

**USA GYMNASTICS /USAG  
ATHLETE SELECTION PROCEDURES  
2008 Olympic Games, Beijing, China  
Women's Artistic  
October 18, 2007**

**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 start of the 2008 Visa Championships and hold a current U.S. Passport (valid through March 1, 2009) at the time of nomination. Each preliminary qualifying event has its own citizenship eligibility rules which take precedence for that event. Eligibility rules may be found in the Women's Rules and Policies at [www.usa-gymnastics.org](http://www.usa-gymnastics.org) (click on Women, then Rules).

2. Minimum Federation Internationale de Gymnastique standards for participation (if any): The minimum age requirement is 16 years in the calendar year.

3. Other requirements (if any): Must be an USA Gymnastics Athlete Member.

B. Provide a brief summary outlining how an athlete is selected as a nominee to the Team.

The Olympic Team is defined as the six (6) athletes who will be nominated to the USOC. Three (3) replacement athletes will also be nominated. These nine athletes will be named immediately following the conclusion of the competition at the Final Selection Camp.

The process for qualification/selection to the Olympic Team is a combination of the U. S. Olympic Team Trials – Gymnastics (Olympic Trials) and the Final Selection Camp results and discretionary selection criteria.

1. The top two (2) senior All-Around competitors (combined rank order after two days of competition) from the 2008 Olympic Trials will be nominated to the Olympic Team.

2. In addition to the athletes nominated to the Olympic Team as described above, at the conclusion of the Olympic Trials the selection committee may select additional athletes to be nominated to the Olympic Team based on the discretionary criteria (see Section II).

3. Other athletes selected from among the competitors at the Olympic Trials and accepted petitions will be invited to the Final Selection Camp.

4. The remaining members of Olympic Team and replacement athletes will be nominated from among the competitors at the conclusion of the Final Selection Camp.

C. Tryout Events:

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

- Visa Championships June 5-7, 2008, Boston
- Olympic Trials June 20-22, 2008, Philadelphia
- Final Selection Camp July 16-20, 2008, Houston

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 events listed above in Section I(C)(1).

- 2008 Classic(s) (site, dates TBD and will be posted on the USA Gymnastics web site a minimum of 45 days prior to the event)
- 2008 Visa Championships June 5-7, 2008
- 2008 Olympic Trials June 20-22, 2008

Each preliminary qualifying event has its own citizenship eligibility and qualification rules which take precedence for that event. Qualification and eligibility rules may be found in the Women's Rules and Policies at <http://www.usa-gymnastics.org/women/rules-and-policies/>.

3. Provide the event name, dates and locations of additional trials that will be used to determine “start positions” (if any).

None

D. Provide a comprehensive, step-by-step description of the method that explains how athletes will go through the selection process to become team nominees.

1. Qualification for the 2008 Visa Championship is:

- By score from a national qualifying meet (site, dates TBD and will be posted on the USA Gymnastics web site a minimum of 45 days prior to the event), or
- By score from a verification training camps or international assignment for current national team members, or
- By score at a 2008 Classic(s) meet , or
- By being one of the seven (7) members of the 2007 World Championships Team.
- Accepted petitioned athletes.

2. Qualification to the 2008 Olympic Trials is

The top 12 athletes in the All Around competition (combined rank order from two days) at the 2008 Visa Championships will qualify to the 2008 Olympic Trials. The Selection Committee MAY add additional athletes from among those athletes who competed in 2008 Visa Championships or petitioned athletes to attend the 2008 Olympic Trials.

