



USA Gymnastics
ATHLETE SELECTION PROCEDURES
2011 Pan American Games
Men's Artistic Gymnastics
August 3, 2010
Amended May 27, 2011

I. SELECTION SYSTEM

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

1. Citizenship:

Athletes must be U.S. Citizens at the time of selection and hold a current U.S. Passport that will not expire for at least six months after the conclusion of the Games.

2. Minimum International Federation (IF) and/or Continental Federation standards for participation (if any):

- Athletes must be sixteen (16) years old by December 31, 2011.
- Hold a valid FIG Athlete License

3. Other requirements (if any):

Athlete must be a member in good standing of USA Gymnastics.

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.

The 2011 Visa Championships will be conducted August 10-13, 2011 (location to be determined).

The 2011 Visa Championships will be referred to as the Selection Event.

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).

Athletes may qualify to compete in the 2011 Visa Championships through the following methods:

- Senior National Team members who are named following the 2011 Winter Cup Challenge being held February 3 to 5, 2011 in Las Vegas, Nevada.
- Qualify to the 2011 Visa Championships based on the National Points Ranking System from the 2011 National Qualifier to be held on or about July 7 to 9 at a site to be determined (posted on www.usa-gymnastics.org a minimum of 45 days prior to the event). The minimum number of athlete positions available from the qualifier will be a total of 10 athletes.
- Top 6 rank order All Around (U.S. citizens) from the 2011 NCAA Championships, April 14 to 16, 2011 in Columbus, Ohio. This will include any pre-qualified athletes to the 2011 Visa Championships.
- An athlete who is unable to participate in the 2011 National Qualifier may petition to compete in the 2011 Visa Championships using the process described in Section II. C.

- 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).

NOTE: The qualifying event for the 2011 Pan American Games is the 2010 Senior Pan American Championships to be held in Guadalajara from August 30 to September 5, 2010. The qualification applies to the countries and not the gymnasts if the US places in the top seven (7) in the team event. If the team does not finish in the top seven, then two gymnasts from each country placed 8, 9, 10, 11 and 12 from final team results will qualify or the top five (5) gymnasts - maximum of one (1) gymnast per country not otherwise qualified - will qualify from the rank order All Around results.

Six (6) athletes will make up the 2011 Pan American Games Team. Athletes may qualify for the 2011 Pan American Games Team in one of two ways:

1. The two (2) top ranked All Around athletes, not among athletes accepting a position on the 2011 World Championships Team, will automatically be named to the 2011 Pan American Games Team.

2. Four (4) athletes will be selected by discretionary selection (see Section II). Selected athletes will be chosen from among the 2011 Visa Championships competitors and/or from petitions to the 2011 Pan American Games Team.

NOTE: Athletes who accept a position on the 2011 World Championships Team are not eligible for the 2011 Pan American Games Team.

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

Men's Program Committee

Name	Title
Yoichi Tomita	Chairman
Russ Fystrom	Senior Representative
Barry Wiener	Senior Representative
Kelly Crumley	Junior Representative
Bill Foster	Junior Representative
John Roethlisberger	Athlete Representative
Jay Thornton	Athlete Representative
Steve Butcher	FIG Representative
Dennis McIntyre	Men's Program Director, voice - no vote
Kevin Mazeika	Nat Team Coordinator, voice - no vote
Dan Bachman	NGJA Representative, voice - no vote

2011 Pan American Games/World Championships Selection Committee

Name	Title
TBD	Coach Representative
TBD	Coach Representative
TBD	Athlete Representative
TBD	At large Representative (coach, athlete or administrator)
Kevin Mazeika	Nat Team Coordinator
Dennis McIntyre	Men's Program Director - voice, no vote

II. DISCRETIONARY SELECTION (if applicable)

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

The sport of gymnastics is a subjectively judged event. In the selection of athletes who will compete together as a team, it is difficult to make selection decisions solely by the rank order to be competitive for both team and individual event medals. The current rules do not require

athletes to compete on all events, which necessitate evaluating relative event strength and contribution to total team or event scores.

