. USA Shooting will not pay for additional rental car insurance for domestic travel. In some cases, foreign travel may require additional insurance, which can be authorized by the PIC. Renters may elect additional coverage at their own expense.
  16. Only those people authorized by rental contract and/or the National Coach or PIC may drive rental vehicles.
  17. Team members should have a major credit card for emergencies and special situations—such as airline tickets or rental cars—as well as a valid ID (Passport will suffice).
  18. Contact the appropriate National Coach regarding training, equipment, planning, selection for travel, competitions or other relevant subjects. Communication is an important part of assisting Team members to achieve their goals.
  19. When USAS provides any financial support to a competition, the Team member will compete in the highest classification (i.e. AA class).
  20. Team members are also required to attend awards ceremonies as designated by the National Coach or PIC. Exceptions will be approved in advance by the National Coach or PIC.
  21. Charges by hotels, including the Olympic Training Center, for damages, failure to return keys/meal cards and missing property (such as towels or linens), will be assessed to the responsible Team members(s).
  22. Team members traveling outside of the U.S. are required to have a U.S. Customs form #4457 listing their rifle, pistol, or shotgun make, model and serial number. This requirement must be completed prior to domestic departure by taking the guns to any U.S. Customs office for verification of serial number and form completion. NOTE: Not every major airport has a U.S. Customs office—confirm the location prior to traveling there.



23. USAS does not typically coordinate participation for family and friends desiring to attend USAS competitions and events.
24. Team members may be requested or required to submit periodic reports of competition and training activities to the National Coach. Failure to submit such reports may jeopardize financial support and participation.
25. For other than emergencies, the staff will not accept collect calls. At the Team member's request, the staff member will gladly make a prompt return call to minimize the team member's expense.
26. All Team members are subject to an 11:00 p.m. curfew at any funded activity. Additional curfews may be established or varied by the National Coach or PIC at any activity.
27. Team members below the age of 16 must be accompanied by a parent or guardian on international events and competitions. Exceptions will be considered case-by-case by the Director of Operations. All minors must submit a medical consent and release form for each international event (available through the National Coaches or PIC).
28. Team members under the age of 21 may not consume alcoholic beverages at any time during a USAS activity. This includes international trips to countries that may have a lower legal drinking age than the US law.
29. Inappropriate, indiscreet, or overindulgent use of alcohol is a Code violation. Use of alcohol in such a manner as to impair or jeopardize the Team member's training program, or competition performance, or which poses a safety hazard to such person, other athletes, or other persons, or while wearing USAS logo clothing, during an award ceremony, during media and/or interview opportunities, or which reflects poorly on the USAS organization, staff, volunteers, spectators or the sport of shooting, is strictly prohibited. Under no circumstances is an athlete or staff member to consume alcohol when in violation of the law or range rules. The PIC will determine any such occasions when the use of alcohol may be appropriate while in USAS logo clothing.
30. The Team member accepts financial responsibility for airline tickets, hotel accommodations, and other expense activity which he/she has agreed to attend, but subsequently does not attend, unless athlete has been formally excused by the National Team Coach, PIC, or Director of Operations. If the Team member fails to appear at the event or make financial restitutions for expenses incurred by USAS, the Team member recognizes he/she can be placed on the B team. To regain active and supported status, the Team member must reimburse the team for the full net amount of the obligation USAS incurred, plus late fees if applicable.
31. Keep all contact information current and respond to requests by USAS staff in a timely manner.
32. Non-team members, including family and friends attending USAS or ISSF events, are expected to live up to the spirit and intent of this Code of Conduct. Team members are expected to educate family and friends on the Code and strongly encourage compliance. The PIC is authorized to take reasonable action to correct violations directly with the non-participant when the situation



dictates, and resort to action through the team member only under appropriate circumstances. Team members are not subject to disciplinary action for the misconduct of family members and non-participants.

33. Team members are expected to compete in the spirit of fair play and good sportsmanship. False accusations, slanderous remarks, or statements concerning other participants that are inaccurate or untrue are clear violations of this code.
34. Team members may not willfully aid, abet, or conspire with others to engage in any conduct or actions prohibited in any section of the Code.

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## USA SHOOTING CODE OF CONDUCT

### Section IV: Dress Code and Team Uniform Policy

The Dress Code and Team Uniform policy allows USAS members to present a favorable image to the media and the public. In addition, USAS sponsors, suppliers, and licensees who provide critical support for our organization and athletes deserve the brand exposure and recognition. This policy applies to the NT, NDT, NJT, Junior Olympic Shotgun Team and other Teams that may be established under the auspices of USA Shooting.