3. The top two (2) senior All-Around competitors from the Olympic Trials (combined rank order after two days of competition) will be nominated to the Olympic Team.
4. In addition to the athletes nominated to the Olympic Team as described above, immediately at the conclusion of the Olympic Trials, the selection committee may select additional athletes to be nominated to the Olympic Team based on the discretionary criteria (see Section II).
5. Qualification to the Final Selection Camp:
  - a. Those athletes nominated to the Olympic Team at the conclusion of the Olympic Trials are required to attend the Final Selection Camp.
  - b. Other athletes selected from among the competitors at the Olympic Trials and accepted petitions will be invited to the Final Selection Camp.
6. The mandatory Olympic Team Final Selection Camp will be held July 16-20, 2008 in Houston, Texas. Two days of competition judged by two Brevet Judges will be conducted. The Selection Committee will use the selection criteria as listed below in Section II(B) to select the nominated athletes.
7. USA Gymnastics recognizes that injuries and/or extraordinary and unforeseen circumstances may occur which would cause an athlete otherwise deserving of an opportunity to try out for the Olympic Team because of her previous competitive results, to be unable to participate in one or more steps of the process. Please note that petitions are accepted only to compete in qualifying events and not directly onto the Olympic Team.
  - a. In order to be considered by the Selection Committee, petitions must be submitted in writing to the USA Gymnastics' Women's Program Director as soon as practical after the athlete becomes aware of her inability to participate in the process described above but before the deadlines listed below.
    - Petitions to the Visa Championships must be received prior to the conclusion of the 2008 U.S. Classic
    - Petitions to the Olympic Trials must be received prior to the conclusion of the Visa Championships
    - Petitions to the Olympic Team Final Selection Camp must be received prior to the conclusion of the Olympic Trials
  - b. The 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. The nature and extent of that injury or illness is subject to verification by a doctor selected by the USA Gymnastics.
  - c. Petitions into the Olympic Team Final Selection Camp will be considered by the Selection Committee, in consultation with the Women's Program Director and/or Vice-President of Program. Athletes eligible to petition are defined as:

- any member of the 2007 World Championship Team
- any athlete who has competed at the 2008 VISA Championships,
- Any national team member who was assigned and competed in an international competition after the conclusion of the 2007 Visa Championships or in the year 2008.

d. The selection committee will use the discretionary criteria defined in Section II (B) to determine whether or not a petition will be accepted.

e. Provide the names of all committees/groups who oversee the selection process, including the name(s) and title(s) of their members.

#### SELECTION COMMITTEE

In the event any of the members of the Selection Committee is currently affiliated with an athlete, the International Elite Committee will select another individual who is unaffiliated to serve on the Selection Committee. In the case of the Athlete Representative, the USA Gymnastics Athlete’s Council will select another athlete who is unaffiliated to serve on the Selection Committee.

<b>Committee</b>	<b>Name</b>	<b>Title</b>
Selection Committee	Martha Karolyi	National Team Coordinator
Selection Committee	Steve Rybacki	Chairman, International Elite Committee
Selection Committee	Kim Zmeskal	Athlete Representative

## 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 based 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 necessitates evaluating relative event strength and contribution to total team or event scores.

B. List the discretionary criteria and explain how it will be used:

The committee will consider the following areas when selecting the Olympic Team Training Squad and nominating the Olympic Team and replacement athletes:

- Team needs and medal potential
- Results from international and national competitions
- Difficulty Scores
- Routine performance "Hit" consistency
- Composite strength of all the Olympic Team Members
- Routine execution
- World Class presentation

- Competitive readiness that allows for maximum performance
- Demonstrated professional attitude and ability to positively contribute to the team dynamic.

### C. Discretionary Selection Committee

#### SELECTION COMMITTEE

In the event any of the members of the Selection Committee is currently affiliated with an athlete, the International Elite Committee will select another individual who is unaffiliated to serve on the Selection Committee. In the case of the Athlete Representative, the USA Gymnastics Athlete’s Council will select another athlete who is unaffiliated to serve on the Selection Committee.

<b>Committee</b>	<b>Name</b>	<b>Title</b>
Selection Committee	Martha Karolyi	National Team Coordinator
Selection Committee	Steve Rybacki	International Elite Committee Chairman
Selection Committee	Kim Zmeskal	Athlete Representative

### III. REMOVAL OF ATHLETES

A. Prior to acceptance of nomination 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 from the Nominations for any of the following reasons, as determined by USA Gymnastics.

