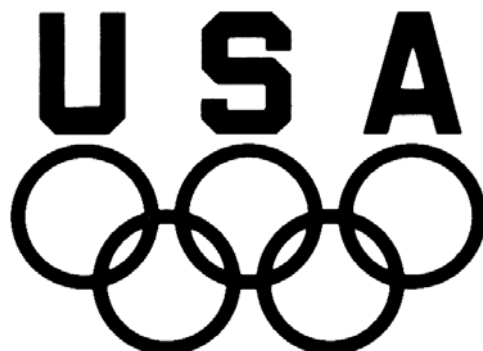


United States Olympic Committee



**ATHLETE
SELECTION PROCEDURE FORM**

for the

**OLYMPIC GAMES
Rifle & Pistol Teams**

September 2009



USA Shooting
ATHLETE SELECTION PROCEDURES
2012 Olympic Games
Rifle & Pistol
September 16, 2009

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 Games.

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

Only athletes who have attained the Minimum Qualifying Score (MQS), per International Shooting Sport Federation (ISSF) Official Statutes Rules and Regulations can be entered in one or more events in the Olympic Games per rule Q 3.0, in each event for which they qualify. If the athlete does not have a MQS in each event for which they have qualified at the conclusion of the selection process, the athlete will be provided an opportunity to obtain the MQS if there is a MQS qualifying match scheduled after the selection process and all entry and logistical requirements can be met. If the athlete does not achieve an MQS score prior to 17 June 2012, the athlete will be replaced according to the process outlined in paragraph IV.A. Maximum Olympic Rifle & Pistol Team size is twenty (20) athletes. Actual size is dependent on the total number of quota positions won by the U.S. and any multiple start positions earned by Team members. The possible quota and start positions are broken down in each event as follows:

MEN

2 - 10m Air Rifle
2 - 50m Rifle 3-Positions
2 - 50m Rifle Prone
2 - 25m Rapid Fire Pistol
2 - 50m Pistol
2 - 10m Air Pistol

WOMEN

2 - 10m Air Rifle
2 - 50m Rifle 3-Positions
2 - 25m Pistol
2 - 10m Air Pistol

3. **Other requirements:**

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



b. Athletes must have attained a Performance Standard Average (PSA) or Performance Standard Individual (PSI) score in order to be eligible for funding at World Cups or World Championships. Details of the PSA/PSI requirements are included in USA Shooting Policies and Procedures “Performance Standards” and are also available at the following web link: http://usashooting.org/downloads/performance_standards_jun_09.pdf.

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 attempt to earn points in international competitions (World Cups and World Championships) during the 2010 and 2011 competitive seasons. Athletes who meet or exceed the Olympic Team Selection points threshold will be ranked 1st or 2nd in the selection process and will be nominated to the Olympic Team if there are enough quotas earned, or athlete doubles to cover the corresponding start position in that event. The point threshold is 40 points. Olympic Team Selection points may only be earned when entered “in competition for medals” and not when participating for MQS. The objective is to reward athletes for demonstrated success at international competition which has proven a most predictable indicator of Olympic medal potential.

Olympic Team Selection points in each event may be earned according the following schedule:

	<u>2010 World Cups</u>	<u>2010 World Champs</u>	<u>2011 World Cups</u>
First	12	25	15
Second	9	20	12
Third	6	15	10
Fourth	3	10	4
Fifth	2	9	3
Sixth	2	8	3
Seventh	2	7	2
Eighth	2	6	2

If no athletes meet or exceed the Olympic Team Selection points threshold or if only one athlete has met or exceeded the threshold and a second quota place has been earned in that event, the remaining Olympic Team member(s) in that event will be selected via the selection competition(s).

The ten meter airgun selection competitions will be hosted separately from the 25 and 50 meter smallbore competitions. This will allow athletes to better dedicate training time for the specific events.



1) The airgun selection will consist of two selection competitions with two courses of fire each and a final after each course of fire. The Olympic Team selection will be based on the aggregate of four courses of fire and two best finals. Ten meter airgun trials are proposed for December 2011 and February-March 2012 at a location to be determined and announced no less than 45 days prior to the competition.

2) Smallbore selection will consist of one selection competition with three courses of fire and a final after each course of fire. The Olympic Team selection will be based on the aggregate of the three courses of fire and the two best finals. That selection match will be conducted in the March-June 2012 timeframe at a location to be announced with the dates dependent upon the ISSF World Cup schedule.

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).*

There are "entry gates" that allow athletes to qualify for World Cup and World Championship participation thus providing the opportunity to earn Olympic Team Selection points. Participation in the entry gate competitions is open to any USA Shooting member. World Cup start positions will be awarded based on athlete performance in the entry gate selection matches in 2009, 2010, and 2011 and discretionary selections nominated by the National Coach and selected by the World Cup Selection Committee as outlined in Section II (Discretionary Selection) below.

The number of funded World Cup positions and amount of support will be established by the National Coach prior to the start of the World Cup season. The level of funding will be consistent for all World Cups but may vary depending on the specific entry position occupied (shooting for competition or shooting for MQS).