#### A. DRESS CODE

1. Athletes will participate in the clothing and team uniform evaluation and selection process.
2. Athletes and officials will wear designated USAS team apparel at all official competitions and events, including opening ceremonies, closing ceremonies and award ceremonies, as appropriate.
3. Travel Clothing: While traveling, all clothing must meet the standards of “Business Casual—Relaxed.” See [www.dresscodeguide.com](http://www.dresscodeguide.com) as a guide. As such, slacks, pants, skirts, collared shirts (men) or blouses (collared or non-collared for women), and appropriate footwear must be worn. Low-cut blouses or suggestive attire is not appropriate. Neat or designer jeans are acceptable. T-shirts, tank tops, shorts and flip-flops are prohibited. Wearing USAS and/or logo apparel of sponsors is strongly encouraged. It is NOT permissible to wear clothing/marks representing those companies in direct competition to USAS sponsors while traveling. All clothing must meet the standards under Paragraph 4, Social and Casual Clothing.
4. Social and Casual Clothing: When not covered by one of the circumstances described in paragraphs 2 and 3 above, Smart Casual Clothing ([www.dresscodeguide.com](http://www.dresscodeguide.com)) of the individual’s choice may be worn provided it conforms to the following:
  - a. Must present a neat and clean appearance at all times.
  - b. No pictures or graphics of any sexual or offensive nature.
  - c. No words or phrases, which include offensive language or political statements.



- d. Clothing that is torn, frayed, has holes, or is excessively faded is not appropriate.
  - e. Footwear must be worn (no bare feet) as appropriate.
  - f. If shorts are worn, the inseam length must not be less than 15 cm (six inches) above the center of the knee.
  - g. The Athlete's clothing should be long enough to completely cover the participant's abdomen.
  - h. Athletes must use good judgment for attire in all circumstances not covered here, such as during athletic or recreational activities, social gatherings, private events, and so forth.
  - i. Repair and cleanliness provisions apply to ALL clothing on ALL occasions.
5. When participating in USAS activities or any ISSF competition, only names, logos, or marks of current USAS and/or authorized sponsors, as approved by USAS, may be displayed.

## **B. TEAM UNIFORM POLICY**

One of the strengths of USA Shooting is its focus on team unity. An important element of that focus is the team uniform. This policy ensures the USA Shooting team members will comply with the ISSF directives on athlete apparel, as well as USA Shooting's objectives for the uniform.

### **1. USA Shooting Uniform Objectives:**

- Present a distinctive, patriotic, fashionable, and uniform appearance for our athletes.
- Provide a durable-yet-affordable design that can extend through the 2016 quadrennial.
- Provide consistency across disciplines to maintain a strong reinforcement of team identity.
- Set up our athletes to portray the desired image both on the field of play and on the podium.
- Accommodate the athletes in their performance on the field of play; i.e., provide a uniform that does not hinder the athletes in their individual shooting techniques, and is suitable under varying conditions.
- Shape the culture that reflects professionalism, team unity, discipline, and excellence.

**2. Ceremonies Attire:** The uniform for all Opening and Closing ceremonies and for all award ceremonies is the USAS Award uniform described below, or as determined by the PIC. This uniform must be worn by Team members any time they receive a shooting award at a USAS or ISSF event. The Team Member is responsible for having this uniform on hand at every USAS event. The National Coach or PIC may make exceptions to ceremony attire as appropriate.

**3. All other official USAS activities:** The PIC will designate the uniform for official functions such as banquets, media events, photo shoots, trade shows, sponsor activities and any other official activities. Participants who are not NT/NDT/NJT members but are participating with the U.S. Team are required to wear clothing prescribed by the PIC. Participants will be advised in advance of the activity of the appropriate attire.



**4. The team uniforms for members of the National Team, National Development Team, and National Junior Team are as follows:**

**AWARD UNIFORM is the Jammin™ athletic suit:**

- Jammin jacket with appropriate logo for Rifle/Pistol (Eley) or Shotgun (Winchester).
- Jammin pants.