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

The process for selection of the six (6) team members and up to three (3) replacement gymnasts for the 2011 Pan American Games Team will be:

1. The top two (2) ranked All Around athletes, not among athletes accepting a position on the 2011 World Championships Team, will automatically be named to the 2011 Pan American Games Team.
2. Four (4) athletes will be selected from among the 2011 Visa Championships competitors and/or from petitions to the 2011 Pan American Games Team.
3. The 2011 Pan American Games/World Championships Team Selection Committee will consider the following factors when selecting the remaining four (4) 2011 Pan American Games Team and potential replacement athletes:
 - a. The Final Results will be determined using all results from the 2011 Visa Championships. The final All Around ranking and Individual Event ranking will be the total of two days of competition.
 - b. The percentage of hit routines by the gymnast at the 2011 Visa Championships.
 - c. Start values (D Score) on each apparatus from the 2011 Visa Championships.
 - d. Execution (E Score) on each apparatus from the 2011 Visa Championships.
 - e. Points ranking system derived from the 2011 Visa Championships competitive results. The points ranking system will be published no less than 45 days prior to the 2011 National Qualifier.
 - f. Past domestic and international performance and experience including type, frequency and level of domestic and international competitions and routine hit percentage in those events.
 - g. Ability to be competitive for an individual event medal.
 - h. Demonstrated professional attitude and ability to positively contribute to the team dynamic.
 - i. Any physical, training or performance factor which might inhibit peak performance at the 2011 Pan American Games.
 - j. For petitioned athletes, the 2011 Pan American Games/World Championships Team Selection Committee will consider

- relevant results from previous USA Gymnastics or FIG sanctioned events as described in a-d above.
4. The 2011 Pan American Games/World Championships Team Selection Committee will consider the information noted in number 3 above in the following prioritized manner.
 - a. The results from the 2011 Visa Championships will be used to identify the teams which would produce the highest team score for the six-man team, in which five athletes compete but only four scores count in the team competition.
 - b. The start values (D Score) of all potential team members will be factored into the process of selecting the final team.
 - c. The execution (E Score) of all potential team members will be factored into the process of selecting the final team.
 - d. The remaining factors, the points ranking system, past domestic and international experience and other factors as listed above will be considered by the committee only in the event that a final decision identifying the team members cannot be reached using the competition results, start values and execution factors.
 5. 2011 Pan American Games/World Championships Team Selection Committee will name the Pan American Games Team members and replacement athletes within 48 hours of the conclusion of the Men's 2011 Visa Championships.
 6. Athletes who accept a position on the 2011 World Championships Team are not eligible for the 2011 Pan American Games Team.

C. Petition Rights

1. Petition Rights: Accordingly, USA Gymnastics will allow athletes with a specific injury, illness or unusual circumstance, which prohibits the athlete from participating in the competitive process, to petition USA Gymnastics for the right to:
 - a. Enter the 2011 Visa Championships as determined by the Men's Program Committee (MPC) (as mentioned in I.B.2 above).
 - b. To be selected to the 2011 Pan American Games Team or World Championships Team, as determined by the 2011 Pan American Games/World Championships Team Selection Committee.
2. Petition Procedures and Requirements
 - a. Only athletes who meet the following criteria may submit a petition:
 - A petition to enter the 2011 Visa Championships may be submitted by any athlete.
 - A petition directly to the 2011 Pan American Games Team may only be submitted by an athlete who was an Olympic or World Team member in the years 2008, 2009 or 2010, by a 2011 Senior National Team Member or by an athlete who has

participated in at least 50% of the selection event and falls within the top six (6) positions in the 2011 National Points standings after Day 1 competition.

- b. Petitions to the 2011 Visa Championships will be considered for approval by the Men's Program Committee and must be received by the Men's Program Director no later than July 9, 2011 for the 2011 Visa Championships.
- c. Petitions directly to the 2011 Pan American Games Team will be considered for approval by the 2011 Pan American Games/World Championships Team Selection Committee. In order to be considered by the 2011 Pan American Games/World Championships Team Selection Committee, petitions onto the 2011 Pan American Games Team must be submitted in writing to USA Gymnastics' national office as soon as practical after the athlete becomes aware of his inability to participate in the applicable competition and no later than the conclusion of competition at the 2011 Visa Championships.
- d. A petition must state the specific injury, illness or unusual circumstance, which prohibited the athlete from participating in the competitive process. In the case of a petition based upon an injury or illness, the petition must be accompanied by a physician's statement, and the nature and extent of that injury or illness is subject to verification by one or more doctors selected by USA Gymnastics. Athletes must also be able to demonstrate through past competitive results from USA Gymnastics or FIG sanctioned events that they are highly competitive in the field with other athletes qualified for the 2011 Visa Championships or named to the 2011 Pan American Games Team.
- e. An athlete who successfully petitions to the 2011 Pan American Games Team will be required to demonstrate readiness at the 2011 World and Pan American Games Team Preparation Camp noted in Section IX below. The criteria for demonstrating readiness are:
 - The Selection Committee will inform the athlete on which events he must show readiness at the preparation camp. The athlete must perform full routines at the preparation camp on those events (he may also perform routines on the other events).
 - All of the athlete's routines will be judged by a minimum of two judges who participated as judges at the 2011 Visa Championships.
 - The Selection Committee will use the scores from the routines the athlete performed at the preparation camp and apply the selection criteria described in II.B. to evaluate the athlete's

performance to assess whether the athlete would have been named to the 2011 Pan American Games Team.