Entry gate opportunities to qualify for World Cup and 2010 World Championships start positions differ for airgun and smallbore events. The entry gate competitions are as follows:

a. Airgun 10 Meter

2010

- The Winter Airgun Championship (Part I of the World Championship Team selection), December 3-6, 2009.
- Part II of the World Championship Team Selection match, February 26-28, 2010.



2011

- The Winter Airgun Championships in December 2010
- National Coach Discretionary Selections (see Section II below)

b. Smallbore 25 and 50 Meter

2010

- The Fall Selection match at Fort Benning, Georgia September 22-27, 2009
- The Spring Selection match, which also selects the 2010 World Championships Team, to be held at Fort Benning in April-May, 2010

2011

- The 2010 Fall Selection Match held September-October 2010
- The Spring Selection Match held April-May 2011
- National Coach Discretionary Selections (see Section II below)

- 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).*

Maximum team size will be determined based on quota places earned. Athletes who qualify themselves for more than one event will earn the right to compete in each event for which they qualify (e.g. qualify to compete in Air Rifle and 3-Position Rifle). If this occurs, one athlete will fill one quota place and may compete in multiple events resulting in a smaller team size. Unused Olympic quota places will be returned to the ISSF in accordance with ISSF regulations.

Olympic Team Selection points:

Athletes will attempt to earn points in international competitions (World Cups and World Championships) during the 2010 and 2011 competitive seasons. Athletes who meet or exceed the Olympic Team Selection point threshold will be ranked 1st or 2nd in the selection process and will be nominated to the Olympic Team if there are enough quotas earned, or athlete doubles to cover the corresponding start position in that event. The point threshold is 40. Should there be athletes who are tied and who meet or exceed the 40 points threshold in an event, a tie breaking competition will be held using one course of fire plus final with completion before December 31, 2011. The dates and location of the tie breaking competition will be set by the National Coach and Director of Operations with input from the athletes involved.

The U.S. may enter up to three athletes to shoot “for competition” per event for each World Cup competition during the 2010 and 2011 World Cup seasons.

Athletes will fill World Cup competition start positions as follows:



2010 World Cups:

- a. Top three ranked athletes from the corresponding selection competition will fill the top three start positions in order.
- b. If any of the top three athletes decline a start position this start position will be filled by the National Team Coach under discretionary guidelines.

2011 World Cups:

- a. The top two scoring U.S. athletes who earn finals berths at the 2010 World Shooting Championships will be awarded a start position in that event at three of the four 2011 World Cups. If only one or no athlete earns a final berth in this event, the entry gate for the available World Cup start rights reverts to National Coach selection and selection competition.
- b. National Team Coach will select an athlete to fill one start position in each event in three of the four World Cups under discretionary guidelines.
- c. Remaining start positions will be filled from the selection competition in rank order from the results of the match.

The National Coach will select the specific World Cup(s) for which an athlete has qualified for a start position. The National Coach will take various factors into consideration in assigning world cups including but not limited to athlete preferences, athlete training & competition plan, performance level and trends, and Country Quota place considerations.

Selection Competition Details:

a. Airgun 10 Meter

2010

- The Winter Airgun Championship (Part I of the World Championship Team selection), December 3-6, 2009 will select participants for the first World Cup of 2010 (India World Cup). The qualification will consist of three courses of fire and the two best finals.
- Part II of the Selection match for the World Championship Team, February 26-28, 2010 will select participants for the three remaining 2010 World Cups (China, USA and Serbia World Cups) and the 2010 World Championship Team. Participation will be determined from the aggregate of the first two courses of fire from the Winter Airgun Championships in December 2009 and the two courses of fire from Part II of the Selection match for the World Championship Team, plus the two best finals shot by the athlete from any of these four courses of fire.



2011

- The top two scoring U.S. athletes, who earn finals berths at the 2010 World Shooting Championships will be awarded a start position in that event at three of the four 2011 World Cups. If only one or no athlete earns a final berth in this event, the entry gate for the available World Cup start rights reverts to the 2010 Winter Airgun Championships, after discretionary selections.
- Discretionary Selections: National Team Coach will select an athlete to fill a start position in each event of three World Cups. See Section II below.
- The Winter Airgun Championships in December 2010 will select participants for the remaining 2011 World Cup start positions. That selection will be the aggregate of three courses of fire plus the two best finals.

b. Smallbore 25 and 50 Meter

2010

- The Fall Selection Match at Fort Benning, Georgia, September 22-27, 2009 is the selection for participation at the first two World Cups of 2010 (India and China). The selection will be the aggregate of the two courses of fire plus the best final.
- The Spring Selection Match to be held at Fort Benning in the April-May, 2010 time frame will select participants for the two remaining World Cups (USA and Serbia) and the 2010 World Championship Team. The selection will be the aggregate of the three courses of fire plus the two best finals.

2011

- The top two scoring U.S. athletes who earn finals berths at the 2010 World Shooting Championships will be awarded a start position in that event at three of the four 2011 World Cups. If only one or no athlete earns a final berth in this event, the entry gate for the available World Cup start rights reverts to the matches listed below, after discretionary selections.
- Discretionary Selections: National Team Coach will select one athlete to fill a start position in each event of three World Cups. See Section II below.
- The 2010 Fall Selection Match held September-October 2010, at a location to be announced, will determine the remaining start positions for the first two World Cups of 2011. The selection will be the aggregate of the two courses of fire and the best final.
- The Spring Selection Match held April-May 2011, at a location to be announced, will select participants for remaining start positions selection will be the aggregate of three courses of fire plus the two best finals.