1. Voluntary withdrawal. Athlete must submit a written letter to the USA Gymnastics President/CEO.
2. Injury or illness as certified by an USA Gymnastics physician (or medical staff) which inhibits peak performance. If an athlete refuses verification of their illness or injury by an USA Gymnastics physician (or medical staff), their injury will be assumed to be disabling and they may be removed.
3. Violation of the USA Gymnastics National Team Agreement. (Attachment A)
4. Violation of the Women's Team Responsibility Manual. (Attachment B)

Removal may only occur by action of the President of USA Gymnastics after consultation with the Women’s Program Director and/or Vice President of Program, and the Athlete Representative, and an interview with the athlete and her coach. Any decision to remove an athlete or coach is subject to review through USA Gymnastics Grievance Procedures. An athlete removed from the Team pursuant to this provision has the right to a hearing per the USA Gymnastics Constitution and Bylaws (Article 10) or by USOC Bylaws, Article 9.

B. After acceptance of nomination 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).

Under the USOC Code of Conduct an athlete may be removed because of injury or illness which prohibits peak performance as defined by the USOC Code of Conduct and reviewed by the USOC medical staff.

A USOC approved team member is subject to the USOC Code of Conduct and Grievance Procedures.

C. Anti-Doping Removal.

An athlete may be removed from Nomination or from the Team at any time for violation of IOC, WADA, FIG, USADA and/or USOC anti-doping protocol, policies and procedures. 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:

Same selection criteria and process as the nominated Olympic Team Members. See Section II(B). Replacements will be selected based on the needs of the team, therefore, there is no rank order of the Replacement Athletes. Should replacement of an athlete named to the Team become necessary, the Selection Committee will replace the athlete with one of the three Replacement Athletes already named. The Selection Committee, may add another Replacement Athlete, to replace the Replacement, selected using the criteria in section II.B, to maintain a total replacement pool of 3.

B. Describe how the replacement athlete(s) will be selected to replace a previously nominated athlete, should a vacancy occur.

1. Prior to acceptance of nominations by the USOC:

See Section II(B).

2. After acceptance of nominations by the USOC:

See 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:  
Selection Committee.

<b>Committee</b>	<b>Name</b>	<b>Title</b>
Selection Committee	Martha Karolyi	Nat'l Team Coordinator
Selection Committee	Steve Rybacki	Chairman IEC

Committee  
Selection  
Committee

Kim Zmeskal

Athlete Rep

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

- a. Prior to acceptance of nomination by the USOC:  
Selection Committee
- b. After acceptance of Nomination by the USOC:
  - Prior to departure for the Games- Selection Committee
  - After departure of the team and during the Games- The National Team Coordinator and the Head Coach (if unaffiliated with the replacement athletes) will determine the replacement athlete. If the Head Coach is affiliated with any of the replacement athletes the decision will be made by a vote of the non-affiliated personal coaches who are fully credentialed and the National Team Coordinator.

## **V. SUPPORTING DOCUMENTS**

USA Gymnastics will retain 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 2008 Olympic Games.

## **VI. REQUIRED DOCUMENTS**

The following documents are required to be signed by an athlete as a condition of participation in the Olympic or Pan American Games and are included as attachments:

National Team Agreement (Attachment A)  
Women's Responsibility Manual (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. NGB Website: [www.usa-gymnastics.org](http://www.usa-gymnastics.org)

These procedures will be posted as soon as possible, but not more than 5 business days following notice of approval by the USOC and will include the USOC approval date.

B. USA Gymnastics Official Publication(s) (if any):  
*Technique Magazine*

C. Other

Will mail hard copy to all national team members and age eligible athletes qualified to the Visa Championships.

