

United States Olympic Committee



ATHLETE SELECTION PROCEDURE FORM

for the OLYMPIC GAMES Shotgun Team

July 2009



USA Shooting
ATHLETE SELECTION PROCEDURES
2012 Olympic Games in London, GBR
July 15, 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 (if any):** Only athletes who have attained the Minimum Qualifying Score (MQS), per ISSF Rules and Regulations rule Q 3.0, in each event for which they qualify can be entered in one or more events in the Olympic Games. 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 qualifying match scheduled after the selection process. If the athlete does not achieve an MQS score prior to the nomination deadline of 17 June 2012, the athlete will be replaced according to the process outlined in paragraph IV. A. Maximum Olympic Shotgun Team size is eight Shotgun athletes; actual size is dependent on the total number of quota positions won by the US. The possible quota positions are broken down as follows:

MEN

- 2 - Skeet
- 2 - Trap
- 2 - Double Trap

WOMEN

- 1 - Trap
- 1 - Skeet

3. **Other requirements (if any):**

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

B. Athletes must attain a Performance Standard Average (PSA) or Performance Standard Individual (PSI) score in order to participate in the "Open" division of World Cups or World Championships. Athletes not participating in the Open division (i.e., those who are shooting for MQS



only), are not required to have a PSA/PSI. If an athlete does not have a PSA or PSI, the National Coach may permit participation on a discretionary basis as outlined in paragraph II. B. Details of the PSA/PSI requirements are included in USA Shooting Policies and Procedures, Section IV, "Performance Standards," also available at this 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 point threshold will be nominated to the Olympic Team according to their point standing and up to the number of Olympic quota positions earned. The point threshold is 45 points.

Athletes attempt to earn points during the 2010 and 2011 competitive seasons:

--2010:

--Points available during the four World Cup competitions
(A, B, C, D, World Cups during April - June time-frame)

--Points awarded accordingly:

--Gold:	15 pts
--Silver:	10 pts
--Bronze:	5 pts
--4 th place:	3 pts
--5 th place:	2 pts
--6 th place:	1 pt

--Points available during the 2010 World Shooting Championships
(Munich, Germany, 28 July - 11 Aug 2010)

--Points awarded accordingly:

--Gold:	20 pts
--Silver:	15 pts
--Bronze:	10 pts
--4 th place:	6 pts
--5 th place:	5 pts
--6 th place:	4 pt

--2011:

--Points available during the four World Cup competitions



(A, B, C, D, World Cups during April - June time-frame)

--Points awarded accordingly:

- Gold: 20 pts
- Silver: 15 pts
- Bronze: 10 pts
- 4th place: 4 pts
- 5th place: 3 pts
- 6th place: 2 pt

--Points available during the World Shotgun Championships
(Belgrade, SRB, in June -- August time-frame)

--Points awarded accordingly:

- Gold: 30 pts
- Silver: 25 pts
- Bronze: 20 pts
- 4th place: 10 pts
- 5th place: 9 pts
- 6th place: 8 pt

If no athletes meet or exceed the point threshold (or if only one athlete has met or exceeded the threshold and a second Olympic quota position is still available in that event), the Olympic Team member(s) will be selected according to the aggregate point total of two selection matches and an official final prior to the 2012 Olympic Games (a 2011 Fall Selection match plus a 2012 Spring Selection match, plus official final).

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 four "Entry Gates" into the point-earning selection process. Based on their performance in Selection matches in 2009, 2010, and 2011, athletes earn the opportunity (or "start position") to compete for points at World Cups and World Championships:

1st Entry Gate for 2010 World Cup Season: For Men's events, the top three finishers in each event determined by the 2009 USA Shooting National Championships (beginning July 13th, 2009) plus the Fall Selection match and official final (beginning September 15th, 2009) may choose to participate in up to three of the 2010 World Cup competitions. Only two of those three matches will be funded by USA Shooting. For Women's events in those same 2009 National Championships and 2009 Fall Selection match and final, the top three women in each event may choose to participate in up to three of the 2010 World Cup competitions. Only one of those three matches is guaranteed funding by USA Shooting. If more funding is available, opportunities to



compete in subsequent World Cups are first offered to the first place woman, then the second place woman, then the third place woman, for a maximum funded participation of two World Cups. The third World Cup is self-funded. (The difference in the number of funded World Cups between Men and Women is because there is a maximum of only one Olympic quota slot available in Women's events). In addition, those top three finishers in Men's and Women's events are named to the 2010 World Shooting Championships Team.

2nd Entry Gate for 2010 World Cups: For Men's and Women's events, the top finishers in each event in the 2010 Spring Selection match (March time frame), may choose to participate in the unfilled slots for the 2010 World Cup competitions, with a maximum of one World Cup per athlete. This participation is all self-funded. The National Coach may use a single discretionary selection for an unfilled World Cup position in each event, outlined in paragraph II. B.