Athlete Ranking:

Step 1: Olympic Team Selection points system will rank athletes up to the number of athletes who have met or exceeded the Olympic Team Selection points threshold in an event.

Step 2: Olympic Selection Competitions will rank the remaining athletes below any Olympic Team Selection points system athletes. If no athletes have met or exceeded the points system threshold, then athletes will be ranked exclusively in each event by the Olympic Selection Competitions.

Ranking will be completed via selection competitions as detailed below:

Selection competition(s) will be held for all events regardless if all available Olympic start positions have been filled via the Olympic Team Selection points system. The selection competition(s) will determine places through eighth position in the event replacement athletes are required. Selection competitions will be open to all USA Shooting members. Should participation entries exceed capacity, invitations will be awarded to athletes with the highest score fired in USAS sanctioned competition in the applicable event during the 2011-2012 calendar years and up to 45 days prior to the applicable selection competition.

- a) Airgun 10 meter events – Part I is the Winter Airgun Championship in December time frame 2011 consisting of two courses of fire and two finals. Part II is the Olympic Airgun Selection February–March 2012 with two courses of fire and two finals. The Olympic Team selection is the aggregate of the four courses of fire plus the two best finals shot in either of the competitions. For tied scores upon completion of the selection competition process, see below.
- b) Smallbore 25 & 50 meter events – One Olympic Team Selection Competition in the April–May timeframe (dependent upon the ISSF schedule) with location to be determined consisting of three courses of fire and three finals. The Olympic Team selection for available start positions will be the aggregate of the three courses of fire and two best finals. For tied scores upon completion of the selection competition process, see below.

Athletes will occupy the Olympic Team positions they earn 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, an additional 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 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 trials selection competitions.

Olympic Team Nominations:

Step 1: The total number of Olympic quota places earned by the USA will be known at the end of 2011. The maximum team size may be up to the number of Olympic quota places earned. Final team nominations cannot be made until the last Olympic Selection competition has been completed in 2012. At that time, any athletes qualifying in more than one event (doubles or triples) will be known and the ranking of the athletes 1-8 can be completed.

Step 2: The maximum number of starts in each Olympic event is two. Athletes ranked 1st and 2nd will be listed in each event. Quota places earned per event and corresponding doubles or triples by athletes in the selection ranking will determine if all starts available will be filled by the ranked athletes. Example: If USA only has three of the four Women's quota places available in Rifle, then at least one athlete must double by being ranked 1st or 2nd in both events to allow for all starts to be filled and nominated to the Olympic Team.

Step 3: Nominations to the Olympic Team will then be completed and forwarded to the USOC. Any unused Quota places will be returned to the ISSF.

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

Overseeing the Olympic selection process will be:

1. Rifle:

National Coach, David Johnson
Director of Operations, Bill Roy



Executive Director, Robert Mitchell
Rifle Athlete Representative, Eric Uptagrafft

2. Pistol:

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

II. DISCRETIONARY SELECTION (if applicable)

The National Coach will have discretionary selection for:

- a. 2010: National Coach will select for any start positions at World Cups or the World Championships declined by qualified athletes.
- b. 2010, 2011: National Coach will select athletes for MQS slots.
- c. 2011: National Coach will select for one start position in each event in three World Cups.
- d. 2011: National Coach will enter the top two athletes who have earned finals berths at the 2010 World Championship into three of four World Cups in the event in which the athlete made the final.

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

To provide additional athletes with the opportunity to obtain an Olympic MQS and gain World Cup experience. It is also possible that an elite athlete may not qualify for World Cup participation through the entry gate process. Additionally, athletes are subject to illness, injury, educational commitments and conflicting life events resulting in an athlete's inability to participate in the World Cup selection process.

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

The criteria below will be used for discretionary selection in no priority order:

- Athletes who have demonstrated clear performance potential to succeed at international events at the level of World Cups, and/or potential to succeed in Olympic events.
- 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 "Entry Gate" selections.
- Athletes who suddenly demonstrate the "hot hand" in their event or



newly achieved skill levels between or out-of-phase with the “Entry Gates” may be considered for discretionary selection. This trend of improvement must be demonstrated in actual competitions and not just training sessions.

- Additional evaluation of athletes will include:
 - * Relative nearness to the PSA/PSI standard;
 - * Recent performance jumps or declines;
 - * Developmental needs for competition exposure;
 - * Projected performance levels as related to upcoming World Championships and Olympic Games;
 - * Country Quota place needs

The National Coach must be able to justify his discretionary nomination to the other members of the World Cup Selection Committee.

C. Discretionary Selection Committee

1. 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:

World Cup Selection Committee

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

- a. World Cup Selection Committee - Rifle
 - David Johnson, National Rifle Coach
 - Bill Roy, Director of Operations
 - Connie Smotek, AAC Representative
 - Robert Mitchell, Executive Director
- b. World Cup Selection Committee – Pistol
 - Sergey Luzov, National Pistol Coach
 - Bill Roy, Director of Operations
 - Connie Smotek, AAC Representative
 - Robert Mitchell, Executive Director

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 the 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 or USOC physician or appropriate medical staff member. If an athlete refuses verification of his/her illness or injury by an approved USA Shooting or USOC 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 may be removed as a nominee to the Team or from the Team at any time for violation of IOC, 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.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per the USA Shooting's 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.