- If the Selection Committee determines that the athlete's performance is not at the level necessary to remain on the 2011 Pan American Games Team, then the athlete will not have shown readiness and will be removed from the team.
- Replacement of the athlete will follow the guidelines described in Section IV.

D. Discretionary Selection Committee

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

2011 Pan American Games/World Championships Selection Committee

Name	Title
TBD	Coach Representative
TBD	Coach Representative
TBD	Athlete Representative
TBD	At large Representative (coach, athlete or administrator)
Kevin Mazeika	Nat Team Coordinator
Dennis McIntyre	Men's Program Director - voice, no vote

The Men's Program Committee will name the members of the selection committee and any replacement committee member in the event that a 2011 Pan American Games/World Championships Team Selection Committee member is currently affiliated with any athlete in consideration for the 2011 Pan American Games Team or is unable to fulfill the obligations of the Selection Committee or continue for any reason.

III. REMOVAL OF ATHLETES

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

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

- Voluntary withdrawal. Athlete must submit a written letter to the USA Gymnastics President.

- Injury or illness as certified by an approved USA Gymnastics physician (or medical staff). If an athlete refuses verification of his/her illness or injury by an approved USA Gymnastics physician (or medical staff), his injury will be assumed to be disabling and he may be removed.
- Violation of the USA Gymnastics Code of Ethics. (Attachment A)
- Failure to attend the 2011 Pan American Games Team Preparation camp.
- Failure to show readiness in the case of a petitioned athlete as described in II.C.2.e.

An athlete who is removed from the Team pursuant to this provision has the right to a hearing per USA Gymnastics Constitution and Bylaws (Article 10) or the 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.
 - Injury or illness as certified by an approved USA Gymnastics physician (or medical staff). If an athlete refuses verification of his/her illness or injury by an approved USA Gymnastics physician (or medical staff), his injury will be assumed to be disabling and he may be removed.
- C. An athlete may be removed as a nominee to the Team or from the Team at any time for violation of IOC, PASO, IPC, WADA, IF, USADA and/or USOC anti-doping protocol, policies and procedures, as applicable. In such instances, the adjudication process will be managed through the United States Anti-Doping Agency.

IV. REPLACEMENT OF ATHLETES

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

The 2011 Pan American Games/World Championships Team Selection Committee will identify up to three (3) potential replacements to the 2011 Pan American Games Team who may or may not travel to the 2011 Pan American Games in Guadalajara, Mexico, using the criteria described in Section II.B.

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

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

The 2011 Pan American Games/World Championships Team Selection Committee will identify which replacement athlete will be selected to replace a previously nominated athlete using the Discretionary Selection criteria described in Section II.B.

- ii. after acceptance of nominations by the USOC:

The 2011 Pan American Games/World Championships Team Selection Committee will identify which replacement athlete will be selected to replace a previously nominated athlete using the Discretionary Selection criteria described in Section II.B. up until the day of arrival at the 2011 Pan American Games.

After arrival at the 2011 Pan American Games, the National Team Coordinator and Men's Program Director will identify which replacement athlete will be selected to replace a previously nominated athlete using the Discretionary Selection criteria described in Section II.B.

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

- i. Group or committee who determines the replacement pool:

2011 Pan American Games/World Championships Team Selection Committee

- ii. Group or committee who determines a replacement to the Team:

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

2011 Pan American Games/World Championships Team Selection Committee

- b. after acceptance of nominations by the USOC:

See section IV.B.ii.

V. SUPPORTING DOCUMENTS

USA Gymnastics 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 2011 Pan American Games Team and are included as attachments:

USA Gymnastics National Team Funding & Support Agreement (Attachment B)

VII. PUBLICITY/DISTRIBUTION OF PROCEDURES

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

- A. USA Gymnastics Web site: www.usa-gymnastics.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 Gymnastics Official Publication (if any): *USA Gymnastics Magazine*
- C. Other: Direct email to current athletes on Junior Elite and Senior National Team.

VIII. DATE OF NOMINATION

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

IX. MANDATORY TRAINING AND/OR COMPETITION

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

Pan American Games Team Members and replacements must attend the 2011 World Championships and 2011 Pan American Games Preparation Camp to be held at a date and site to be determined and published a minimum of 45 days prior to the 2011 National Qualifier. The camp will not last more than 8 days.