## VIII. DATE OF NOMINATION

Nomination of Athletes form, including replacements, will be submitted to the USOC on:

Final Selection Camp Competitors on June 22, 2008

Olympic Team (6) and Replacement Athletes (3) on July 20, 2008

## IX. MANDATORY TRAINING AND/OR COMPETITION

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

Olympic Team Final Selection Camp - July 16-20, 2008 in Houston, Texas

## X. ANTI-DOPING REQUIREMENTS

Athlete must adhere to all IOC, WADA, FIG, USADA and USOC anti-doping protocols, policies and procedures. This includes participation in out of competition testing as required by the WADA, FIG, USADA and USOC Rules.

## XI. DEVELOPMENT OF SELECTION PROCEDURES

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

International Elite Committee

<b>Committee</b>	<b>Name</b>	<b>Title</b>
International Elite Committee	Steve Rybacki	Chairman
International Elite Committee	Mihai Brestyan	Coaches Rep
International Elite Committee	Valeri Luikin	Coaches Rep
International Elite Committee	Mary Lee Tracy	Coaches Rep
International Elite Committee	Martha Karolyi	National Team Coordinator
International Elite Committee	Kim Zmeskal	Athlete Rep
International Elite Committee	Larissa Fontaine	USOC Athlete Rep

## **XII. USA GYMNASTICS BYLAWS AND GRIEVANCE PROCEDURES**

The USA Gymnastics Bylaws and Grievance Procedures can be found at:  
<http://www.usa-gymnastics.org/organization/2007/usag-bylaws.pdf>

## **XIII. INTERNATIONAL DISCLAIMER**

The procedures are based on USOC and/or the FIG rules and regulations are presently known and understood. Any changes in the selection procedures caused by a change in USOC and/or the 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.

## **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
- E-Mail at [john.ruger@usoc.org](mailto:john.ruger@usoc.org)
- [www.888athlete.org](http://www.888athlete.org)

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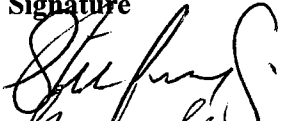

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## XV. USA GYMNASTICS SIGNATURES

**I certify that I have read, understand and incorporated our Federation Internationale de Gymnastique 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
President	Steve Penny		10/29/07
National Program Director	Kathy Kelly		10/22/07
NGBs USOC AAC	Larissa Fontaine	_____	_____

\*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.

### USOC USE ONLY

Date Original Procedures

Rec'd \_\_\_\_\_

Date Revision Submitted

\_\_\_\_\_

Date of USOC

Approval \_\_\_\_\_

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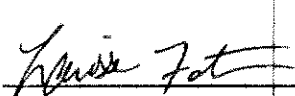
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Position	Print Name	Signature	Date
President	Steve Penny		
National Program Director	Kathy Kelly		
NGBs USOC AAC	Larissa Fontaine		11/13/07

\*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.

### USOC USE ONLY

Date Original Procedures Rec'd \_\_\_\_\_  
 Date Revision Submitted \_\_\_\_\_

Date of USOC Approval \_\_\_\_\_

## Attachment A

### USA GYMNASTICS 2007 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](http://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 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.



Signature of  
PARENT OR GUARDIAN \_\_\_\_\_ Date \_\_\_\_\_

USA GYMNASTICS

By \_\_\_\_\_ Date \_\_\_\_\_  
President

## Attachment B



### ***RESPONSIBILITIES MANUAL***

This manual includes the duties and responsibilities of the USA Women's Team defined as the athletes, national team coordinator, head coach, assistant coach, personal coaches, team manager, trainers, athlete representative and other support staff.

International competitions are a great opportunity that each of us has to contribute to our sport. Our performances in our various roles are highly visible to organizing committees and international observers and are critical to our overall impression. This manual will provide a list of duties and responsibilities that will allow us all to be prepared for the opportunity of a lifetime.