IV. REPLACEMENT OF ATHLETES

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

Replacement athletes will be selected from the applicable qualifying process with the athlete ranked next in the standings of the applicable event being selected. An athlete qualifying to the Team through the Olympic Team Selection Points system will be replaced with the next athlete having attained the minimum 40 point threshold in rank order. If no other athlete has met or exceeded the threshold in that event, then the selection of the replacement athlete reverts to the trials (selection competition) process as outlined in paragraph I. C. above.

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



occur:

1. *prior to acceptance of nominations by the USOC:*

The athlete selected will be the person ranked next in the standings in the vacated event.

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 will be filled by the highest ranked athlete from the remaining Olympic Team members according to the selection process in that event. If there are no athletes meeting the criteria, the start position will be determined by a committee composed of the National Coach, Team Leader and Team Captain (athlete).

2. *after acceptance of nominations by the USOC:*

Same as in B.1.

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

1. *Group or committee who determines the replacement pool:*

Because the athlete standings at the end of the selection process is strictly objective, the Director of Operations and National Coach would verify the athlete standing from the selection results.

2. *Group or committee who determines a replacement to the Team:*

- a. *prior to acceptance of nominations by the USOC:*

USA Shooting's Director of Operations and the appropriate National Coach would verify the athlete standings from the selection results and then determine the appropriate replacement.

- b. *after acceptance of nominations by the USOC:*

Please see paragraph IV.B. 1. 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 Games.



VI. REQUIRED DOCUMENTS

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: USA Shooting Code of Conduct (Attachment A) and Athlete Agreement (Attachment B)

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
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 (if any): *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: June 18th, 2012 or when required by the USOC.

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, IPC, PASO, WADA, IF, USADA and USOC anti-doping protocols, policies and procedures, as applicable. This includes participation in Out-of-Competition Testing as required by the IOC, IPC, PASO, WADA, IF, USADA and USOC Rules, as applicable.

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
- Rifle Athlete Representative Eric Uptagrafft
- Alternate Pistol Athlete Representative Jason Turner



Director of Operations Bill Roy
Executive Director Robert Mitchell

XII. NGB/PSO BYLAWS AND GRIEVANCE PROCEDURES

The USA Shooting Bylaws and Grievance Procedures can be found at:
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
- www.888athlete.org

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
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NGB/PSO President or CEO/Executive Director			
Nat. Team Coach, Head Coach, or Nat. Program Director			
USOC Athletes' Advisory Council Representative*			

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

*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 POLICIES AND PROCEDURES
CODE OF CONDUCT - ANNEX I**

TEAM RULES

Team Rules are applicable to all members qualifying and selected to the U.S. Shooting Team, National Team (NT), National Development Team (NDT), Junior Olympic Team and other Teams that may be established from time to time. As a condition of entry to USAS supported teams and activities, each participant agrees to abide by the Code of Conduct including applicable annexes without alteration.

1. This Code of Conduct 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 of Conduct is in effect from the time an individual departs for a trip until he/she has returned home or continues on with personal travel. The individual will be released from the Code of Conduct at the time he/she separates from the rest of the team.
2. Athlete will maintain a level of fitness and competitive readiness that will permit performance to be at the maximum of his/her abilities.
3. Athlete is aware that USAS sponsors, suppliers and licensees provide critical support for the Team and, in recognition of this fact, will wear designated USAS apparel at all official Team functions and events.
4. Athlete will not conceal or cover-up any USAS sponsor, supplier or licensee brand or other identification appearing on my USAS apparel.
5. Athlete will not commit a doping violation as defined 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 ATHLETE IS RESPONSIBLE FOR REQUESTING CLEARANCE OF ANY MEDICATION(S) FROM USADA OR THE USOC DIRECTOR OF SPORTS MEDICINE AND MAKING APPLICATION FOR A THERAPEUTIC USE EXEMPTION (TUE) AS MAY BE APPLICABLE.** Athlete understands that application for a TUE does not constitute clearance for use of medications; the Athlete must be in receipt of approval of the TUE from ISSF before the use of any prohibited medication is granted. **ULTIMATE RESPONSIBILITY REGARDING BANNED SUBSTANCES IS THAT OF THE INDIVIDUAL ATHLETE.** 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.
6. When chosen for an international team that requires a passport, Athlete will be in possession of a valid and appropriate USA passport that will not expire prior to six months following the



conclusion of the international competition. USAS will obtain any required travel visas;

7. Athlete is eligible for basic services provided by USAS that includes, but is not limited to:
 - a. Coaching assistance from the team staff;
 - b. A limited ammunition allocation, depending on availability of funding, sponsorship support and athlete performance level;
 - c. 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%.
8. USAS coaching and/or USOC sports science personnel may develop recommendations for an individualized regimen of athletic training and conditioning, and appropriate competition experience. Based upon such staff recommendations, Athlete agrees to work with USAS and USOC staff toward the development of a program focused on improved and sustained elite athletic performance that contributes toward the achievement of established team goals. Athlete'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. Athlete may contact sponsors of USAS (including their employees, partners, concerned individuals, et. al.) for the purpose of securing an individual sponsorship of the athlete outside of the sponsor's agreement with USAS. If an athlete contacts a USAS sponsor regarding individual sponsorship, the athlete is requested to inform the USAS Director of Marketing.
 - b. Upon request by USAS, Athlete agrees to appear at and participate in promotional events, provided however that Athlete shall not be obligated to do so if Athlete or his/her coach(es) believe that such would adversely affect Athlete's training and competition activities or Athlete's military commander determines the event in conflict with military requirements. Athlete 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 fund raising programs. USAS may request Athlete attend USAS sponsor events. Athlete 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.