**COMPETITION UNIFORM:**

- USA Shooting polo shirt or T-Shirt with USAS marking. Colors: Red, white, or blue (any shade).
- Navy blue or black long pants, capris, athletic pants or shorts, OR the Jammin pants. Note: For domestic competitions, pants other than navy blue or black are permitted, but must conform to all other USAS and ISSF dress code requirements.
- Headgear: USA Shooting Baseball-style hats or visors are permitted but not required. Headbands with eye patches are permitted. Hats must feature team colors: Red, white, or blue (navy or light), with a USA Shooting logo on the front. Headgear and sponsor markings must comply with ISSF standards.
- Appropriate footwear. Athletic shoes or specially designed shooting shoes are permitted in all events.

**TRAINING UNIFORM:**

- During training days only, athletes may wear attire that is consistent with the look and style of the official uniform, but the official uniform is not required. For example, athletes may wear pants of a color other than navy blue or black, and a shirt of a color other than the official uniform. Athletes should strive to comply with the intent of the ISSF and USAS uniform standards.

**5. UNIFORM GUIDANCE FOR INTERNATIONAL COMPETITION**

- **On the podium for all athletes:**
  - USA Shooting-issued awards suit, including Jammin™ jacket and pants.
  - The jacket alone is not adequate; athletes must wear both jacket and pants.
  - Zip the jacket to the bottom of the logo.
  - White athletic shoes are preferred, though not required.
  - No headgear or sunglasses are permitted on the podium.
  - No additional outerwear should be worn with the awards suit.
- **On the field of play during competition:**
  - Wear the designated Competition uniform (above). Uniform items issued for specific events (such as Pan American or Olympic games) may be worn in lieu of the designated competition uniform, or as directed by the Team Leader, National Coach, or Director of Operations, as long as the attire complies with ISSF requirements.
  - Rifle: May wear the Jammin pants in the prone position if desired, though not required.
- **On the field of play during training:**
  - Wear the designated Training uniform or Competition uniform as outlined above.



## 6. UNIFORM GUIDANCE FOR DOMESTIC COMPETITION

In domestic events, this uniform policy applies only to National Team, National Development Team, and National Junior team members. Competitors who are not on a USA Shooting team are required to adhere to the guidance for attire contained in Section I, Paragraph E (Dress Code for Training and Performance), but are not required to abide by this USA Shooting Team Uniform Policy.

- **On the podium** for members of the National, Development, and Junior Team:
  - Athletes who own the USA Shooting-issued awards suit must wear the complete suit as outlined above.
  - **HOT WEATHER OPTION:** At the discretion of the National Coach, athletes may wear the awards suit jacket, and may also wear the navy blue or black shorts or pants in lieu of the award suit pants.
  - No headgear or sunglasses are permitted on the podium.
- **On the field of play during training and competition:**
  - Domestic uniform requirements do not include navy blue or black shorts or pants. However, Team members are strongly encouraged to wear USA Shooting shirts and headgear as described above.

## 7. SPECIFIC GUIDANCE ON UNIFORM WEAR

The following specific guidance clarifies wear of the uniform for USA Shooting team members:

- Variations from this uniform standard must be approved by the USAS Director of Operations or Executive Director/CEO. Variations for Paralympic athletes are authorized by the National Paralympic Coach.
- All uniform items must be in good repair; i.e., no holes or frays, colors not faded, etc.
- The team pants are navy blue or black shorts or capris, or navy blue long pants, or athletic pants. Per ISSF regulations, jeans are NOT allowed. While there is no “standard” design, the styles below provide a good guide:
  - For men: The Dockers brand, “D3” style in navy blue or black. Style #40851.
  - For women: The Dockers brand, “Regular Fit” in navy blue or black. Style #25102. Check <http://us.dockers.com> for pictures and details (and pictures below). Slight variations in brand and design are authorized. For example, allowable variations include flat front or pleated, cuffed or straight leg, straight or slanted pockets, Capri style for women, etc. Black or blue belts are encouraged but not required. If athletes choose to wear shorts, the shorts must comply with ISSF length standards. **CARGO POCKETS**, expandable with a flap or snap/button, are not permitted. Patch pockets, a flat pocket sewn to the outside of a garment is permitted.
- USA Shooting team members who do not abide by this standard are in violation of the Code of Conduct and subject to penalties for uniform infractions.

## 8. AVOID THESE FEATURES:

- Do not wear denim items, or material that looks like denim.
- Tan or khaki-colored shorts or pants are not permitted.
- Avoid double-stitched designs that might look like jeans.