When competing as a team, understand that conformance with every aspect of these guidelines is essential to **show team unity and team goals. In order to compete successfully at the international level there are minimum requirements that must be met to conform to the usual training schedules of major team meets. These requirements will be outlined in this manual.**

All the athletes, coaches, and support staff must either alter their usual schedules prior to arrival or be prepared to function within these parameters so that all athletes feel they are preparing as a team. It will provide the system necessary for each individual to assume their responsibility and fully support the team concept.

It is **mandatory** for all national team members and their coaches to sign the agreement which will indicate that he/she agrees to all aspects of the Women's Team Manual. This applies to the National Team Coordinator, coaches who are assigned to the competition. Failure to do so could result in dismissal from duties at the event and/or ineligibility for consideration for any further involvement with the National Team

We owe our best effort to the American people, to our sport, to each other and, most of all, to ourselves. Let us all eagerly welcome and rise to the challenge.

## **GENERAL RESPONSIBILITIES**

As a member of the USA Women's Team, compliance with the guidelines established in this manual will be expected of **ALL MEMBERS for the full duration of training camps, competitions, or other activities sponsored by USA Gymnastics**. The national office will make every effort in arranging your transportation and housing needs. When traveling internationally, living environments, food, and competitive arenas are sometimes quite different than those in which we are accustomed. Please be prepared to accept these differences and make your best effort to adapt to the circumstances.

While we recognize that individuality is an important aspect of our culture, personal agendas and individual needs must become secondary to our team goals. Everyone included in our delegation is compelled to conduct his or herself in the most professional dignified manner for the duration of the event. Our mission is to represent our country, our sport and ourselves at the highest level possible. These events should be considered as an honor and a responsibility. USA Gymnastics has assisted with your preparation and is funding this experience. Please understand that adherence to this manual is a requirement of all delegation members. Should any delegation member be dismissed or expelled because of non-compliance to the manual, they also may lose funding and benefits associated with team memberships.

Friends and families can provide a distraction for the team members. No visitation will be allowed until after team competition. Therefore, all visitations with parents will be designated by the National Team Coordinator and Head Coach based upon the best interest of the team. When a team member is not qualified to All Around, or Individual Event competitions, she still must adhere to the daily schedule and all team rules. Family members of the coaching and support staff will not be housed with the team or join with the team on any occasion. Any distraction from the duties and responsibility of the team could be detrimental to the ultimate success.

## **PERSONAL COACHES**

The personal coach (one) of each athlete is invited to participate in all major competitions. It is believed that the coach deserves this recognition and has earned the right to experience these events with his/her athletes. Each personal coach is

responsible for the conduct of their athlete(s). This includes their physical, mental and emotional performances. USAG will make every effort to obtain a credential for each of the coaches involved. If there are not enough credentials for all coaches the National Team Coordinator and the Senior Director of Women's Program will determine who will receive the credential. **We strongly recommend that only one coach per club travel with the delegation. While we recognize that most often two coaches are necessary to develop high level athletes, proper training in the final stage will allow the athlete to function optimally with one coach. Compliance with the guidelines in this manual are applicable to all elite activities (competitions, training camps, international meets, demonstrations or tours) and are MANDATORY for ALL members of the delegations. Please understand that non-compliance with the guidelines could result in removal from the team/delegation, loss of funding and membership privileges.**

- SUPPORT the decisions and be responsive to the National Team Coordinator and/or Head Coach
- manage their athlete(s) according to the established team policies
- voice all concerns within the coaches/team meetings, through an IEC representative, directly to the National Team Coordinator or USA Gymnastics personnel.
- refrain from any conversations or activities which could be construed as inappropriate or divisive
- **Do not voice concerns, selection/competition results. or other information from training/preparation or selection camps to non-national team members via phone, email or other method**
- attend all coaches/team meetings
- attend all training sessions
- adhere to daily schedule of activities as outlined by the National Team Coordinator
- be on time and in proper attire for all team functions
- respect, communicate with and support all members of the delegation as needed
- understand that each member's role and all decisions are made in the best interest of the USA Team
- present a positive image at all times especially, when in public or dealing with the media/sponsors
- remain focused on your duties
- check the athlete's apparel

## **ATHLETES**

As a member of the USA Women's National Team, each athlete will be expected to assume the following responsibilities when representing the USA or at training camp. These responsibilities should be considered prior to your acceptance and/or

qualification to the team. You are a selected representative of USA Gymnastics and your behavior must, at all times, to be that of a National Team Member. Non-compliance of these requirements can result in dismissal from the team and removal of all credentials and privileges associated with the team.