- c. In the event that any USAS sponsor or commercial entity desires to use Athlete'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 Athlete of such opportunity and he/she shall have the option either to consent to or reject the same. If Athlete consents to such appearance or usage, he/she may receive a fee plus reimbursement of expenses in case such opportunity involves an on-location appearance from the sponsor. If Athlete rejects such proposed appearance or usage of his/her image, then USAS shall notify its sponsor accordingly, and shall make such opportunity available to another Athlete. Athlete agrees that he/she shall not enter or attempt to enter into any private individual agreement or extend such agreement with said sponsor in violation of this Code of Conduct.
 - d. In connection with the provisions of this section, the Athlete understands that, Athlete 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 restricted sponsor category, while participating in programs, activities, events or competitions funded by USAS. Athlete 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 in paragraph 4, will be deemed and administrated as a commercial offense as described in Appendix C.
 - e. 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; US Shooting Team name logo and design, Quickshots name, logo and design, Sport for Life, Targeting Success 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. Needless to say, the Olympic rings, logo and use of the word "Olympic" and variations thereof are protected by federal law and USOC filings.
10. Keep all contact information current and meet requests by USAS staff in a timely manner.
 11. All funded training/travel must be approved in advance by the National Coach or Person-in-Charge (PIC). If an expense is not authorized, it will not be funded.
 12. Submit expense vouchers to the National Coach 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 his/her logistical planning.
 - b. USA Shooting will not pay for baggage insurance. If Athlete elects such coverage, it will be at their expense. It is recommended that team members obtain insurance for their shooting equipment.
 - c. USA Shooting will pay round trip airfare at the least expensive rate only. Athlete will pay any additional costs. Mileage will be reimbursed at the current mileage rate up to the cost of an airline ticket. Only vehicle drivers will receive mileage reimbursement.
 - d. The National Coach or PIC will make all airline reservations and itinerary changes unless specific direction is provided otherwise. Athlete is not authorized to contact the airlines or USAS travel agent directly or to change USAS funded airline tickets. Athlete is responsible for all additional expenses incurred for any schedule changes made by Athlete on self-funded airline tickets. Supported (military) Athletes will be responsible for making their own reservations and purchasing tickets when funded by the military.
 - e. Athlete may not voluntarily relinquish their airline seats when there are scheduled activities and/or time sensitive requirements at destination.
14. A receipt is required for all expenses other than meals.
15. Athlete may not sell, trade or give away ammunition, guns, supplies or equipment provided by USA Shooting or sponsors.
16. Any Athlete 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 as to transportation requirements. Authorized rental car expenses will be reimbursed 100%. Parking and traffic tickets will not be reimbursed. USA Shooting does have liability and collision damage insurance for domestic vehicle rentals. A copy of the insurance binder will be provided to each renting driver. USA Shooting will not pay for additional rental car insurance. Renters may elect additional coverage at their own expense.
17. Only those people authorized by rental contract and/or the National Coach or Person in Charge (PIC) may drive rental vehicles.
18. It is strongly recommended that each Athlete have a major credit card for his or her use. Emergencies and special situations do occur. Should you have to purchase an airline ticket or rent a car, a credit card may be a necessity.
19. If you have a question regarding training, equipment, planning, selection for travel, competitions or other relevant subjects, contact the National Coach. Our job is to assist you in achieving your goals. Communication is an important part of that process.
20. When USAS provides any financial support to a competition, Athlete will compete in the highest classification (i.e. AA class). Athletes 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 Complex, for damages, failure to return keys/meal cards and missing property (towels and such) will be assessed to the responsible Athlete(s).
22. Athletes 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 is to be completed prior to domestic departure and can be accomplished by taking your guns to any U.S. Customs office for verification of serial number and form completion.
23. USAS does not coordinate participation for family and friends desiring to attend USAS competitions and events.
24. Athlete 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 Athlete's request, the staff person will gladly make a prompt return call to minimize the team member's expense.
26. All Athletes are subject to an 11:00 p.m. curfew during any funded activity. Additional curfews may be established or varied by the coach or PIC at any activity.
27. Athletes under the age of 21 may not consume alcoholic beverages at any time during a funded activity.
28. The Athlete accepts financial responsibility for airline tickets, hotel accommodations and other expense for which USAS has incurred a financial obligation for an activity which he/she has agreed to attend and does not attend, unless athlete has been formally excused by the national team coach, PIC or executive director. If Athlete fails to appear at the event or make financial restitutions for expenses incurred by USAS, the Athlete recognizes he/she can be placed on the B team. To regain active and supported status, the Athlete understands he/she must reimburse the team for the full net amount of the obligation USAS incurred.
29. Inappropriate, indiscreet, or overindulgent use of alcohol is a Code violation. Use of alcohol in such a manner as to impair or jeopardize Athlete's training program, or competition performance, or which poses a safety hazard to such person, other athletes, or other persons, or while wearing the 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. 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 use of alcohol may be appropriate while in USAS logo clothing and it will be the best judgment of the PIC of when a violation occurs.
30. 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. Athletes 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. Athletes are not subject to disciplinary action for the misconduct of family members and non-participants.