- Do not wear pants or shorts with cargo pockets. Cargo pockets are not permitted.
- Do not wear clothing that is threadbare, worn, in bad repair, or that does not look like athletic apparel or that does not resemble our federation’s official uniform.

•  
Examples of acceptable pants, shorts, and shirts for the official team uniform:



Men’s navy long pants (Dockers)



Men’s navy shorts (Dockers)



Women’s navy pants (Dockers); Women’s navy shorts (Chaps); Women’s navy capris (Chaps)



USA Shooting T-shirt



USAS Long Sleeve T-shirt

*New USAS Under*



USAS Polos



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## USA SHOOTING CODE OF CONDUCT

### Section IV: TEAM MEMBER AGREEMENT

#### A. GENERAL

1. This Team Member Agreement applies to members of the USA Shooting Teams, including the National Team (NT), National Development Team (NDT), or National Junior Team (NJT), and concerns sponsorship, support, and incentives.

By checking the “ACCEPT” statement at the end of this document, signing and dating, without alteration, the Team member acknowledges he or she has read, understood, and will comply with this Agreement. Team members who check the “DECLINE” statement, must still sign and date the agreement. Team members who decline the provisions of this Agreement will retain eligibility on the Team and are still eligible for Basic Services (see Paragraph 4a, below), but may receive reduced funding and sponsor product. Team members who decline ARE NOT ELIGIBLE FOR USAS TEAM MEMBER INCENTIVES, but will still be eligible for USOC Direct Athlete Support. Athletes who decline this Agreement must still sign and comply with the Code of Conduct.

2. Team members’ participation in USAS programs is entirely voluntary, but implies responsibility. In order to protect the organizational, operational, and financial integrity of USAS and its programs, including its obligations as an NGB, we must govern the receipt of benefits and requirements for athlete participation. Nothing in this Agreement is intended to create an employer/employee relationship between USAS and the Team member; nevertheless, there is a clear obligation between both parties to honor all aspects of this policy.

#### B. TERM OF AGREEMENT

1. Team members may update this Agreement at any time for any reason by notifying USAS Director of Operations, checking the appropriate statement, signing and dating. The Team member has a responsibility to remain current with this document, especially regarding sponsorship. A list of sponsors and supporting partners is available on the USA Shooting website at the “Sponsors” link at: <http://usashooting.org/sponsorsMain.php>.
2. This Agreement expires on December 31, 2012. (NOTE: The Code of Conduct does NOT expire, but may be updated periodically.)

#### C. USA SHOOTING AND TEAM MEMBER RESPONSIBILITIES

1. I agree that while a member of the National Team, National Development, or National Junior Team, I will pursue a training program designed to improve and maximize my performance level, abide by the Code of Conduct, and support USA Shooting’s efforts to strengthen its organizational and athlete programs.



2. I understand that by accepting this Agreement, I acknowledge an on-going responsibility to USAS and its sponsors. Under the provisions of the USAS Code of Conduct, Section I, Paragraph E(2), I am obligated to be familiar with all USAS sponsors. I agree that if I have an agreement for sponsorship, licensing, advertisement or promotion with an entity (“My Sponsor”) that is in competition with a USAS sponsor, I will not, while directly engaged in any competition, event, or activity as a funded member of the National Team, National Development Team, or National Junior Team, promote the products or services of My Sponsor.
3. USA Shooting may provide athletes with sponsor and/or team-provided product(s), including ammunition. Using such products is important for developing and honoring corporate sponsorships. Acceptance of such product(s) indicates a willingness to use these products. Team members are required to use non-Performance Equipment sponsor products at training and/or competitions as designated by the USAS staff. Team members may decline to accept performance equipment and/or product(s) with the full understanding that USAS will not provide alternate products, store, ship, or in any way assist in procuring products on behalf of the Team member who competes with USAS and/or USOC sponsors. Team members are prohibited from speaking negatively and should speak positively regarding sponsors products.
4. USA Shooting will provide Team members with “Basic Services” listed below.
  - a. Basic services:
    - 1) Coaching assistance from the Team staff.
    - 2) A limited ammunition allocation, depending on availability of funding, sponsorship support, and athlete performance level.
    - 3) Financial support to team training and competitions, which may include reimbursement for meals, lodging, travel, fees, and other authorized expenses. Not all activities may be subsidized 100%. Financial support is determined by program needs, performance levels, and budget.
    - 4) USOC Performance Pool funded programs and USOC Athlete Support where eligible.