- attend **ALL** training sessions and demonstrate a willingness to successfully complete your assignments
- get adequate rest/prompt lights outs - phone calls should be made prior to curfew
- National Team nutritional guideline should be followed at all times. Need to be a good example to each other.
- Attend all team meals.
- absolutely no drugs or alcohol allowed
- discuss any physical ailments with your personal coach immediately who will report those to the NTC and the Team Leader
- condition properly and follow-up with all physical therapy to maximize your performance
- communication, respect and support for the National Team Coordinator and the designated coaches is required at all times
- you will be under the jurisdiction of the National Team Coordinator and the Team Manager, Your personal coach is in attendance as a member of the support team
- respect and support your teammates, support staff and host country
- be prompt and attentive when called to address the National Team Coordinator and/or the Head Coach formally before and after practice
- Responsible for extra grips, extra copy of music and necessary items for training and the competition. (I.e. Pre - wrap, tape, etc.)
- Be prepared for a “mock” meet or **verification** at any time. Training alterations due to injury or illness must be communicated by the National Team Coordinator prior to workout.
- follow the daily schedule set up by the National Team Coordinator
- Appropriate public socializing will be planned activities. At no time should a male be in your room and visitation policies for parents must be followed.
- Have all the listed apparel with you, in good condition and properly fitted. Undergarments must not be visible during training or competition.
- Know and execute with excellence the National Team warm up and any National Team complexes.
- All athletes will remain a part of the team and adhere to the team schedule until all Individual and Team Competitions are completed

## **NATIONAL TEAM COORDINATOR**

The Women's National Team Coordinator, under the direction of the Senior Director of Women's Program, and in conjunction with the International Elite Committee is responsible for the following duties. This position requires a demonstration of supreme responsibility and leadership. His/her ability to assume the following list of responsibilities will set the pace for our efforts and will be the key for team unity. While all of the support team will stand ready to assist the National Team Coordinator and the Head Coach, the difficult decisions and sensitive issues we might face will be their responsibility. Accountability for our team's finish, the impression that our team makes on the principals of the competition, the media, and the public will rest on the shoulders of this individual. All decisions, speeches, attitudes, and actions must be lead by the National Team Coordinator with the best interest of the TEAM.

- Know all FIG Technical Regulations and communicate those to all support staff
- know all competition details and specifications and communicate those to all support staff
- Must address the team formally before and after practice
- lead, motivate, inspire, and provide an example for all athletes and support team
- Mediate all team meeting and present line-ups to all coaches for a vote and make the final decision in case of a tie.
- explain line-up rationale and responsibilities to the team and individual athletes
- outline the training plan (duration and content) for the team competitions and training camps
- prior to joining together as a team, provide a daily and weekly training schedule to each personal coach
- keep the line of communication open with every team and support team member
- represent the team with the media
- make decisions on all press issues for the team and individuals
- initiate action with the team manager to eliminate detrimental behavior and individuals
- meet with the judges and assign duties as needed
- Head coach/assistant coach communication
- Provide team line-up at the start of each training session.

## HEAD COACH

This individual was selected based upon their abilities to lead the team on the competitive floor. His/her ability to assume the following list of responsibilities will, in large, determine the overall success of the team. The actual on- floor coaching will be solely the Head Coach's responsibility. Personal Coach(es) responsibilities must become secondary when the individual assumes this new role.