31. Athlete may not willfully aid, abet, or conspire with others to engage in, any conduct or actions cited in the Code or Annexes.

USA SHOOTING POLICIES AND PROCEDURES CODE OF CONDUCT - ANNEX II

DRESS CODE

It is important that we present our sport most favorably to the media and the public. Additionally, USAS sponsors, suppliers and licensees provide critical support for our organization and athletes. All clothing is to be clean, neat in appearance and in good repair. In recognition of this, it is agreed as follows:

1. Uniform Selection - Athletes will participate in the clothing and team uniform evaluation and selection process utilized for purchases and issue by USAS. Athletes and officials will wear designated USAS team apparel at all official competitions and events, including opening ceremonies, closing ceremonies and medal ceremonies.
2. Travel Clothing - While traveling, slacks, pants, skirts, collared shirts, and appropriate footwear will be worn. Jeans are acceptable. T-shirts, tank tops, shorts and flip-flops will not be worn. All clothing worn must meet the standards under paragraph 6, Social and Casual Clothing. Wearing USAS and/or logo apparel of sponsors is strongly encouraged. However, in some travel situations it may be recommended to avoid the wearing of USA and USAS logo clothing in the best interests of safety. It is NOT permissible to wear clothing/marks representing those companies in direct competition to USAS sponsors while traveling.
3. Ceremonies Attire - Opening and closing ceremony dress will be determined by the PIC. Normally this will be the USAS awards presentation (warm-up) uniform (jacket top and pants). The uniform for award ceremonies will be the current NT or NDT warm-up suit (top and bottom) unless designated differently by the PIC. This uniform is to be worn by Athlete any time they receive a shooting award where funding is provided by USA Shooting. **IT IS THE ATHLETE'S RESPONSIBILITY TO HAVE THIS UNIFORM ON HAND AT EVERY FUNDED USAS EVENT. HATS AND SUNGLASSES ARE NOT TO BE WORN WHILE RECEIVING AN AWARD.** The National Coach or PIC may make exceptions as appropriate. We want our Athletes to present the best image possible.



4. All Other Official 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. Athletes not NT/NDT members that are participating with the U.S. team are required to have and wear clothing prescribed by the PIC. Participants will be advised in advance of the activity of the appropriate clothing to be worn.

5. Training and Performance Attire - During training or competitions an athlete may elect to wear Performance Clothing, as designated by the listing of USOC Personal Competitive Gear and is subject to the following:
 - a. Must conform to ISSF clothing rules.
 - b. 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 www.issf-shooting.org. 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.
 - c. Should USAS provide country identification banners, they must be worn at the competition as prescribed by ISSF Rules and Regulations as well as the team coach or PIC.
 - d. Displays no pictures or graphics of a sexual or offensive nature.
 - e. Displays no words or phrases that include offensive language or political statements.
 - f. 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.
 - g. The participant's clothing will be long enough to completely cover the participant's abdomen at all times. Low cut blouses or tops exposing cleavage is not appropriate
 - h. Footwear must be worn at all times; flip-flops or flip-flop type sandals are not appropriate.
 - i. Athlete is 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. This is important to the sponsors and the media.

6. Social and Casual Clothing - When not covered by one of the circumstances described in paragraphs 2 through 5 above, casual clothing 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 or has holes 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.
7. When participating in USAS funded activities or any ISSF competition, only names, logos or marks of current USAS and/or authorized Athlete sponsors, as approved by USAS, may be displayed.
 8. Repair and cleanliness provisions apply to ALL clothing on ALL occasions.

**USA SHOOTING POLICIES AND PROCEDURES
CODE OF CONDUCT - ANNEX III**

ADMINISTERING CODE OF CONDUCT VIOLATIONS

1. The PIC and/or Executive Director will have broad discretion to enforce this Code of Conduct and correct offenses by means of oral or written counseling. Written counseling will be attached to after action reports for filing by USAS.
2. Misconduct of any person subject to the Code of Conduct may be reported by anyone by any means to the Executive Director or President, 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 Executive Director, USAS. The written statement is to 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. The report may include recommended disciplinary action. Offenses include, without limitation, repetitive minor infractions, intentional violations, and failure to correct immediately any correctable infractions (e.g., dress code violation). (Use form at Annex C, Report of Code of Conduct Violation). Violations by active duty military participants also will be reported to the commander of the service person's unit.
3. Commercial offenses are any violation of Code of Conduct paragraph 4.during any activity



described in the Code Appendix A, “Team Rules” paragraph 9. Violations are to be reported via the Report of Code of Conduct Violation (Annex C) and submitted directly to the Executive Director, USAS for action.