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:

Men's Program Committee as noted in Section I.D

XII. USA GYMNASTICS BYLAWS AND GRIEVANCE PROCEDURES

The USA Gymnastics Bylaws and Grievance Procedures can be found at:

<http://www.usa-gymnastics.org/PDFs/About%20USA%20Gymnastics/Governance/usag-bylaws.pdf>

XIII. INTERNATIONAL DISCLAIMER

These procedures are based on IOC, IPC, PASO, as applicable, and/or International Gymnastics Federation (FIG) 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 International Gymnastics Federation (FIG) rules and regulations will be distributed to the affected athletes immediately. The selection criteria are based on the latest information available to USA Gymnastics. 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 Gymnastics 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. USA Gymnastics SIGNATURES

I certify that I have read, understand and incorporated our CF (PAGU 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 Gymnastics.

Position	Print Name	Signature	Date
NGB President or CEO/Executive Director	Steve Penny		
Nat. Team Coach, Head Coach, or Nat. Program Director	Dennis McIntyre		
USOC Athletes' Advisory Council Representative*	David Durante		

*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 representative.

USA GYMNASTICS CODE OF ETHICS

I. Introduction

The mission of USA Gymnastics is to encourage participation and the pursuit of excellence in all aspects of gymnastics. USA Gymnastics grants the privilege of membership to individuals and organizations committed to that mission. The privilege of membership may, therefore, be withdrawn by USA Gymnastics at any time where USA Gymnastics determines that a member's conduct is inconsistent with the mission of the organization or the best interest of the sport and those who participate in it.

In order to assist all members to better serve the interests of those who participate in gymnastics, USA Gymnastics has adopted the Ethical Code which follows. This Code is not intended to establish a set of rules that will, by inclusion or exclusion, prescribe the appropriate behavior for USA Gymnastics' members in every aspect of their participation in the sport. Rather, the Code offers general principles to guide the conduct, and the judicious appraisal of conduct, of all USA Gymnastics' members (including employees and agents of USA Gymnastics) in situations that have ethical implications.

This Code cannot further ethical conduct in the sport of gymnastics; that can only come from the personal commitment of the participants in the sport to behave ethically. This Code is offered instead to guide and to affirm the will of all of USA Gymnastics' members to safeguard the best interests of the sport by acting ethically at all times.

II. Elements of the Code

A. Participant Relationships.

Members of USA Gymnastics are charged with the responsibility for contributing to an environment which makes participation in the sport a positive and rewarding experience. In order to achieve that result, each professional member has a special obligation to make decisions based on the best interest of the athlete. It is inconsistent with this obligation for any member to:

1. Fail to follow the safety guidelines established by USA Gymnastics, or otherwise knowingly subject a participant to unreasonable physical or emotional risk.
2. Engage in conduct which is unfair including, in particular, attempting to injure, disable or intentionally interfere with the preparation of a competitor.

3. Engage in conduct toward another participant in the sport which is abusive. USA Gymnastics recognizes that the process for training and motivating athletes will vary with each coach and each athlete, but it is nevertheless incumbent on everyone involved in the sport to support the development and use of motivational and training methods that avoid conduct which is, or is likely to be perceived as being, abusive.
4. Discriminate in the provision of resources or opportunities to any member or prospective member on the basis of race, sex, creed, sexual orientation, age, national origin or mental or physical disability.
5. Attempt to intimidate, embarrass or improperly influence any individual responsible for judging or administering a competition.
6. Engage in business practices directed toward another member which are determined by a court, or other similar adjudicatory body, to be unethical, illegal or a breach of contract.

B. Participation.

Any USA Gymnastics' activity or event should be open to any member properly qualified under the rules of that activity or event, and every member participating in a USA Gymnastics' activity or event has an obligation to participate to the best of their abilities. It is inconsistent with this obligation for any member to:

1. Restrict the ability of a member to qualify for or participate in competition because of the member's association with a particular organization or individual or because of that member's race, sex, creed, sexual orientation, age, national origin or mental or physical disability.
2. Participate as a judge, coach, athlete or administrator in any activity where that judge, coach or athlete is inadequately prepared, unable to participate or fails to participate to the best of his or her ability.
3. Engage in behavior which is so disorderly or inappropriate as to interfere with the orderly conduct of the activity or other members' participation in, or enjoyment of, the activity.