3rd Entry Gate for 2011 World Cup Season: For Men's events, the top three finishers in each event determined by the 2010 USA Shooting National Championships (early July time-frame) plus the 2010 Fall Selection match plus an official final (September time-frame) may choose to participate in up to three of the 2011 World Cup competitions. Only two of those three will be funded by USA Shooting. For Women's events in those same 2010 USA Shooting National Championships and 2010 Fall Selection match and official final, the top three women in each event may choose to participate in up to three of the 2011 World Cup competitions. Only one of those three matches is guaranteed funding by USA Shooting. If more funding is available, opportunities to compete in subsequent World Cups are first offered to the first place woman, then the second place woman, then the third place woman, for a maximum funded participation of two World Cups. The third World Cup is self-funded. (The difference in the number of funded World Cups between Men and Women is because there is a maximum of one Olympic quota slot available in Women's events). In addition, those top three finishers in Men's and Women's events are named to the 2011 World Shotgun Championships Team.

4th Entry Gate for 2011 World Cups: For Men's and Women's events, the top finishers in each event in the 2011 Spring Selection match (March time frame), may choose to participate in the unfilled slots for the 2011 World Cup competitions, with a maximum of one World Cup per athlete. This participation is all self-funded. The National Coach may use a discretionary selection for an unfilled World Cup position in each event, outlined in paragraph II. B.

- 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 slots earned. While USA Shooting will fill all of their allocated quota slots for the Olympic Games, they may not field a full team size based on quota slots earned. Athletes who qualify themselves for more than one event (as detailed in section I.C of these selection procedures), will earn the right to compete in each event for which they qualify (e.g. qualify to compete in both trap and double trap). If this occurs, one athlete may fill multiple quota slots and may compete in multiple events resulting in a smaller team size. Unused Olympic quota slots will be returned to the ISSF in accordance with ISSF regulations.

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 point threshold will be nominated to the Olympic Team according to their point standing and up to the number of Olympic quota positions earned. The point threshold is 45 points.

There are three primary elements of this selection process, as well as a procedure for breaking ties:

- 1. Athletes Compete for “Starting Positions” via Selection Matches, or “Entry Gates.”** (Attachment 1)
- 2. Athletes Earn Points in International Competitions.**
- 3. If Olympic Quota Slots are Unfilled, Athletes Compete for Olympic Team Berths via Selection Matches.**
- 4. Ties for the Olympic Team will be shot off with full rounds.**

These three primary elements are detailed below:

1. Athletes Compete for “Starting Positions” via Selection Matches, or “Entry Gates.”

Athletes compete for points in international competition after they have been selected via one of the “Entry Gates.” The first entry gate (described above) of the 2012 Olympic Team selection process is based on the aggregate point total of the 2009 USA Shooting National Championships plus the 2009 Fall Selection match, plus an official final. Course of fire during those matches:

--For Men’s and Women’s Trap and Skeet:

--250 targets during the 2009 USA Shooting National Championships

--250 targets during the 2009 Fall Selection match

--25 targets during the official final for the aggregate of the those 2009 USA Shooting National Championships and 2009 Fall Selection matches

--Ties will be broken by shooting full rounds as necessary to break the tie

--For Double Trap (Men only)



- 300 targets during the 2009 USA Shooting National Championships
- 300 targets during the 2009 Fall Selection match
- 50 targets during the official final for the aggregate of those 2009 USA Shooting National Championships and 2009 Fall Selection matches
- Ties will be broken by shooting full rounds as necessary to break the tie

****NOTE:** The 3rd Entry Gate (in 2010) follows the same pattern as the first entry gate.

One official final will be fired at the end of the second selection competition. The official final will be conducted with the top six competitors having the highest course of fire aggregate (combined USA Shooting National Championships and Fall Selection match) at the end of the second selection competition. Ties for the six official final positions will be broken by shooting full rounds.

The second and fourth “Entry Gates” (in 2010 and 2011) consist of a Spring Selection match. Course of fire for those matches:

- For Men’s and Women’s Trap and Skeet:
 - 125 targets during the regulation match
 - 25 targets during the official final following the regulation match
 - Ties will be broken by shooting full rounds as necessary to break the tie

- For Double Trap (Men only):
 - 150 targets during the regulation match
 - 50 targets during the official final following the regulation match
 - Ties will be broken by shooting full rounds as necessary to break the tie

In the event of inclement weather, power outages, range and range equipment errors, or circumstances beyond the control of the organizing staff, the tryout course of fire may be altered as determined by the competition jury in conjunction with the Match Director, National Coach, and USA Shooting's Director of Operations.