- **Is responsible for all coaching decision that must be made on the competition floor.**
- Know all FIG Technical Regulations and communicate those to all support staff
- know all competition details and specifications and communicate those to all support staff
- must address the team formally before and after practice
- lead, motivate, inspire, and provide an example for all athletes and support team
- discuss the team line-up with the national team coordinator
- keep the line of communication open with every team and support team member
- designate duties to Assistant Coach and personal coaches as necessary and as soon as possible
  - Team warm-up
  - Auxiliary equipment  
(Tape measure, bar scraper, spray bottle, chalk, competition #)
  - Meal plan
  - Apparel checks and plan (sizing and alterations)
  - Team activities (in-house)
  - Submission of music, properly cued, labeled and timed  
(Maintain extra copy)
- sign all official team documents on a timely basis
- be responsible for the accuracy of all team documents
- act as coach during podium training and all team competitions
- act as coach during all “simulated competitive training” in the official training halls
- direct the practice of “mock” meets and 30 sec. touch warm-up to ensure team readiness
- know each athlete's board setting, placement and spring usage
- Know each athlete's routines for spotting purposes, matting, board placement, etc.
- know each athlete's bar setting
- know each athlete's vault number(s)
- know each athlete's competitive number
- know the line-up and present it to the secretary of the event

## **MEDICAL STAFF**

A Trainer is sometimes included in the delegation. These individuals will provide a full range of support for the athletes, coaches and other staff. The responsibilities of the medical staff are as follows:

- attend all training/competition sessions, unless dismissed by the team manager/head of delegation
- be positive in all conversations with the athletes
- attend to all physical needs of the athletes
- provide treatments for injury or maintenance in a timely manner
- report all treatments to the national team coordinator and team manager on a daily basis
- report all suspected serious injury or illness to the national team coordinator and team manager/head of delegation immediately
- be responsible for all medical supplies
- be responsible for medical and emergency contact for all locations
- carry contact numbers at all times
- secure water and fruit for the athletes for training/competition if necessary
- make any recommendations concerning athletes to the team manager
- refrain from discussing problems or diagnosis of injury directly with the athlete
- inform and counsel athletes regarding the drug testing regulations
- monitor the water source for the athletes

## **NATIONAL COACHING STAFF**

- act as technical assistants to the National Team Coordinator and personal coaches
- remain positive at all times
- attend all training sessions
- give observations to the coaches
- report any problems to the National Team Coordinator and the team manager/head of delegation immediately

## **JUDGES**

- attend all competition functions as required by the FIG
- when requested and if possible, be available to the National Team Coordinator/Personal Coaches for advice
- when requested and available, assist with training
- first responsibility is to the team
- representing the USA

## **TEAM MANAGER/HEAD OF DELEGATION**

- Know all FIG Technical Regulations and communicate those to all support staff
- know all competition details and specifications and communicate those to all support staff
- coordinate transportation for all team and support team
- assign all housing arrangements
- coordinate and supervise all administrative personnel
- act as liaison with the Organizing Committee for all team responsibilities
- coordinate processing and accreditation
- responsible for the conduct of all team and support team members
- advise the National Team Coordinator, Head Coach and the Personal Coach(es) of any medical concerns as soon as possible after the report from the trainer
- responsible for compliance of all parties with the Selection Procedures, Women's National Team Manual, USAG Code of Ethics, and the USOC Code of Conduct
- Take appropriate action toward any team member who violates any of the above including, if necessary, removing any member of the team or the delegation for non-compliance with the duties listed in this manual. Removal of any member must be approved by the President of USA Gymnastics.
- organize meeting on the first day
- provided travel apparel and a detailed attire list for each trip

## **ATHLETE REPRESENTATIVE**

- attend all team functions
- observe all training and competition
- give input at meetings as requested by the National Team Coordinator
- remain neutral and equally support all athletes
- report any serious problems to the Team Manager
- counsel team members as needed
- act as liaison for athlete team members with the coaching staff and team manager

I, \_\_\_\_\_, have read, understand and agree to comply with the responsibilities of my position as outlined within this manual.