C. Responsibility.

A member of USA Gymnastics has a responsibility to the sport of gymnastics and the rules and regulations which govern it. It is inconsistent with this obligation for any member to:

1. Knowingly misrepresent the policies or actions of USA Gymnastics or its authorized representatives.
2. Fail to resort in the first instance to the established procedures for challenging a competitive result, contesting a team selection decision, complaining about the conduct of another member, or attempting to reverse a policy adopted by USA Gymnastics.
3. Breach the duty to maintain appropriately established confidences of USA Gymnastics or its members.

4. Knowingly make false certifications on membership or event sanction applications or otherwise regarding the involvement of persons permanently ineligible for USA Gymnastics membership with regard to club, event, or advertised activities.

D. Communication.

Members of USA Gymnastics have a duty to communicate honestly and openly with the organization and its members. It is inconsistent with this obligation for any member to:

1. Misrepresent competitive achievements, professional qualifications, education, experience, eligibility, criminal record or affiliations.
2. Knowingly disseminate false or misleading information about another member.
3. Withhold from athlete members information or resources likely to enhance the athletes' enjoyment of the sport or reduce their risk of injury or illness.
4. Fail to consult with or inform fully the athlete or the athlete's parents about opportunities made available to the athlete involving competitions, commercial activities or recognition.
5. Misrepresent the nature or extent of an injury in order to decline an invitation to participate in or withdraw from a competition assignment, training camp or other similar activity.
6. Misrepresent the nature or extent of an injury in order to participate in (or cause an athlete to participate in) a competition, training camp or other similar activity when such participation is inconsistent with the appropriate medical response to the injury.

E. Alcohol and Drug Abuse.

Members of USA Gymnastics must ensure that the sport is conducted in an environment free of drug or alcohol abuse. It is inconsistent with this obligation for any member to:

1. Use or provide to a third party any drug proscribed by applicable federal, state or municipal law.
2. Assist or condone any competing athlete's use of a drug banned by the International Olympic Committee, United States Olympic Committee, Federation Internationale de Gymnastique, USA Gymnastics, or National Collegiate Athletic Association, or, in the case of athlete members, to use such drugs or refuse to submit to properly conducted drug tests administered by one of those organizations.
3. Provide alcohol to, or condone the use of alcohol by, minors, abuse alcohol in the presence of athlete members or at USA Gymnastics' activities or, in the case of athlete members, consume alcoholic beverages while a minor.

F. Criminal Conduct.

Members of USA Gymnastics are expected to comply with all applicable criminal codes. This obligation is violated by any member who has been convicted of or has entered a plea of guilty or no contest to a criminal charge or indictment involving sexual misconduct, child abuse, or conduct that is a violation of a law specifically designed to protect minors, and, depending on the nature of the crime, may be violated by any member who has been convicted of or has entered a plea of guilty or no contest to any felony charge or indictment involving conduct other than that specifically described above.

G. Sexual Misconduct.

Members of USA Gymnastics are expected to promote a safe environment for participants, coaches, officials, volunteers and staff in all gymnastics disciplines, which includes an environment free from sexual misconduct. It is inconsistent with this obligation for any member to:

1. Solicit or engage in sexual relations with any minor.
2. Engage in any behavior that utilizes the influence of a professional member's position as coach, judge or administrator to encourage sexual relations with an athlete or participant.
3. Engage in sexual harassment by making unwelcome advances, requests for sexual favors or other verbal or physical conduct of a sexual nature where such conduct creates an intimidating, hostile or offensive environment.

H. Sexual Relationships.

Professional Members of USA Gymnastics must protect the integrity of the sport and the interests of the athletes they serve by avoiding sexual relationships with athletes except where the capacity and quality of the athlete's consent to enter that relationship is beyond question.

I. Professional and Athletic Development.

Members of USA Gymnastics should strive to increase their level of proficiency and skill. To fulfill this obligation professional members should:

1. Participate in continuing education programs such as Safety/Risk Management Certification or other curriculum made available by USA Gymnastics University.
2. Remain current on safety, health and training developments relevant to the sport and seek advice and counsel of colleagues and experts whenever such consultation is in the best interests of the athlete.

J. Conflict of Interest.

Members of USA Gymnastics are responsible for avoiding both actual and perceived conflicts of interest in the conduct of business on behalf of the organization. It is inconsistent with this obligation for any member to:

1. Use, or be perceived as using, USA Gymnastics' properties, services, opportunities, authority or influence to gain private benefit.
2. Fail, as an employee, director, officer or committee member of USA Gymnastics, to complete an annual conflict of interest of form, or fail to complete that form accurately.
3. Incur expenses in furtherance of USA Gymnastics' business which are unreasonable, unnecessary, or unsubstantiated.
4. Participate in the deliberation or decision making process about any issue for which the member has a direct financial interest.