2. Athletes Earn Points in International Competitions. In Men’s events, the top three athletes in each event who are selected via the first and third “Entry Gates” may participate in up to three World Cup events for the applicable competitive season. The National Shotgun Coach will allow those three athletes to select the World Cup competitions they wish to attend by February 1st of the applicable year. USA Shooting will fund only two of the three possible World Cups. The third World Cup, should an athlete choose to attend, is self-funded. In Women’s events, the top three athletes may select three World Cups, only one of which is guaranteed funding by USA Shooting. If more funding is available, opportunities to participate in funded World Cups will be offered first to the first place woman, then to the second place woman, then to the third place woman. The maximum funded World Cups for women is two. The third World



Cup would be self-funded.

In addition, those top three athletes in all shotgun events who are selected via the first and third “Entry Gates” are named to the 2010 World Shooting Championship and 2011 World Shotgun Championships, respectively. Those athletes will compete for points in those respective competitions. No other athletes will be permitted to self-fund for those two events.

The top athletes in each event who are selected via the second and fourth “Entry Gates” may participate in the unfilled slots for the 2010 and 2011 World Cups, respectively, with a maximum of one World Cup per athlete. These opportunities are self-funded; they are NOT funded by USA Shooting.

Points earned by the athletes are cumulative and carry over from 2010 to 2011.

Points Leader: Defined as the person who has met the minimum threshold for points and has the highest point total derived from the selection process described above.

Athletes accumulate points per event. An athlete who competes in two or more events will accumulate points separately for each event.

If an athlete meets or exceeds the point threshold in 2010 but does not earn any more points in 2011, that athlete must maintain a current PSA/PSI by the end of the 2011 Fall Selection match in order to be nominated to the Olympic Team. This ensures the applicable athlete maintains world-level proficiency.

At the completion of the 2011 World Shotgun Championships, the National Shotgun Coach and the Director of Operations will confirm the point totals and nominate the athlete(s) to the 2012 Olympic Team based on the point standings and Olympic quota slots available, assuming all other requirements are met.

If there are ties among athletes meeting or exceeding the point threshold, those athletes will break the tie by competing in the 2011 Fall Selection match. The course of fire is 250 targets plus a final exclusively for the tied shooters. Ties are broken by shooting full rounds.

3. If Olympic Quota Slots are Unfilled, Athletes Compete for Olympic Team Berths via Selection Matches. If no athletes meet or exceed the point threshold (or if only one athlete has met or exceeded the threshold and a second Olympic quota slot is still available), the Olympic Team member(s) will be selected according to the aggregate point total of two selection matches and an official final prior to the 2012 Olympic Games (a 2011 Fall Selection match plus a 2012 Spring Selection match, plus official final).



The course of fire is as follows:

- For Men's and Women's Trap and Skeet:
 - 250 targets during the 2011 Fall Selection match (September time-frame)
 - 125 targets during the 2012 Spring Selection match (March time-frame)
 - 25 targets during the final for the aggregate of the two matches above
 - Ties will be broken by shooting full rounds as necessary to break the tie

- For Double Trap (Men only)
 - 300 targets during the 2011 Fall Selection match (September time-frame)
 - 150 targets during the 2012 Spring Selection match (March time-frame)
 - 50 targets during the final for the aggregate of the two matches above
 - Ties will be broken by shooting full rounds as necessary to break the tie

4. In the event there are ties in the Olympic events after completion of the trials procedures which involves any of the top six (6) athletes, additional finals consisting of full rounds will be conducted as necessary to determine the team position(s) of those competitors. Those finals will be conducted as soon as possible after verification that a tie exists. Ties occur in all events when the aggregate of the match courses and the final(s) are equal.

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

USA Shooting's Director of Operations, Bill Roy, will oversee the selection procedures.

II. DISCRETIONARY SELECTION (if applicable)

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

The National Shotgun coach may select up to one athlete per event per World Cup season via discretion. Discretionary picks are not prioritized and athletes may or may not be PSA qualified at the time of the discretionary selection.

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

The criteria below will be used for discretionary selection and is not in 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 subject to factors such as illness or injury, gun sabotage or problems, pregnancy or other personal situations, conflicting life events, educational requirements, 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 who are non-PSA qualified will include:

- Relative nearness to the PSA standard
- Recent performance jumps or declines
- Developmental needs for competition exposure
- Projected performance levels as related to upcoming World Championships and Olympic Games

--The National Coach must be able to justify his discretionary selection to the other members of the Discretionary 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.

Mark Weeks, National Shotgun Coach
Bill Roy, Director of Operations
Inactive athlete, to be named by discipline, fitting the requirements of the ten-year list.