In addition, the following support benefits may be provided to Team members accepting this Agreement. (The extent of the support is dependent upon several factors including budget, time, sponsor support, staffing, and performance levels of the Athlete.):

- b. Use of products provided by sponsors
- c. USAS athlete incentive and/or reward programs may be provided.

#### **D. ATHLETE INCENTIVES**

The athlete incentive program is designed to reward shooting performance and encourages the use of key sponsor products. Any incentives offered will be established by USAS and will be dependent upon the nature and value of the related sponsor. Any incentive program will be implemented at the discretion of USAS and/or relevant sponsors. Incentives—monetary or product—will be based on the total contribution of the sponsorships.

#### **E. HEADINGS**



The titles and paragraph headings contained herein are for convenient reference only. They shall not be used in any way to govern, limit, modify or construe this Agreement and shall not be given any legal effect.

#### **F. CONFIDENTIALITY**

1. Team members must keep the terms and conditions of this Agreement strictly confidential and not to divulge or disclose any of the terms and conditions to any third party (except USOC) other than legal counsel.
2. Parent(s) or guardian(s) of any athlete who is younger than 18 years of age on the date this Agreement is signed, shall have the right to review this Agreement, but such parties shall also be subject to this confidentiality provision.

#### **G. AMENDMENT**

This Agreement may not be amended or modified in any respect except in writing, signed by each party.

#### **H. WAIVER**

The failure of either party at any time to demand strict compliance by the other party with regard to any of these terms, covenants, or conditions of this Agreement shall not be construed as a continuing waiver or relinquishment of any rights granted by this Agreement.

#### **I. SEVERABILITY**

If a provision of this Agreement is or becomes illegal, invalid or unenforceable in any jurisdiction, that shall not affect:

1. The validity or enforceability in that jurisdiction of any other provision of this Agreement; or
2. The validity or enforceability in other jurisdictions of that or any other provision of this Agreement.

#### **J. ENTIRE AGREEMENT**

This Agreement and any exhibits or addenda referred to herein, including the USAS Code of Conduct, embodies the complete agreement and understanding between the parties with respect to the subject matter hereof.

#### **K. GOVERNING LAW**

This Agreement has been entered into in the State of Colorado and all questions with respect to the construction of this Agreement and the rights and liabilities of the parties shall be governed by and construed in accordance with the laws of the State of Colorado. Any disagreements that arise with respect to this Agreement must be addressed under the Grievance procedures outlined in the USAS Bylaws and USAS Policies and Procedures, Section X.

**[CONTINUE TO THE PARTICIPANT'S AFFIRMATION, BELOW]**



**PLEASE COMPLETE THIS SHEET AND RETURN IT TO YOUR NATIONAL COACH. YOUR STATUS AS A TEAM MEMBER IS NOT ACTIVATED UNTIL YOU RETURN THIS SIGNED SHEET TO USA SHOOTING.**

(Place your initials on one of the statements below)

\_\_\_\_\_ I ACCEPT and will comply with the Team Member Agreement in Section IV above.

\_\_\_\_\_ I DECLINE the Team Member Agreement in Section IV above. If I decline this Agreement, I understand that my eligibility to participate as a team member is not jeopardized, however, I will only be entitled to “Basic Services” and may not be entitled to the full level of USAS support accorded to Team members who accept this Agreement. I understand that I may not receive sponsor-provided products, incentives associated with product use, or the financial benefit gained from sponsor contracts.

**PARTICIPANT’S AFFIRMATION OF THE CODE OF CONDUCT AND THE TEAM MEMBER AGREEMENT:**

I have read and accept this Code of Conduct. I agree to the rules, guidelines, jurisdiction and procedures stated in these documents as a condition of being selected to participate as a member of a USAS team. I have also read and understand the Team Member Agreement in Section IV above, and have initialed either the “ACCEPT” statement, or the “DECLINE” statement above.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Discipline (Rifle, Pistol, Shotgun, Paralympic)

**PARENT/GUARDIAN CERTIFICATION**  
(For participants under the age of 18 as of date of signature)

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Relationship (Parent or Guardian)

\_\_\_\_\_  
Date

\_\_\_\_\_  
Team Member’s Signature

\_\_\_\_\_  
Printed Name

Please send (or fax, or scan and email) to: USA Shooting, c/o (name of coach or staff)  
1 Olympic Plaza  
Colorado Springs, CO 80909  
Fax: 719-866-2200