III. Enforcement of Code

Compliance with this Code depends primarily upon understanding and voluntary compliance, secondarily upon reinforcement by peers, and, when necessary, upon enforcement through disciplinary action.

Any individual who believes that a member of USA Gymnastics has failed to meet his or her obligations under this Code is, under all but the most egregious circumstances, encouraged to first address that concern directly to that member. If that action does not result in a satisfactory resolution, the individual may file a written complaint with the President, program director or other appropriate staff member of USA Gymnastics. That complaint must be signed and state specifically the nature of the alleged misconduct. Upon review of the complaint and, where appropriate, additional discussions with the complainant and/or member who is the subject of the complaint, the President may:

1. Determine that the complaint does not merit further action,
2. Counsel the member who is the subject of the complaint and record both the complaint and the nature of the counseling in the member's permanent record,
3. Refer the complaint, as appropriate, to the state or regional chairs/committees or affiliated organization, or
4. Process the complaint under the member misconduct or grievance procedures of USA Gymnastics' Bylaws.

Attachment B

**USA GYMNASTICS
2010 NATIONAL TEAM
FUNDING AND SUPPORT AGREEMENT**

This Agreement is entered into between USA GYMNASTICS (USAG), a not-for-profit corporation designated by the United States Olympic Committee (USOC) as the national governing body for the sport of gymnastics in the United States and _____ (referred to as "I," "me," or "you" throughout), an athlete member of USAG who has been selected to the USAG's National Team.

Recitals

1. In order to meet its obligation as the national governing body for the sport of gymnastics (including fielding teams to represent the United States in international competition), USAG selects, trains and funds National Teams. As part of that process, USAG desires to provide to me, as a member of its National Team (the "Team"), various forms of support designed to assist me in my training and competitive efforts.
2. I am a member in good standing of USAG whose performance in USAG competitions qualifies me for the Team, and I desire to be a member of the Team. As a member of the Team, I am willing to devote my best efforts to use the support provided by USAG to develop my full potential as a gymnast.

Now, therefore, USAG and I agree as follows:

I. Athlete's Obligations

In consideration for the support provided by USAG to me as a member of the Team, I agree to be bound by each of the following:

1. General Responsibilities. I recognize that as a member of the Team, I am serving as a representative of the thousands of gymnasts participating in gymnastics throughout the United States who are members of USAG, and I will conduct myself accordingly. I accept the responsibility, therefore, to comply at all times with USAG's Code of Ethics (a copy of which is attached to this Agreement as Exhibit A) so long as the provisions or application of that Code of Ethics is not inconsistent with or superceded by the standards established by the Ted Stevens Olympic and Amateur Sports Act or the policies of the United States Olympic Committee.
2. Testing. I will participate in all required physical and psychological testing conducted by USAG.
3. Competition. Recognizing the critically important role played by USAG's events in generating the funds necessary to support the Team, I will use my best efforts to

participate in those national or international competitions and exhibitions to which I am invited or assigned by USAG. Notwithstanding the foregoing, I will not be obligated to participate in any competition or event if I am not medically fit to do so, or if such participation would create a risk of injury based on an existing condition. Further, USAG will consult with me before determining the competitions to which I will be assigned.

When I accept an invitation to compete in an event as a member of the Team, I will make every effort to perform to the best of my ability. I will participate for the full duration of the event unless I am excused by the Head of Delegation or Program Director. I also acknowledge that I understand that my participation in gymnastics competitions, exhibitions, and/or events that are not sanctioned by USAG or the International Gymnastics Federation (FIG) may jeopardize my eligibility to participate in competitions sanctioned by the FIG.

4. Other Team Selection. During the course of this Agreement, I recognize that I may have the opportunity to qualify for teams selected by USAG to compete in such international events as the Olympic Games, World Championships, Pan American Games and World University Games. I acknowledge that these teams are selected in accordance with written selection procedures which will be published in USAG publications and/or web-site and provided to me as a member of the Team. I further acknowledge my obligations to make myself familiar with and to be bound by those selection procedures.
5. Banned Substances. I will not use any chemicals, drugs or other banned substances, or violate policies and procedures established by the United States Anti-Doping Agency (USADA), the FIG, the IOC, the USOC, or the World Anti-Doping Agency (WADA). I acknowledge that the list of banned substances, policies and procedures may change during the course of this Agreement and that I have an obligation to stay informed about changes communicated to me by any of the aforementioned organizations. I further agree to submit to periodic unannounced drug tests as required by WADA, USADA, the USOC, IOC or the FIG. *USADA website:* www.usantidoping.org.
6. Eligibility. I will maintain my eligibility to compete in national and international gymnastics competition under the eligibility rules established by USAG or FIG. I understand, however, that the eligibility rules of USAG or FIG may not be consistent with the eligibility requirements of high school or collegiate athletic associations, and I accept full responsibility for keeping myself informed about, and to the extent I desire, in compliance with the eligibility requirements of those athletic associations.
7. Use of my Image. I grant to USAG the non-exclusive right to use, license, assign, sell or otherwise use my name, image, likeness, voice or performance as a member of the Team for the purpose of:
 - a. Promoting the sport of gymnastics, my achievements as a gymnast, and the work of USAG,