4. The Executive Director or an appointed investigator will notify the accused of the alleged Code violation whom shall have the right to provide a written explanation to USAS Executive Director or investigator within a timeframe prescribed by the Executive Director or investigator which is fair and reasonable under the circumstances.
5. Executive Director, USAS, or his appointed investigator will review and investigate the matter. After which the Executive Director will notify the accused of his 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. \$150-\$5,000 fine;
 - d. Withdrawal of all support and placement on the “B” squad which is unsupported;
 - e. An appropriate letter 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 fine is paid).

7. Commercial violation disciplinary options are a fine with a minimum of \$1,000 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 but within 30 days from the President's appointment.
 - e. At the election of the Chairperson, the hearing may be conducted telephonically 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.



USA SHOOTING POLICIES AND PROCEDURES

CODE OF CONDUCT

This constitutes the Code of Conduct of USA Shooting (USAS), a Colorado nonprofit 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.

A. GENERAL

1. The vision of USAS is to make the United States of America the best in the world in competitive Olympic style shooting. The mission of USAS is to make the vision a reality by winning medals in Olympic style shooting competition. This will be accomplished by fielding and maintaining teams of world-class shooting athletes; by educating, training, and supporting all members to achieve sustained success in all levels of shooting competition; and by helping athletes to use shooting competition to develop to their highest athletic and personal potential. In furtherance of its mission, USAS selects, trains and provides support for qualified USAS member athletes who desire to participate in the programs and opportunities provided by USAS.
2. This Code of Conduct (Code) has been established to help USAS and its members bring honor and integrity to our country and our sport. Working together not only promotes individual growth, but also creates a spirit of team unity. It is not the intent of this Code to unduly restrict or detract from the overall experience of being a member of USAS and our Teams. The Person In Charge (PIC) of each activity will use their best judgment when determining a code violation and all violations will be adjudicated in accordance with Annex III, giving the member an opportunity to submit an explanation or statement on their behalf. If you have questions concerning any of these rules, you should contact the USAS staff for further explanation.
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.
4. In becoming a member of USA Shooting, you are making a commitment to USAS and to the acceptance of the rules and standards of this Code.
5. As a member of the U.S. Shooting Team, National Team, National Development Team or Junior Olympic Team, you will be acknowledging that you have read it, understand it, and are willing to abide by its contents.



B. WHO IS COVERED

This Code of Conduct applies to all members of USA Shooting participating in USAS conducted events and activities.

C. PARTICIPANT COMMITMENT

I agree to uphold the spirit of the USA Shooting Code of Conduct (Code), which offers a guide to my conduct as a USA Shooting member. I acknowledge that I have a right to a process of resolution that includes a hearing if my opportunity to compete is denied as stated in Bylaw Article XXII. The administration and adjudication process for Code of Conduct violations is detailed in Annex III.

D. AS A MEMBER AND PARTICIPANT I:

1. will abide by all published rules related to the Team selection procedures as outlined in the USA Shooting Policies and Procedures as approved by USA Shooting;
2. will act in a sportsmanlike manner consistent with the spirit of fair play and responsible conduct. Sportsmanlike conduct is defined as, but is 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;
3. will remain compliant with the requirements of the United States Anti Doping Agency's (USADA) Out Of Competition testing requirements, as may be applicable to my Team status;
4. am not currently serving a doping violation and/or do not have a pending or unresolved doping charge;
5. will not engage in any conduct that is criminal under any laws applicable to me, including, but not limited to laws governing the possession and use of drugs and alcohol and providing of drugs to any person and of alcohol to minors;
6. will refrain from conduct detracting from my ability or that of other USAS participants to attain peak performance;
7. will respect the property of others whether personal or public;
8. will respect other members of USAS, spectators and officials, and engage in no form of discriminatory behavior or verbal, physical or sexual harassment or abuse;
9. will upon qualifying for and/or being selected to the US Shooting Team, National Team or National Development Team, follow my Team's written rules (Team Rules at Annex A and Dress Code at Annex B);
10. agree to 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 my name, picture, likeness, and biographical information before, during and after the period of my participation in these activities to promote the activity in which I participate or to promote the success of the team on which I compete including the use of my photo for USAS sport promotion and fundraising efforts; in no event may USAS or the event organizers use or authorize the use of my name, picture, likeness, voice and biographical information for the purpose of trade, including any use in a manner that would imply an endorsement of any company, product, or service, without my written permission;

11. will not use or authorize the use of photographs, films or videos of myself in my USAS apparel or equipment or the use of the USAS logo for the purpose of trade, without the prior written consent of the USAS;
12. understand that if I require legal representation because of I am accused of a doping violation or am accused of criminal misconduct, or if for any other reasons I require the services of an attorney, I will be personally responsible for payment of such legal fees and expenses;
13. 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, PIC or director of USA Shooting and that I have a responsibility to report Code violation(s);
14. 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;
15. 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 and
16. will remember that at all times I am an ambassador for my sport, my country and the Olympic Movement.