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 letter to USA Shooting's CEO/Executive Director.
- Injury or illness as certified by an approved USA Shooting physician (or medical staff). If an athlete refuses verification of his/her illness or injury by an approved USA Shooting physician (or medical staff), his/her injury will be assumed to be disabling and he/she may be removed.
- Violation of USA Shooting's Code of Conduct (Attachment 2).
- 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 USA Shooting's Constitution and Bylaws, Article XXII, Internal Grievance Procedures, or USOC's 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 qualifying selection process. The athlete finishing next in the standings in the applicable event will be selected. An athlete who made the team by meeting or exceeding the minimum point threshold will be replaced with the next athlete having attained the minimum 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 selection cycle after the 2011 World Championships (i.e., the 2011 Fall Selection match plus 2012 Spring Selection match, plus official final). An athlete who makes the team from the 2011/2012 selection cycle will be replaced by the next ranked athlete from the selection cycle.

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



occur:

- i. Prior to acceptance of nominations by the USOC:

The athlete selected must be the person finishing next in the standings in the vacated event. An athlete who made the team by the minimum point threshold, will be replaced with the next athlete having attained the minimum point threshold, in rank order as described in paragraph IV. A, above. If there is no other athlete who met or exceeded the minimum point threshold, then the top athlete in that event who finished with the high aggregate score – including tiebreakers if necessary – of the 2011 Fall Selection match plus the 2012 Spring Selection match plus official final will be nominated.

- ii. after acceptance of nominations by the USOC:

Replacement athletes will be selected from the USOC-accepted nominees already on the team. The athlete selected must be the person finishing next in the standings in the vacated event. An athlete, who made the team by the minimum point threshold, will be replaced with the next athlete having attained the minimum point threshold, in rank order as described in paragraph IV. A, above. If there is no other athlete who met or exceeded the minimum point threshold, then the top athlete in that event who finished with the high aggregate score – including tiebreakers if necessary – of the 2011 Fall Selection match plus the 2012 Spring Selection match plus official final will be nominated.

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

- i. 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.

- ii. 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:



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.

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 2) and Athlete Agreement (Attachment 3).

VII. PUBLICITY/DISTRIBUTION OF PROCEDURES

The USOC approved Selection Procedures (complete and unaltered) will be posted/published by 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

Specify the location, schedule and duration of 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:

Director of Operations: Bill Roy

National Shotgun Coach: Mark Weeks

Present AAC and Alternate AAC: Connie Smotek and William Kever, respectively

Shotgun Athlete Representative: Haley Dunn

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 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
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.



SCHEMATIC OF "ENTRY GATE" FOR WORLD CUP SELECTION AND FUNDING ELIGIBILITY

1st Entry Gate for the 2010 World Cups and 2010 World Shooting Championships: Aggregate of 2009 USASNC and 2009 Fall Selection Match, plus official final

--Men's Events:

- Top three finishers in each event choose up to three World Cups
- Only two World Cups are funded by USAS
- The third World Cup is self-funded

--Women's Events:

- Top three finishers in each event choose up to three World Cups
- Only one World cup is guaranteed funding by USA Shooting
- If more funding is available, opportunities to compete in subsequent World Cups are first offered to the first place woman, then the second place woman, then the third, for a maximum funded participation of two World Cups.
- The third World Cup is self-funded

The top three men and women athletes are also named and funded to the 2010 World Shooting Championship Team.

2nd Entry Gate for the 2010 World Cups and 2010 World Shooting Championships: Aggregate of 2010 Spring Selection match plus official final

--Men's and Women's Events:

- The top finishers may choose to participate in unfilled World Cup slots
- Maximum participation is one World Cup per athlete
- All participation is self-funded
- The National Coach may make one discretionary selection per event based on criteria in paragraph II. B.

NOTE: The third "Entry Gate" for the 2011 World Cups and 2011 World Shotgun Championships follows the same pattern as the first "Entry Gate." The top three men and women athletes per event are also named and funded to the 2011 World Shotgun Championship Team.

NOTE: The fourth "Entry Gate" for 2011 World Cups and 2011 World Shotgun Championships follows the same pattern as the second "Entry Gate."



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

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

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.

IX. 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.

X. 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.

IN WITNESS WHEREOF, the parties sign this Agreement effective as of the ___ day of _____, 200__.

_____ I accept and will comply with this Agreement

_____ I decline to accept this Agreement. In declining to accept this Agreement, I understand that my eligibility to participate as a team member is not jeopardized, however, I will not be entitled to the full level of USAS support accorded to accepting signators. I understand that I will not receive sponsor provided products, incentives associated with product use or the financial benefit gained from sponsor contracts.

Athlete's Signature

Printed Name

Date

Parent/Guardian Consent Acknowledgment: (if athlete is under age 18)

Parent/Guardian Signature

Printed Name

Date