- b. Promoting events sponsored or sanctioned by USAG, provided, however, that this right shall not extend to events in which I am not scheduled to participate or events having a title or presenting sponsor that is a competitor of a company with which I have an endorsement relationship,
- c. Producing educational or safety materials,
- d. Producing television broadcasts, recordings or other factual accounts of the performance of the Team and its members,
- e. Raising funds for USAG through the sale of merchandise (including photographs, posters, and prints) featuring images of the Team or any images or collection of images featuring three or more members of the Team, or
- f. Allowing a company to identify itself as a national sponsor or official supplier of USAG in advertising or promotions approved by USAG. This grant is subject to the following conditions:
 - (1) such advertising or promotion incorporates a minimum of three (3) athletes of the same sex in an advertisement or promotion that is clearly team-themed and does not suggest that I have a relationship with the sponsor; or
 - (2) each athlete whose name, picture, image or performance is used provides his or her written consent.

In any instance where USAG raises funds through the sale of merchandise featuring my image pursuant to subsection 7(e) above, I will be compensated under mutually agreed upon terms. Whenever requesting my participation in a promotional activity, USAG will identify the financial terms (if any) associated with my participation, and commits to make sure that all funds made available by a sponsor to pay for athlete/coach appearances will be used only for that purpose.

- 8. Sponsors. This agreement does not limit my ability to enter into a commercial relationship with a third party, including third parties who are competitors of USAG's sponsors or suppliers. I recognize, however, the important role played by the sponsors of USAG, USAG events and the Team in helping to fund and promote the Team and my participation on the Team. Accordingly, when I am presented with a commercial opportunity I will, where I conclude in my sole discretion that to do so will not jeopardize that opportunity, give to an existing USAG sponsor in the same product category the right, and a reasonable period of time within which to exercise the right, to match the terms and conditions of any offer made to me by a competitor of that sponsor. I understand that I am not permitted to convey to my sponsors any marketing rights associated with USAG or the Team. By way of example, I am not permitted to wear Team apparel or refer to my membership on the Team in advertising and promotions conducted by sponsors who are not sponsors of USAG. USAG has provided to me as Exhibit B to this Agreement a list of USAG's sponsors and suppliers.

9. Promotion of the Team. Consistent with my training and competition schedule, I recognize that all of us involved in USAG and the Team have an obligation to make a good-faith effort to participate in activities designed to teach gymnastics skills or promote the sport of gymnastics, the work of USAG, the Team, and USAG events. Such activities may include, but are not limited to, Team meetings, national and regional congresses, clinics, seminars, promotional appearances on behalf of USAG events and programs and sessions with members of the media.
10. Appearance. I will meet all prescribed guidelines for appearance whenever appearing or traveling as a member of the Team. I understand that those guidelines may also obligate me to wear certain types of competition, training and leisure apparel when appearing as a member of the Team, including opening and closing ceremonies of a competition. Those guidelines do not, however, limit my ability to use the competition shoes/socks, grips and wrist supports or other medical braces of my choice.
11. Travel. I will have in my possession a valid and current passport and be prepared to notify USAG of the passport number and place and date of issue. I will also maintain current passport style photos for use by USAG in applying for visas. I agree to meet all travel schedules set for me when traveling as a member of the Team, and understand that I may only change travel arrangements with the approval of USAG. I agree to be personally responsible for any additional cost resulting from changes to the travel arrangements made for me without the prior approval of USAG.
12. Medical Attention. I give my consent to USAG to provide, through a medical staff of its choice, customary medical care and athletic training, transportation and emergency medical services as warranted in the course of my participation as a member of the Team.
13. Retirement or Inability to Compete. I will notify USAG promptly if I decide to retire from the Team, or if I suffer any injury or illness which may prevent me from fulfilling my responsibilities as a member of the Team. In the event of such injury or illness, I agree to submit to all reasonable requests for examination or evaluation by medical personnel retained by USAG.
14. Waiver and Release. I AM FULLY AWARE OF AND APPRECIATE THE RISKS, INCLUDING THE RISK OF CATASTROPHIC INJURY, PARALYSIS, AND EVEN DEATH AS WELL AS OTHER DAMAGES AND LOSSES, ASSOCIATED WITH PARTICIPATING IN GYMNASTICS. I FURTHER AGREE THAT USAG, AND ITS SPONSORS, SUPPLIERS, EMPLOYEES, AGENTS, OFFICERS, AND DIRECTORS (the "Released Parties") SHALL NOT BE LIABLE FOR ANY LOSS OR DAMAGES OCCURRING AS A RESULT OF MY PARTICIPATION IN GYMNASTICS, UNLESS THAT LOSS OR DAMAGE RESULTS DIRECTLY FROM THE WILLFUL OR WANTON CONDUCT OF THE RELEASED PARTIES.