E. QUESTIONS, COMPLAINTS AND ATHLETES' RIGHTS

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

F. PARTICIPANT'S AFFIRMATION

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

Signature

Date



Printed Name

Sport

PARENT/GUARDIAN CERTIFICATION
(For Participants Under the Age of 18 as of Date of Signature)

Signature

Date

Relationship (Parent or Guardian)



USA SHOOTING POLICIES AND PROCEDURES

ATHLETE AGREEMENT

This Agreement is entered into by and between USA Shooting (USAS), a Colorado nonprofit corporation designated by the United States Olympic Committee (USOC) as the National Governing Body (NGB) for the Olympic disciplines of shooting in the United States of America and _____ (hereinafter "Athlete").

I. GENERAL

1. The performance objective of USAS is to provide the United States with the best shooting teams possible - present and future. It is the job of staff to offer you, the athlete, assistance in realizing your full shooting potential. To this end we desire to attain the optimum results within the budget and time available. The policies below will help both athletes and staff to function effectively. This Athlete Agreement supplements the USAS Code of Conduct. Each member of the National Team (NT), National Development Team (NDT), United States Shooting Team (USST) or Junior Olympic Team, is required to read this document upon notification of inclusion on these teams. By checking the "accept" statement, signing and dating the signature page, without alteration, the athlete acknowledges they have read, understood and will comply with this agreement. **ATHLETES CHECKING THE "DECLINE" STATEMENT, MUST STILL SIGN AND DATE THE SIGNATURE PAGE. ATHLETES WISHING TO DECLINE UNDERSTAND THAT BY NOT COMPLYING WITH THE PROVISIONS OUTLINED HEREIN WILL RETAIN ELIGIBILITY ON THE TEAM SELECTED TO BUT MAY RECEIVE REDUCED FUNDING AND SPONSOR PRODUCT WHERE APPLICABLE AND ARE NOT ELIGIBLE FOR USAS ATHLETE INCENTIVES. ATHLETES THAT DECLINE THIS AGREEMENT MUST SIGN AND COMPLY WITH THE CODE OF CONDUCT.** Contact your National Coach or Director of Operations with any questions you may have. Return the signed statement, and retain a copy of the "Athlete Agreement" as a reference.

2. Participation in USAS programs implies responsibility and obligation on the part of the Athlete and is entirely voluntary. In order to protect the organizational, operational and financial integrity of USAS and its programs, including its obligations as an NGB, it is necessary to implement requirements for athlete participation in various USAS programs and activities and the receipt of benefits from USAS. Therefore, this Agreement sets forth such requirements and the corresponding relationship between you and USAS. Nothing in this Agreement is intended, nor should be construed, to create an employer/employee relationship between USAS and Athlete

3. USAS desires to provide to Athlete the opportunity to participate in the national team programs of USAS available to members of the NGB, and Athlete desires to participate in such programs for the purpose of advancing his/her competitive career, and wishes to accept the responsibilities of team membership.

II. TERM OF AGREEMENT

1. Athlete may update this Agreement at any time for any reason by notifying USAS, checking the appropriate statement, signing and dating the signature page. It is incumbent upon the Athlete to remain



current with this document as related to sponsorship..

2. This Agreement expires on December 31, 2012.

III. USA SHOOTING AND ATHLETE RESPONSIBILITIES

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

2. I understand that in accepting this Agreement, I acknowledge an on-going responsibility to USAS and its sponsors. Under the provisions of the USAS Code of Conduct, I am obligated to know the identity of all USAS sponsors. I agree that if I personally have an agreement for sponsorship, licensing, advertisement or promotion with an entity that is in competition with a USAS sponsor ("My Sponsor"), I will not, while directly engaged in any competition, event or activity as a member of the National Team or National Development Team, promote the products or services of My Sponsor. As a courtesy, USAS will publish in the official publication, *USA Shooting News*, and on the website, www.usashooting.org, the most current list of sponsors.

3. USA Shooting may provide athletes with sponsor and/or team provided product(s) including ammunition. Using such products is important to 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. Athlete 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 athlete that compete(s) with USAS and/or USOC sponsors. Athlete and staff are prohibited from speaking negatively and are encouraged to speak positively regarding sponsors products.

4. USA Shooting will provide, within listed constraints, the following support benefits to Athletes accepting this Agreement. The extent of the support is dependent upon several factors including budget, time, staffing and performance levels of the Athlete.

- a. Coaching assistance
- b. Training and training program development
- c. Limited ammunition allocation
- d. Up to 100% financial support to team training and competitions. All activities are not 100% funded. Financial support is determined by program needs, performance levels, and budget.
- e. Use of products provided by sponsors
- f. USAS Athlete Incentives program
- g. USOC Athlete support funding



5. Athlete understands that declining this Agreement results in limited support benefits. The following is a list of support benefits; the extent of the support is dependent upon several factors including budget, time, staffing and performance levels of the Athlete.

- a. Coaching assistance
- b. Training program development
- c. Up to 50% of the financial support allocated to any team training or competition.
- d. USOC Athlete support funding

IV. 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 related sponsor. Any incentive program will be implemented at the discretion of the USAS marketing department and/or relevant sponsor. Incentives, monetary or product, will be based on the value of the sponsorships. Amount of incentives and designated competitions will be published upon activation of sponsorship agreements.

V. 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.

VI. CONFIDENTIALITY

1. Athlete promises to 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 (except USOC) party other than legal counsel.
2. It is understood that the 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.

VII. AMENDMENT

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

VIII. 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.