II. USAG Obligations

In consideration for my agreement to be bound by the terms and conditions of Section I of this Agreement, I understand that USAG agrees to do each of the following for me:

1. Membership. USAG will provide me with a USAG team membership, including all insurance coverage and benefits associated with that membership as identified in Exhibit C.
2. Training. USAG's staff and/or clinicians will be available to work with me and my coach to establish a training program designed to assist me in my development as a gymnast. This assistance will include types and amounts of assistance as agreed upon by USAG and my coach. In addition, USAG will pay for the travel, lodging and meal expense associated with my participation in USAG training camps (if any) which I am required to attend.
3. Apparel. USAG will provide me with Team apparel if and when I am invited or assigned by USAG to participate in national or international competitions and exhibitions.
4. Funding. I will be eligible to participate in (and, where appropriate, have my coach and club participate in) those funding programs described in Exhibit D.
5. Competition. USAG will arrange for my participation in national competitions, international competitions and exhibitions subject to program policy, the availability of funding, other competitions, and the discretion of USAG,.
6. Travel. USAG will be responsible for all normal travel and meal and housing expenses directly associated with my participation in training camps, competitions, exhibitions and promotional appearances, if any, where such participation is at the request of USAG and as a member of the Team.
7. Health Counseling and Referral. As part of its commitment to maintaining the health of the members of the Team, USAG will have a trainer, nutritionist, sports psychologist and Team doctor available to assist the Team. In addition, USAG will assist me by identifying medical experts in other specialties or geographic locations with whom I might consult.
8. Representation. USAG has established and funds an Athletes' Council. That Council is charged under USAG's Bylaws with soliciting athlete input on pending policies and decisions and communicating to USAG the views of the Athletes on those issues. As a member of the Team, I am eligible to both serve on and elect representatives to the Athletes' Council.
9. Communication. USAG will give me the right to call the USAG national office without charge to me. In addition, USAG will provide me with copies of relevant selection procedures, information concerning my opportunities to participate in competitions or training and minutes from meetings of the Athletes' Council.

10. Public Relations. USAG will help to publicize my participation as a member of the Team by creating a special biography and individual file photograph of me for distribution to the media, and by issuing press releases to newspapers in geographic areas identified by me concerning my performance as a member of the Team.

III. Other Terms of the Agreement

1. Term. This Agreement is effective from the date of the Athlete's/Parent's Signature to the conclusion of the next re-ranking competition.
2. Suspension or Dismissal from the Team. I understand that any conduct by me which constitutes a significant material violation of any obligations under USAG's Code of Ethics may result in my suspension or dismissal from the Team and the termination of all benefits associated with my membership on the Team. No termination or suspension may be imposed, however, except by application of the procedures identified in Article 9 of USAG's Bylaws.
3. Other Sanctions. For matters which do not involve a significant material breach of my obligations under the Code of Ethics, I understand that USAG may respond to my failure to meet my obligations under this Agreement by imposing a sanction (including, for example, withholding all or part of any support or assistance outlined in Exhibit D) other than suspension or dismissal from the Team.

Before imposing any sanction under this Section III.3 , I understand that USAG will: a) provide me with written notification of the specific conduct which is the basis for withholding the support, b) identify the exact nature of the proposed sanction, c) give me an opportunity to be heard and d) inform me of the actions which must be taken by me (if any) to avoid the sanction. If I wish to challenge a decision by USAG to impose a sanction in this manner, I understand that I must follow the grievance process identified in Article 10 of USAG's Bylaws.

4. Dispute Resolution. All disputes arising out of or connected with this Agreement are subject to resolution exclusively through the procedures set forth in USAG's Bylaws, and/or, if appropriate, through the grievance procedures of the USOC.

